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CALIFORNIA STATE SHERIFFS' ASSOCIATION

Volume 39 = Number 4 = October 2024

RED RIBBON WEEK

OCTOBER 23-31

Law Enforcement Critical to Crime Victims

Receiving Support from CalVCB

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California State Sheriffs' Association & Foundation

Supporting Law Enforcement

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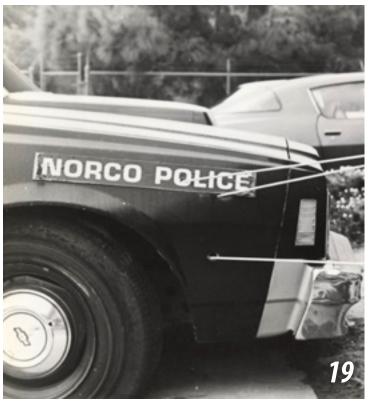
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Association Mission Statement: To support the role of Sheriff as the Chief Law Enforcement Officer in each county and to speak as a collective statewide voice on matters of public safety.

Foundation Mission Statement: To provide education and training services to the 58 Elected Sheriffs of California, their departmental employees and other members of the California State Sheriffs' Association.

President's Message



- SHERIFF DON BARNES
- ORANGE COUNTY

s I write this we are in the midst of one of the most unique election cycles of our history. We have seen the top of one presidential ticket changed by choice and another nearly changed by an assassination. The results in the race for president and control of the House and Senate are expected to be incredibly close. All of this takes place in a very challenging threat environment, with a high potential for political-related violence. As Sheriffs we have a prominent role in ensuring the safety of those engaged in the election process, including candidates, election workers, campaign volunteers and, most importantly, the voters themselves. It is important we remain aware of the threat landscape, learn lessons from one of the most notable acts of recent political violence, and continue to use best practices with regard to election safety.

THREAT LANDSCAPE

For several years, we as sheriffs have spoken about the danger posed by political violence. This threat can come from multiple sources such as malicious foreign actors, extremist groups, and lone actors. Of specific concern is the prevalence of misinformation online. Depending on the source, this misinformation has the intent of undermining confidence in our political system and motivating violence. The potential for activity online impacting offline public activity is one law enforcement must be prepared for and work to prevent. The key to success in mitigating such threats is a robust sharing of intelligence amongst local, state and federal law enforcement agencies. This is why sheriffs have worked so hard over the last few years to improve our information-sharing systems.

LESSONS FROM BUTLER, PA

We saw concerns of potential violence come to fruition with the attempted assassination of former President Trump. While it is fortunate the former President was not killed, one man lost his life and two others were seriously injured. Formal reviews of this incident are underway, but from information released thus far it is clear that several factors resulted in the failure to secure the rally.

Those factors include issues that sheriffs have highlighted for a number of years, including:

- Communication. Statements from those involved in the July 13th incident indicate that communication between Secret Service and local law enforcement was a significant issue. Interoperable radio systems provide an opportunity for all agencies to talk with one another. Communication could be further strengthened by having federal personnel paired with a local law enforcement member on the event's operations team in order to have access to local radio communications. Protocols should be reviewed to ensure this pairing occurs. Communication with the public post-event is also necessary to control rumors and prevent the spread of misinformation.
- e Encryption. As indicated in congressional testimony, encryption of technology applications are preventing investigators from fully understanding how the shooter planned and carried out this assassination attempt. Federal lawmakers must review the safety implications of encryption and opportunities to provide lawful access to encrypted devices and applications.
- Unmanned Aeriel Systems (UAS). In testimony to Congress, FBI Director Wray indicated that the shooting suspect flew a UAS shortly before the former President's event began. It has also been reported that the Secret Service did not use a UAS before or during the Butler event. This speaks to the need for federal agencies to cooperate with and use local law enforcement UAS teams. It is also critical that law enforcement have access to counter-UAS technology in order to prevent nefarious activity and mitigate threats in real time.

