

LAAPOA

LOS ANGELES AIRPORT PEACE
OFFICERS ASSOCIATION

LAX | VNY | LPR | MPO



2020

Annual Report



LAXPD





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PRESIDENT'S LETTER

As we near the end of 2020, we are looking back on a complex year unlike any other in our nation's history for law enforcement, airports and every person in our great country.

Let's start and end with the good moments for the Los Angeles Airport Peace Officers Association (LAAPOA). We have expanded our ranks to include park rangers and their sergeants and captains. They have been a welcome addition. LAAPOA has benefited from their voices and is strengthened by their participation. We look forward to a continuing partnership with the park rangers and magnifying issues of importance for both airport and park police through our combined efforts.

LAAPOA is also in the process of purchasing an 8,700-square-foot property that will house our new headquarters. This is a very exciting venture for LAAPOA that will benefit our organization financially and prestigiously. We look forward to closing on the property before the end of the year. The new headquarters will serve as a permanent legacy to LAAPOA members — past, present and future.

This year also saw the retirement of LAXPD Officer Verdell Lackey, who is the longest-serving officer in LAXPD history, with almost 45 years at the airport. Officer Lackey is joined in retirement by many veteran airport police officers who have opted to retire after dedicating years of service to policing at LAX. Our brothers and sisters have been stewards of an airport that has evolved into a massive transportation and economic ecosystem that houses the second-busiest airport in the nation and third most traveled in the world. LAAPOA thanks these retirees for writing the rule book on airport policing, serving as examples for generations of officers who follow them and shepherding what has become the largest airport police force in this country.

As we say goodbye to some great officers, 2020 was a year of settling in

for our new chief, Cecil Rhambo. Chief Rhambo was sworn in as chief last November, and he hit the ground running. Between years of policing and management experience, Chief Rhambo rolled up his sleeves to better understand the specialized nature of airport policing at LAX and the nuances of what is necessary to protect LAX, its infrastructure and its people. Chief Rhambo's diverse heritage as the first multiracial, Korean American and African American chief in the Department's history reflects those whom he leads. As the largest majority-minority police force in the United States that is led by a minority chief and a minority union president, LAAPOA members have our feet on the sides of many fences on the biggest issues brought to bear in 2020. Having leadership who has walked the walk is important to successfully navigate our organization and each of us through a complex 2020.

Lastly, as we close out 2020 and very much welcome 2021, LAAPOA is looking forward to marking LAXPD's 75th anniversary. As we navigate the many changes that have taken place over the course of a single year since my last President's Letter, I am hopeful for a new year and thankful for the brother and sisterhood bonds that link LAAPOA. May we all find peace and better days in 2021.

I wish you all happy holidays and a happy new year. May God bless you all.



Marshall E. McClain, President



The Los Angeles Airport Peace Officers Association (LAAPOA) represents the sworn police officers of the Los Angeles Airport Police, the Los Angeles Municipal Police and the Los Angeles Park Rangers assigned to protect and serve Los Angeles International Airport (LAX), Van Nuys Airport (VNY) and the city of Los Angeles, and provide emergency medical services, law enforcement and wildland firefighting in the open space parks and throughout the city of Los Angeles.

The Mission

To maintain a leadership role in organizing, empowering and representing the interests of all current and retired members:

- ▶ To facilitate a member-driven organization that promotes public awareness that encourages and upholds a professional image to the aviation community and public at large
- ▶ To preserve an environment in which members interact and work toward achieving common goals and objectives and to define and enhance standards for professionalism
- ▶ To advocate for ensuring that the latest training and equipment are identified, provided and implemented for all law enforcement and public safety professionals

- ▶ To represent and protect the rights and benefits of all our members

The Story

The Los Angeles Airport Police Department is the fourth-largest law enforcement agency in Los Angeles County, with more than 1,200 law enforcement, security and staff personnel.

The Airport Police Department is a division of Los Angeles World Airports, the City department that owns and operates two airports in Southern California: Los Angeles International and Van Nuys (general aviation).

Although the Los Angeles Airport Police Department has served the aviation security needs of Los Angeles World Airports since 1946, the birth of the Los Angeles Airport Peace Officers Association (LAAPOA) can be traced to a single event in the history of the Department: the 1984 Summer Games. In conjunction with the opening of the

Tom Bradley International Terminal and Terminal 1 for the Olympics, staffing increased to handle the influx of travelers flying to Los Angeles.

Today, at the request of the membership, LAAPOA has grown into an outspoken, proactive organization that works to enhance professional and personal benefits for its members. In recent years, the association has built a successful track record of protecting its members' contracts against fluctuations in the local economy.

As part of the **Peace Officers Research Association of California (PORAC)**, LAAPOA members have access to comprehensive legal defense coverage and several insurance and benefit options.

Throughout the year, LAAPOA hosts a number of free activities for members and their families, including a holiday party and picnic. The association's **Los Angeles Airport Police Athletics & Activities League (LAAPAAL)** also sponsors activities and charity events (see below).

As aviation security requirements change to secure the dynamic environment at LAX — the number-one terrorist target on the West Coast — and Van Nuys Airport, LAAPOA will continue to evolve to protect the sworn personnel of the Los Angeles Airport Police Department, as well as Los Angeles Municipal Police and Los Angeles Park Rangers.



LAAPAAL
CHARITABLE
FOUNDATION

The mission of the Los Angeles Airport Police Athletics & Activities League (LAAPAAL) is to encourage and sponsor members of the Los Angeles Airport Peace Officers Association and the surrounding communities to participate in athletics and charity events that

better the membership and the community at large.

Activities and events sponsored by LAAPAAL include the Tommy Scott Memorial LAX Run, the Cruise for a Kid's Cure, the Police Unity Tour, Mistletoe Memories,

the State of the Union Dinner, and the LAXPD soccer, basketball and shooting teams.

LAAPAAL is a 501(c)(3) charitable organization, tax ID 90-0604757. To make a donation or for more information, visit www.laapaal.com.

2020
CHARITABLE
DONATIONS

*American
Police Beat*

Big League
Dreams
Las Vegas

City of
Los Angeles —
Tommy Scott
Memorial
LAX Run

Downey
POA Baker to
Vegas Challenge
Cup Relay Team

MEMBER SERVICES

Insurance

All active LAAPOA members receive a paid **City Employees Club of Los Angeles** membership. The club connects City employees through a network of information and discounted products such as theme park and movie tickets. Members also have access to group-rated insurance products.

PORAC Insurance and Benefits Trust

LAAPOA members are granted free membership in the **Peace Officers Research Association of California** (PORAC), which offers a number of insurance options and benefits.

Retiree Medical Trust

PORAC's **Retiree Medical Trust** (RMT) is a health care pre-funding vehicle that is funded by defined contributions set in the labor agreement and provides a stream of monthly payments for life, for those who meet the eligibility rules.

Short- and Long-Term Life and AD&D Needs

Available through our membership in PORAC, these plans are administered by **Myers-Stevens & Toohy Co., Inc.**, which has countless years of serving its clients.

Long-Term-Care Plan

All active members receive the optional initial benefit amount of \$1,000 per month in coverage from the City Employees Club of Los Angeles.

Banking

LAAPOA is partnered with several banks to offer the best service to its members, including **Citibank** and the **Los Angeles Police Federal Credit Union**. These full-service banks have been in business for years and have sound track records. Among the benefits offered are checking and savings, real estate loans, internet banking, debt consolidation, direct deposit, low-interest credit cards and auto loans.

Accounting

Since 1941, **Miller, Kaplan, Arase & Co., LLP**, has been committed to providing clients with the highest level of personal service and attention. So it only makes good sense to ensure that LAAPOA maintains an accurate account of its funds.

Investing

LAAPOA has partnered with **UBS Financial Services**, drawing on its 150-year heritage to serve private, institutional and corporate clients worldwide by combining wealth management, investment banking and asset management businesses to deliver superior financial advice and solutions. LAAPOA members have access to the UBS wealth management team to assist with any investment needs.

Communication

All members receive complimentary copies of the print *BOLO* newsletter, providing timely updates on law enforcement issues and association news. In addition, members receive, at no cost, the Peace Officers Research Association of California (PORAC) monthly publication, *PORAC Law Enforcement News*, which contains information on statewide legislative issues, reports from the Legal Defense Fund, member association news and career-related articles.

LAAPOA's extensive website (www.laapoa.com) is full of useful information for the public, in addition to an exclusive members-only section containing sensitive, ongoing union information.

Other communications with LAAPOA members include:

- ▶ Free calendar and benefits booklet
- ▶ "Eye on Aviation" daily e-newsletter
- ▶ Biweekly BOLO electronic newsletters
- ▶ *The Layover With LAAPOA* podcast
- ▶ LAAPOA Twitter account
- ▶ LAAPOA Facebook page
- ▶ LAAPOA Pinterest page
- ▶ LAAPOA Instagram account
- ▶ LAAPOA YouTube channel



The LAAPOA App

Available from both Google Play and the Apple App Store, the LAAPOA app keeps users at the forefront of public safety issues at home and abroad. The app provides access to the latest LAAPOA news and press releases, the American Alliance of Airport Police Officers (AAPO) press releases and the latest issue of the *BOLO* newsletter. LAAPOA members can stay up to date on union news, events, legal representation, benefits and more.

LAXPD University

In 2019, LAAPOA introduced a new benefit to help Airport Police officers, other Los Angeles World Airports (LAWA) employees and their family members continue their education. The LAXPD University program offers tuition discounts from participating schools to family members and tuition reimbursement of up to \$6,500 per fiscal year to active full-time or part-time regular LAWA employees eligible to take Civil Service promotional examinations. For more information, visit www.laapoa.com/laxpd-university.