Addressing these policy and resource challenges will be critical to the work to mitigate threats of violence.

ELECTION SECURITY WORK

An ultimate target of bad actors is the election system itself. A strong relationship with county registrar of voters and law enforcement is the basis for election security. In this regard, the Committee for Safe and Secure Elections recommends five steps: 1) meet with counterparts and other stakeholders; 2) share experiences, contact information, election details and expectations; 3) agree to work together regularly and define rules of engagement where voters are present; 4) plan incident response, information sharing, and crisis communication; and 5) practice information sharing and response plans. Many of you have put these steps in place over the last several election cycles and have seen the benefit of the partnership between law enforcement and ROVs. Additional information and resources on election security is available at https://safeelections.org.

We all hope and pray for a successful conclusion to this year's election process, in which the people have an opportunity to safely make their voices heard. I know the work each of your agencies has done greatly increases the likelihood of a positive outcome.

Sincerely,
Sheriff Don Barnes, Orange County
CSSA President 🌣



CALIFORNIA STATE SHERIFFS' ASSOCIATION FOUNDATION

1231 I Street, Suite 200 Sacramento, CA 95814-9840



Dear CSSAF Supporter,

From October 23rd to October 31st, the California State Sheriffs' Association Foundation (CSSAF) will partner with over 100 organizations statewide to sponsor "Red Ribbon Week." This week-long campaign aims to raise awareness about the harmful effects of drug abuse and to promote drug-free communities. As the largest and longest-running drug prevention initiative in the nation, Red Ribbon Week reaches millions of young people. It provides a platform for communities to unite parents, schools, law enforcement, and businesses in their efforts to explore innovative strategies for keeping kids drug-free.

With Fentanyl overdoses among our youth increasing at an unacceptable and alarming rate, it is more important than ever to support **Red Ribbon Week** to find creative ways to keep our kids safe and drug-free. Your support empowers your local Sheriff to continue the fight against the drug crisis in California by educating

the community about the dangers of both illegal and prescription drug use.

This year's theme is "Life is a Movie. Film Drug Free." Inside this letter, you'll find personalized address labels and **Red Ribbon** Week stickers. We invite you to use these labels during the week and throughout the year to help spread the important message that it's okay to say **NO** to drugs.

Thank you for your dedication to building a healthier, safer community. Your support truly makes a difference!

Sincerely,

Don Barnes, CSSA President Sheriff, Orange County

Wonald N. Farnes



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Make checks payable to the California State Sheriffs' Association Foundation (CSSAF)

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Executive Director's Perspective



- M. CARMEN GREEN
- EXECUTIVE DIRECTOR

Welcome to the latest edition of the California Sheriff Magazine.

The California State Sheriffs' Association would once again like to thank you for your support! We would also like to express our thanks and grateful appreciation to the CSSA Corporate 100 Partners, Associate Members, Joint Members, Lifetime Members, and Business Members for their continued support. Your generous contributions continue to allow us to offer valuable education and training services to employees of the Sheriff's Office and provide them with the necessary resources and tools to perform their jobs, fight for public safety, and make a difference.

If you are interested in supporting CSSA please feel free to contact Executive Director Carmen Green at cgreen@calsheriffs.org, or Chelsea Pellow at cpellow@calsheriffs.org or at 916.375.8000 or visit our website at www.calsheriffs.org.

Thank you for your great support and we look forward to your continued partnership!

Red Ribbon Week is October 23 - 31, 2024. During Red Ribbon week the California State Sheriffs' Association Foundation (CSSAF) will unite with over 100 statewide organizations for this crucial seven-day campaign to help build drug-free communities and to raise awareness of the destructive consequences of drug abuse. This year's slogan is "LIFE IS A MOVIE, FILM DRUG FREE." See page 5 for more details.

October is Domestic Violence Awareness Month. Domestic violence is a major concern for all of law enforcement.