Bargaining Unit

LAAPOA is the exclusive bargaining unit for the sworn police officers and firefighters of the Los Angeles Airport Police Department and is the only union recognized by the City of Los Angeles to negotiate their wages, benefits, hours and working conditions. Only LAAPOA members have the right to ratify a potential contract. The following are just a few examples of previous and recent successes:

- ▶ One of the few City unions to avoid any salary or benefit cuts, layoffs or furloughs
- ▶ Implementation of marksmanship bonus
- ▶ Creation of compensated time off bank
- ▶ Creation of a new public safety tier and increased retirement formula
- ▶ Uniform allowance increase
- ▶ Approval of Class “C” uniforms and outer bulletproof vest for optional patrol uniform

- ▶ Increase of 10.75% for pay parity
- ▶ Elimination of 20% pay reduction for new hires
- ▶ City withdrawal of release time balance owed and lower future reimbursement rates
- ▶ Creation of one full-time release position at the reduced rate
- ▶ Creation and implementation of two additional pay grades, actively working on more
- ▶ Expansion of on-call pay to more members
- ▶ Implementation of bilingual and sign-language pay
- ▶ Approval of Class “C” uniforms for vehicle checkpoints and during inclement weather

More information about LAAPOA’s contract negotiations can be found at www.laapoa.com.

Standing Committees

Standing committees are composed of the Board of Directors and LAAPOA members. Committees include:

- ▶ Activities/Fundraising
- ▶ Discipline/Grievance
- ▶ Legislative/PAC
- ▶ Members/Benefits
- ▶ Negotiations/Bylaws
- ▶ PAL
- ▶ Public Information
- ▶ Scholarship
- ▶ Training/Equipment
- ▶ Retiree Liaison

Fringe Benefits

Due to LAAPOA’s PORAC membership and experienced negotiators who contract directly with the City for fringe benefits, there is more to offer members and their families, such as added medical, dental, vision and, of course, vacation and sick-leave benefits.

RETIREMENTS

LAAPOA congratulates the following members who retired in 2020. We thank you for your service and dedication and wish you all the best in your retirement.

Airport Police Officer III
Jose Alonzo
32 years

Airport Police Officer II
Jamal Ford
31 years

Airport Police Lieutenant
Troye Holmes
32 years

Airport Police Officer III
Errol Priestley
30 years

Airport Police Sergeant
Keith Arnold
32 years

Airport Police Sergeant
Fernando Franco
30 years

Airport Police Officer II
Derrick Holtz
18 years

Airport Police Officer II
Timothy Riser
34 years

Airport Police Officer III
Van Cleese
32 years

Airport Police Officer III
Guillermo Gonzalez
30 years

Airport Police Sergeant
Barbara James
34 years

Municipal Police Officer II
Michael Robertson
32 years

Airport Police Officer III
Burt Davis
34 years

Airport Police Sergeant
Martha Hall
34 years

Airport Police Officer II
Verdell Lackey
43 years

Airport Police Officer II
Richard Shrode
26 years

Airport Police Sergeant
Aaron Duboise
32 years

Airport Police Lieutenant
Louis Hoffman
39 years

Airport Police Officer II
Darius Lewis
34 years

Municipal Police Officer II
Evelyn Solano
31 years

2020 YEAR IN REVIEW

January 1

New laws taking effect in California include AB 392, which redefines the circumstances under which the use of deadly force by a peace officer is considered justifiable.

February 28

The first coronavirus death in the U.S. is reported in Washington state, prompting Governor Jay Inslee to declare a state of emergency.

March 11

The L.A. County Department of Public Health confirms the first coronavirus-related death in Southern California.

March 19

To slow the spread of COVID-19, Governor Gavin Newsom issues a statewide “stay at home” order (Executive Order N-33-20). That same day, L.A. Mayor Eric Garcetti and L.A. County officials issue city and countywide “safer at home” emergency health orders stopping non-essential activities outside of residences.

April 1

LAAPOA introduces its video podcast, *The Layover With LAAPOA*, with the first episode featuring special guest LAXPD Chief Cecil W. Rhambo Jr.



April 28–29

The iconic LAX pylons go blue to mark the 15th anniversary of the death of L.A. Airport Police Officer Tommy Scott (EOW: April 29, 2005).

May 3–4

In lieu of the Candlelight Vigil and Enrollment Ceremony, the California Peace Officers’ Memorial Foundation



LAXPD

releases a pair of memorial tribute videos online, honoring the state’s 15 officers who died in the line of duty in 2019 and the more than 1,500 who have made the ultimate sacrifice throughout its history.