Use the VINE (Victim Information and Notification Everyday) Program to register against an offender.

VINE is a statewide service sponsored by the California State Sheriffs' Association. VINE is free of charge, available 24/7/365 and is completely confidential.

VINE offers peace of mind to victims of crime by providing access to timely and reliable offender information. Victims have the ability to call a toll-free number 877.411.5588, visit www.vinelink.com, or use the VINELink mobile app to anonymously check on an offender's custody status.. xietel.com, or use the VINELink mobile app to anonymously check on an offender's custody status...

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Legislative Update



- CORY SALZILLO
- LEGISLATIVE DIRECTOR

The Legislature concluded the second year of the 2023-24 regular session early on Sunday morning, September 1, to meet the constitutional deadline for all bills to pass. All legislation presented to the Governor this year faced a deadline of Monday, September 30 to be signed into law or vetoed. Bills signed into law take effect on January 1, 2025, unless another date is specified in the bill.

Last year, Newsom vetoed 156 bills and signed 890, or about 15%, a similar ratio as in 2022. As of this writing, he had signed only a couple of dozen bills of the hundreds that made it to his desk.

As has been the case in recent years, several problematic bills in the criminal justice arena were introduced in 2023-24. Several of the measures that CSSA was able to defeat or otherwise assist in the stoppage of include the following Assembly bills: AB 1082 (Kalra), which would have limited law enforcement's ability to remove a vehicle with unpaid parking tickets; AB 1463 (Lowenthal), which would have limited the time license plate reader data could be retained; AB 2168 (Kalra), which would have required dismissal of misdemeanors and infractions pending against a person at the time the person is imprisoned for a felony; AB 2441 (Kalra), which would have eliminated the requirement that school officials report assaults, threats, and drug possession offenses by pupils to law enforcement; AB 2882 (McCarty), which would have set the stage for reallocating certain realignment funds; AB 3021 (Kalra), which would have required law enforcement to give Miranda-like warnings when questioning family members of a person killed or seriously injured by law enforcement; and AB 3067 (Gipson), which would have required applications for homeowners' or renters' insurance to include questions regarding firearms.

Some of the problematic Senate bills CSSA was able to stop include: **SB** 50 (Bradford), which would have prohibited peace officers from making traffic stops for certain "low-level infractions;"

SB 94 (Cortese), which would have allowed certain special circumstance murderers sentenced to life without possibility of parole to petition for resentencing; SB 377 (Skinner), which would have restricted firearm purchases by individual peace officers; SB 898 (Skinner), which would have allowed certain prisoners to petition for resentencing if sentencing laws have been changed; SB 1012 (Wiener), which would have legalized the use of psychedelics in specified circumstances; and SB 1282 (Smallwood-Cuevas), which would have expanded a court's authority to offer misdemeanor diversion to most felony crimes

The State Sheriffs also wrote letters and provided testimony to advance meaningful legislation to ensure the public's safety. We supported the following legislation, which made it to Governor: AB 1788 (Quirk-Silva), which would allow counties to create multidisciplinary personnel teams to facilitate mental health care of justice-involved individuals; AB 1892 (Flora), which added specified felony offenses related to obscene materials involving minors to the list of crimes for which law enforcement may obtain an order for a wiretap; AB 1982 (Mathis), which specified that a veteran health identification card is proper identification for purposes of documenting active military or honorably retired veteran status to seek an exemption from the firearm safety certificate requirement; AB 2111 (Wallis), which prohibits a person from altering their license plate or license plates' reflective coating in order to evade electronic capture of the license plate; AB 2186 (Wallis), which clarifies that

vehicles involved in exhibitions of speed or other sideshow contests in parking lots are subject to the same impoundment laws as those that take place on roadways; AB 2308 (Davies), which would extend the maximum duration of specified domestic violence criminal protective orders from 10 years to 15 years; SB 268 (Alvarado-Gil), which would include rape of an intoxicated person wherein the defendant drugged the victim in the statutory list of violent felonies; SB 804 (Dahle), which would allow trained law enforcement civilian employees to provide hearsay testimony at preliminary hearings; SB 1317 (Wahab), which would extend the sunset for the involuntary