May 7

The Transportation Security Administration (TSA) announces that its employees are required to wear facial protection at screening checkpoints to minimize the spread of COVID-19.

May 11

Los Angeles World Airports (LAWA) declares that face coverings are mandatory for anyone entering LAX.



LAWA

May 25

In Minneapolis, George Floyd dies after being pinned to the ground by Officer Derek Chauvin, who pressed his knee into Floyd’s neck for more than eight minutes. Three other officers on the scene — Tou Thao, J. Alexander Kueng and Thomas K. Lane — failed to intervene despite Floyd repeatedly saying “I can’t breathe.” In the weeks following Floyd’s death, protests were held worldwide calling for police reform and accountability.

May 30

Amid days of unrest following the killing of George Floyd, a state of emergency is declared in L.A. County. Mayor Garcetti also announces the deployment of the National Guard to maintain peace and safety in the city.

June 16

In response to calls for nationwide police reform, President Donald Trump signs an executive order on “Safe Policing for Safe Communities,” encouraging police departments across

the country to adopt the highest professional standards to serve their communities.

June 19

Justin Erbacci is named permanent chief executive officer of LAWA. Erbacci had been serving as interim CEO since the December 31, 2019, departure of former CEO Deborah Flint.



LAPD

Justin Erbacci

July 1

The Peace Officers Research Association of California (PORAC)

unveils United for Positive Reform (UPR), a coalition focused on building sustainable reform and constructive relationships between law enforcement and the community. LAAPOA

President and PORAC Director Marshall McClain, who helped develop UPR, serves as the chairman of the PORAC committee that oversees the coalition.



July 1

The L.A. City Council approves a \$150 million cut to the LAPD's budget for the next fiscal year, following calls by activists and politicians to "defund the police." Days before, on June 30, the L.A. Board of Education approved an immediate 35% cut to its school police force, a reduction of \$25 million.

July 29

LAAPOA begins its campaign calling for the investigation and removal of LAWA Deputy Executive Director for Law Enforcement and Homeland Security David L. Maggard Jr., who during his short tenure has had more employee-generated complaints, grievances and lawsuits filed against him than all other airport police chiefs combined.



Latasha Wells Amerson



Tyrone D. Stallings

LAWA

August 8

LAWA announces the promotion of two internal candidates to assistant chief positions at the Airport Police Division: Latasha Wells Amerson (Office of Operations) and Tyrone D. Stallings (Office of Homeland Security and Intelligence).

August 17

LAAPOA holds a virtual press conference calling for an independent investigation into the LAX tenure of David L. Maggard Jr. after the Board of Airport Commissioners (BOAC) determined there was "no confirmation of a pattern of practice of racial inequity discrimination or improper management" in the litigation filed against Maggard.

September 1

National news media report that COVID-19 has killed more law enforcement officers this year than all other causes combined. The Officer Down Memorial Page (ODMP) and National Law Enforcement Officers Memorial Fund (NLEOMF) confirm the data, with ODMP adding that the death toll could surpass 9/11 officer deaths.

September 30

Governor Newsom signs legislation initiating police reforms, including AB 1196, which ends the use of the carotid restraint, and AB 1506, which requires the California attorney general to conduct investigations into officer-involved shootings of unarmed individuals that result in death.

October 1

Two sworn L.A. City park rangers and two other park security officers are threatened at gunpoint at Elysian Park. LAAPOA uses the incident to urge the L.A. City Council to consider changing the municipal code so that park rangers can have the full ability to utilize all law enforcement tools and equipment to ensure the safety and security of the public.

November 6

L.A. County District Attorney Jackie Lacey concedes to challenger George Gascón, former San Francisco district attorney and criminal justice reform advocate. The highly contested race, which was closely followed by LAAPOA and other law enforcement associations, was deemed one of the most important races in the country by PORAC.

November 7

After days of prolonged vote counting, former Vice President and Democratic candidate Joe Biden is declared the winner of the election, defeating President Donald Trump to become the 46th president of the United States. Biden's vice president, California senator and former prosecutor Kamala Harris, makes history as the first woman and woman of color to be elected to the office.

December 20

The L.A. City Park Ranger Division celebrates its 55th anniversary. The division started with four park rangers on this date in 1965.

LAAPOA contended with many difficult issues this year due to the COVID-19 pandemic, the national reckoning on police brutality and racism spurred by the murder of George Floyd in Minneapolis, and the subsequent movement to defund police. In addition to covering these critical issues in our press releases and *BOLO* e-newsletters and print newsletters, LAAPOA kept members, supporters, political leaders and the media apprised of how we continued to advocate for our membership and public safety through uncertain times.

Advocating for Members and Keeping Them Informed

The year began on a high note, as LAAPOA applauded Chief Cecil Rhambo's decision to fill emergency assistant chief appointments from within LAXPD's rank and file. Captain Latasha Wells Amerson and Captain Tyrone Stallings were promoted to assistant chiefs of the Office of Operations and the Office of Homeland Security, respectively — **the first time in the history of the LAXPD that two out of three assistant chief positions were filled from within.** (The two would formally fill the positions on August 8.) In addition, Captain Imer Chavez was emergency appointed to the newly created rank of police commander over Patrol Services Section.

In March, LAAPOA showed support for our park ranger members by **backing L.A. City Councilmember Joe Buscaino's motion to allow the Park Ranger Division to carry guns.** LAAPOA Board members Francisco Pimentel and Sean Kleckner argued that changing the municipal code would give rangers the full ability to utilize all law enforcement tools and equipment to ensure the safety and security of public parks.

Later that month, LAAPOA addressed the **homelessness issue at LAX** and highlighted LAXPD's efforts to help manage people seeking shelter at the airport through its Crisis Intervention Team (CIT). CIT Senior Lead Officer Shane Young explained how the team plays a crucial role in helping to

connect homeless people with shelter, health care and support services, as well as educating LAX tenants on homelessness issues and safety tips.

In April, LAAPOA introduced **The Layover With LAAPOA**, a video podcast featuring candid interviews with top public safety officials and discussions on everything from union matters to nationwide law enforcement issues. The first episode featured Chief Rhambo, who talked about his career, his goals for LAXPD and more.

Despite the cancellation of peace officer memorial ceremonies nationwide due to COVID-19, LAAPOA **honored the fallen** in May with a tribute to the California officers who died in the line of duty in 2019, plus a remembrance of LAXPD Officer Tommy Scott.

As the nation observed **National Suicide Awareness Month** in September, LAAPOA addressed the issue of law enforcement suicide and shared numerous mental health resources and tips for members.

Ahead of the November election, LAAPOA spoke on the importance of voting yes on **Prop 20**, a measure that would correct the unintended consequences created by AB 109, Prop 47 and Prop 57, which include the release of tens of thousands of inmates as well as a surge in local crime and homelessness. LAAPOA also discussed the **potential turmoil on election night** and how departments were preparing to protect their communities from unrest.

Policing in a Pandemic

In the early months of the pandemic, when many people were told to stay at home, LAAPOA's members were among those risking their lives to protect the public on the front lines. As such, many members became concerned about the benefits and protections available to them should they contract the virus. In April, LAAPOA tapped our general counsel, Mastagni Holstedt, A.P.C., to provide important information about **workers' compensation coverage for COVID-19.** The firm outlined the state's workers' compensation law

and called for establishing a COVID-19 presumption for all peace officers.

In May, LAAPOA introduced a three-part series of articles entitled "**Never Let a Good Crisis Go to Waste**," which explored how the COVID-19 health crisis affected public safety operations in California and across the country and how some officials were using the pandemic as an opportunity to advance harmful criminal justice reform agendas. LAAPOA examined the **challenges of enforcing social distancing** with the lack of uniform statewide guidelines, the **harmful effects of zero bail** on public safety, and the **spike in crime due to early release** in cities like Los Angeles and New York, whose officials released inmates to reduce prison overcrowding to slow the spread of coronavirus.

In July, LAAPOA brought attention to the difficulty of **enforcing street food vending** during the pandemic due to the lack of clear guidelines on enforcement from city officials. This issue added yet another catch-22 situation for law enforcement, who were being vilified for trying to enforce a complicated law.

Later that month, LAAPOA illustrated how **defunding and anti-police legislation** led to crime surges in cities across the country over the July 4 weekend. LAAPOA argued that such ill-conceived reform attempts strip officers of the resources and support they need to protect their communities, which during the summer had become overrun with repeat offenders due to early release. In August, LAAPOA returned to the issue of **early release**, as California prison officials announced that as many as 17,600 inmates would be released early due to COVID-19. LAAPOA warned that with no realistic plan in place for what happens after prisoners are released, communities would be put at risk and law enforcement would be left holding the bag.

Addressing Police Reform

The **killing of George Floyd** while in the custody of Minneapolis police on May 25 set off days of protests and civil unrest across the country and placed law enforcement in



LAXPD

LAXPD Chief Cecil W. Rhambo Jr.

the crosshairs. LAAPOA President Marshall McClain issued a statement on the incident, condemning the actions of the Minneapolis officers as inconsistent with the mission and goals of the profession.

In June, LAAPOA acknowledged that Floyd's death signaled the need for change in the profession, but **cautioned against the hasty reform measures** that some lawmakers were proposing, without the input of law enforcement, to pacify public outcry. LAAPOA said the moment was an opportunity for everyone with a stake in the future of law enforcement to come together for meaningful discussions on reform.

Also in June, the *Los Angeles Times* editorial board wrote that it supported the L.A. City Council's motion to cut \$150 million from the LAPD budget. President McClain responded to the editorial, arguing that **defunding the police would be detrimental to the city's already understaffed and overstressed police force**. He also noted that the board failed to mention the cuts and reforms that have already occurred, and that some of those cuts actually produced an overreliance on police and forced officers to do nontraditional law enforcement jobs.

Many activists and politicians blamed law enforcement unions for impeding reform and used the position to put anti-

police measures into action. LAAPOA corrected this false assumption, explaining in late June that **unions have been proactive in proposing solutions and leading the way for reform**. In August, LAAPOA reiterated that **police unions are labor unions**; they bargain with employers on behalf of their members to secure fair compensation and benefits, protect employees from retaliation and more.

During the final months of the state's legislative session, more than two dozen reform proposals focused on use of force, oversight, accountability and other policing issues were introduced by lawmakers. On the last day of the session on August 31, PORAC and other police unions were **successful in preventing the passage of SB 731**, which would have eliminated qualified immunity and created a process for officers to be stripped of their badges if they are convicted of certain crimes or fired for misconduct, along with other knee-jerk reform measures.

In September, LAAPOA covered the **concerning trend of attacks on law enforcement** after two L.A. County sheriff's deputies were ambushed in broad daylight. The attacks, along with anti-police backlash from the media, activists and politicians, also caused many police chiefs nationwide to resign. LAAPOA also pointed out how

the country has yet to hear any solid plans on how anti-police legislation and defunding will improve law enforcement and benefit communities in the long run.

Fighting for Change at LAX

Amid nationwide discussions on race, LAAPOA seized the moment in July to call attention to **Deputy Executive Director for Law Enforcement and Homeland Security David L. Maggard Jr.'s pattern of practice of racial inequity, discrimination and improper management** during his tenure at LAWA. Maggard has been the subject of nine individual lawsuits — more than any other leader in Department history — in addition to complaints and grievances focusing on race, gender and ADA offenses. LAAPOA brought up the lawsuits to LAWA and the Board of Airport Commissioners (BOAC) to illustrate Maggard's questionable leadership. However, they determined "no confirmation of a pattern of practice." LAAPOA argued that our complaints were falling on deaf ears and that city officials were enabling an airport policing environment that undervalues, demoralizes and retaliates against minorities.

In August, **LAAPOA held a virtual press conference** calling for an independent investigation into the lawsuits against Maggard after the L.A. City Council and the BOAC failed to disclose how they determined that Maggard's actions did not present a discriminatory pattern. The press conference also featured attorneys representing sworn and civilian employees of the LAXPD alleging complaints against Maggard.

In October, LAAPOA once again **called for Maggard to be held accountable** for his leadership, because neither LAWA CEO Justin Erbacci, BOAC nor the L.A. City Council moved forward with placing Maggard on administrative leave or conducted any independent investigation into the numerous allegations against Maggard. Despite lack of action from the top, LAAPOA resolved to make our voices heard to effect change at LAX.

For the past 38 years, LAAPOA has been proactive in the political sphere, advocating for legislation that advances the interests of our members and the law enforcement profession while also keeping the safety of the communities we serve at the forefront of our mission. In 2020, LAAPOA continued its vital work of promoting proposed bills that would benefit public safety and opposing bills that aimed to threaten it.

LAAPOA's lobbying firm locally and in Sacramento is Aaron Read & Associates (ARA). LAAPOA is also part of the Peace Officers Research Association of California (PORAC), which represents its public safety association members with lawmakers. For lobbying on national and global transportation issues, LAAPOA utilizes the services of Iseman & Szeliga in Washington, D.C.

This unprecedented year proved to be one of the most challenging ever for law enforcement nationwide. The killing of George Floyd on May 25 put police reform at the front and center of people's minds and gave way to debates in federal and state legislatures over measures aimed at tackling deadly use of force, training, police misconduct and more. In California, many lawmakers seized the moment, introducing more than 20 reform proposals in the latter half of a truncated 2019–20 legislative session impacted by COVID-19. Most of the bills were hastily written without input from law enforcement and were responses to the outcry of social justice campaigns.

With such a major push for reform happening toward the closing of the session on August 31, the top priority for LAAPOA and its statewide partner, PORAC, was to meet with legislators, legislative staff and the governor's office to draft amendment language to make the bills acceptable, without sacrificing the safety of peace officers and the public. Thanks to this intense effort, law enforcement concerns were heard and most of the measures either did not pass through committee, were held by their authors or were vetoed by the governor; in fact, of the 20 or so bills we had concerns over, only two were signed by the governor.

Despite this victory, we recognize that every bill that did not move this year



will likely be reintroduced in the new legislative session. However, just as we did in years past, LAAPOA and PORAC will work with stakeholders on developing our own legislation in an effort to bring real law enforcement experience, expertise and ideas to the conversation around police reform and policy changes.

Vetoed Reform Bills

The following supported, opposed and neutral reform bills were vetoed this year.

SB 629 by Senator Mike McGuire (D-Healdsburg), actively opposed:

Would have prohibited peace officers from stopping "duly authorized" press from entering areas closed off by officers surrounding any emergency field command post, police line or rolling closure at a demonstration, march or rally where individuals are engaged primarily in constitutionally protected activity.

SB 1220 by Senator Thomas Umberg (D-Santa Ana), neutral (per amendments):

Would have required each prosecuting agency to maintain a *Brady* list and would have required any state or local law enforcement agency maintaining personnel records of peace officers and custodial officers to annually, to each prosecuting agency within its jurisdiction and upon request to any prosecuting agency, provide a list of names and badge numbers of officers employed by the agency in the five years prior who meet specified criteria, including, among other things, that the officer has had sustained findings for conduct of moral turpitude

or group bias or that the officer is on probation for a criminal offense.

AB 1299 by Assemblymember Rudy Salas (D-Bakersfield), supported:

Would have closed the loophole that allows an officer with an allegation of serious misconduct to separate from a department and get rehired at another agency, thereby halting an investigation of that allegation and continuing to stay employed. It would require the employer receiving the allegation to complete the investigation and report their findings to POST. This would have ensured that any prospective employer the officer applies to has the proper background information on that officer.

Dead Reform Bills

The following actively opposed and neutral reform bills failed this year.

SB 731 by Senator Steven Bradford (D-Gardena), actively opposed:

Would have eliminated qualified immunity for officers and their agencies, as well as created a decertification program and established a board within POST with the authority to revoke certificates with or without an officer having a sustained allegation.

SB 776 by Senator Nancy Skinner (D-Berkeley), neutral:

Would have expanded the reporting requirements for certain acts of police misconduct originally created in SB 1421. This measure would subject all officer complaints of violence to the California Public Records Act and

require such complaints, which are currently retained for five years, to be retained indefinitely.

AB 66 by Assemblymember Lorena Gonzalez (D-San Diego), actively opposed: Would have limited the use of “kinetic energy projectiles” and “chemical agents” during public acts of protest, marches and other gatherings.

AB 1022 by Assemblymember Chris Holden (D-Pasadena), actively opposed: Would have required officers to intervene if they witness excessive use of force and to report what they believe to be excessive force to their department. This law also stated that if an officer failed to intercede, they would be disciplined in the same matter as the officer who used the excessive force. Lastly, it would have eliminated a national standard relating to “an objectively reasonable officer” and replaced that with a level of force that is “not reasonably believed” or “reasonably perceived level of actual or threatened resistance.”

AB 1652 by Assemblymember Buffy Wicks (D-Oakland), actively opposed: Would have required each law enforcement agency to expand its use-of-force policy to include clear and specific guidelines under which officers may use “kettling” or “corralling.” It also prohibited officers from failing to wear or intentionally acting to obscure or conceal information on a badge while on duty.

AB 1709 by Assemblymember Shirley Weber (D-San Diego), actively opposed: Would have removed the specification that a peace officer making an arrest need not desist in their efforts because of resistance or threatened resistance from the person being arrested. The bill would also require a peace officer to attempt to control an incident through de-escalation tactics, as defined, in an effort to reduce or avoid the need to use force, to render medical aid immediately or as soon as feasible, and to intervene to stop a violation of law or an excessive use of force by another peace officer.

AB 2598 by Assemblymember Rob Bonta (D-Alameda), actively opposed:

Would have put into place a system wherein all law enforcement agencies would not be able to participate in a federal joint terrorism task force without prior approval from the governing body of that agency, or the attorney general. The approval would have to be in a public session where the agency would have to explain what or who the task force was targeting and what technology they planned to use during the investigation, *prior* to the actual investigation commencing. This law would also require public posting of the investigatory plan and prior task force involvement on the local and the state attorney general’s websites.

Chaptered Reform Bills

The following actively opposed reform bills were chaptered this year.

AB 1506 by Assemblymember Kevin McCarty (D-Sacramento), actively opposed: This bill creates an Office of State Prosecutor within the Department of Justice. In lieu of a district attorney’s investigation, this new state prosecutor would review all officer-involved shootings resulting in the death of “unarmed” individuals. Since the bill’s language does not address the Public Safety Officers Procedural Bill of Rights (POBOR), LAAPOA and PORAC are currently working with the attorney general’s office to ensure officers have the due process rights afforded to them during and after the attorney general’s investigation.

AB 1196 by Assemblymember Mike Gipson (D-Carson), actively opposed: This bill bans the use of carotid restraint by officers. LAAPOA and PORAC had concerns that the language, as drafted, did not provide law enforcement officers the ability to use the carotid restraint when their own life, or any other person, was at risk. We requested language be added to specify an officer can use these restraints if they reasonably fear they, or any other person, are in danger of great bodily injury or death.

LAAPOA and PORAC also co-sponsored the following non-reform-related measure that was chaptered this year:

AB 2068 by Cottie Petrie-Norris (D-Laguna Beach), co-sponsored: Extends the California Peace Officers’ Memorial Ceremony (CPOMF) and California Firefighters’ Memorial Fund (CFMF) personal income tax check-off until January 1, 2031. AB 2068 ensures the continuation of the CPOMF Memorial and Ceremony, as well as the successful programs within CPOMF that provide support and services in recognition of fallen peace officers and firefighters in California.

COVID-19 Requests to Policymakers

In addition to reform legislation, LAAPOA and PORAC worked tirelessly to protect first responders during the pandemic. Shortly after the onset of the statewide shutdown, we approached the governor and asked that he sign an executive order creating a COVID-19 workers’ compensation presumption for emergency workers and other essential employees. The executive order, signed in May, only lasted until June, at which time we co-sponsored **AB 644 by Assemblymember Jim Cooper (D-Elk Grove)**, which would have placed the COVID-19 presumption in statute. At the same time, the chairs of the Insurance Committees in both houses co-authored their own COVID-19 presumption bill, **SB 1159 by Senator Jerry Hill (D-San Mateo)**. Although both bills moved through the Legislature, SB 1159 was the only COVID-19 presumption bill that made it to the governor. Although we fought hard for language that included all peace officers under the presumption, in the end, the scope of the final language is limited regarding which peace officers are covered under the new law.

We also asked the governor to assist in requesting the federal government to increase the supply of personal protective equipment (PPE), requested expedited testing and testing sites for all first responders who have been exposed to COVID-19, and encouraged the governor to put forth a list of best practice protocols for first responder agencies with mandatory minimum responses when it comes to PPE and quarantines offsite when an exposure has occurred.

Protecting Members' Rights

It is paramount that LAAPOA members' rights are protected. To ensure this, the association has teamed up with the best law firms the state has to offer. Members can rest easy knowing that their representatives have been trained by the best and that experienced labor attorneys are available 24 hours a day, seven days a week. LAAPOA is available to assist with filing a grievance, Internal Affairs interviews, administrative appeals hearings and much more.

Members should call a LAAPOA representative when named as a suspect in an investigation, interviewed as a witness or questioned by a supervisor. It is never in a member's best interest to submit to an interview without representation, even if the member believes there is nothing to worry about because he or she has done absolutely nothing wrong. Based on the records of numerous members interviewed as witnesses who, as a result of their interviews, became subjects themselves, all prudent LAAPOA members should have a reasonable belief that they might be accused of misconduct, and as such may be subjected to discipline.

Mastagni Holstedt, A.P.C. is the general counsel for LAAPOA, and also provides legal services in the following areas for our members: workers' compensation, personal injury, criminal defense, civil litigation defense and retirement law.



Law Firms

LAAPOA has established relationships with the following law firms for member representation:

- ▶ **Law Office of Saku E. Ethir**
- ▶ **Gordon, Edelstein, Krepack, Grant, Felton & Goldstein**
(workers' compensation)
- ▶ **Law Office of Kasey L. Sirody**
- ▶ **Straussner Sherman**
(workers' compensation)
- ▶ **Stone Busailah, LLP**

Members can call one of these attorneys and ask for advice or referrals free of charge.

PORAC Legal Defense Fund

Members of LAAPOA receive membership in the Peace Officers Research Association of California (PORAC). The **PORAC Legal Defense Fund** provides members with access to a host of attorneys and law firms specializing in everything from workers' compensation to the Peace Officers' Bill of Rights and contract negotiations. Features of the PORAC LDF include:

- ▶ No cap on benefits
- ▶ Administrative discipline coverage
- ▶ Criminal coverage
- ▶ Civil coverage
- ▶ Civil case monitoring
- ▶ Court costs
- ▶ Investigators
- ▶ Polygraph examiners
- ▶ Court reporters
- ▶ Expert witnesses

For more information about the PORAC Legal Defense Fund, please visit www.poracldf.org.

Gone But Not Forgotten

LAAPOA grieves the passing of the following officer and extends deepest sympathies to their family.

Officer Terry Leroy Coleman (Ret.)

LOS ANGELES AIRPORT POLICE

EOW: September 3, 2020

Remembering Fallen Heroes

LAAPOA extends heartfelt condolences to the families of the California peace officers killed in 2020.



Deputy Terrell D. Young

RIVERSIDE COUNTY
SHERIFF'S DEPARTMENT

EOW: April 2, 2020



Sergeant Damon Gutzwiller

SANTA CRUZ COUNTY
SHERIFF'S OFFICE

EOW: June 6, 2020

We will never forget.



LOS ANGELES AIRPORT PEACE OFFICERS ASSOCIATION



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