administration of medication in county jails; SB 1379 (Dodd), which would temporarily waive the 960-hour limit through 2026 for specified retired annuitants working for the Solano County Sheriff's Office; and SB 1414 (Grove), which would increase the penalty for soliciting a minor under the age of 16 for prostitution to a felony and would require a person convicted of such an offense to register as a sex offender.

While the bill deadline has passed, there is still work the legislature must do during the fall recess, including holding informational hearings on propositions that will be on the November 2024 ballot. One public safety related proposition on the ballot this election cycle is Proposition 36, which would increase penalties for some drug and theft crimes by changing portions of Proposition 47.

Among other provisions, Proposition 36 would allow prosecutors to charge certain cases of drug possession as "treatment-mandated felonies," rather than misdemeanors. That means offenders could have their charges dismissed if they complete addiction treatment, but they could also be sent to state prison if they aren't successful. It would also allow prosecutors to charge a theft of \$950 or less as a felony for offenders who have two or more previous theft-related convictions.

Also, this fall, CSSA has started preparing for the upcoming legislative session by meeting and discussing possible legislative proposals for the upcoming 2025 legislative year.

The 2025-26 legislative session will convene on Monday, December 2 for the purposes of swearing in new members of the Legislature and orienting them before they begin their work in earnest in January. We are indebted to sheriffs and their staffs for their

assistance in advancing CSSA's legislative priorities. We could not be as successful as the CSSA team if we did not have the time, expertise, and insight of those we serve.

Cory Salzillo, CSSA's Legislative Director, is a partner of the firm WPSS Group, a pre-eminent team of advisors on matters involving state and local government. The firm effectively influences public policy in a broad spectrum of public sector issues.



training courses such as POST required courses. NOTE: For educational and certification training use, funds must be disbursed directly to the training institution, or reimbursement to member if valid receipt provided showing payment made within preceding

Legal Update



JAMES TOUCHSTONEGENERAL COUNSEL

In Chinaryan v. City of Los Angeles¹, the Ninth Circuit finds that High-Risk Vehicle Stop Procedures Based On Nothing More Than Reasonable Suspicion That The Vehicle Was Stolen is Impermissible

BACKGROUND

On June 14, 2019, a black Chevrolet Suburban limousine was stolen while parked on the street overnight. The following evening, a helicopter unit in the Los Angeles Police Department's ("LAPD") Foothill Division detected a signal from the vehicle's LoJack device. Officers investigating on the ground, located the signal's approximate source. One of these officers reported the incident to his supervisor, a sergeant. The officers planned to return to the signal's approximate location (which was near an industrial area with many "chop shops" that take parts off vehicles) to recover the car on the next day.

On June 16, Hasmik Chinaryan was driving home to Tujunga from a family celebration in North Hollywood with her teenage daughter and a friend in a black Suburban limousine which belonged to Chinaryan's husband. Both Suburbans were late model vehicles—the stolen one from 2015 and Chinaryan's from 2018 and they looked very similar. The sergeant involved in the incident saw Chinaryan's vehicle on Glenoaks at Tuxford Street, less than half a mile from where the stolen Suburban's LoJack signal had been detected. After he requested Department of Motor Vehicles ("DMV") information on her vehicle, the communications unit informed the sergeant that the Chinaryan's license plate belonged to a Dodge Ram and gave him information regarding the registered owner. The Dodge Ram had not been reported stolen. The sergeant suspected that the Suburban had been stolen because it was "coldplated," meaning it had a license plate other than the one registered with DMV. He called for backup, including a helicopter unit.

The sergeant followed Chinaryan's vehicle and was joined by two other officers in their vehicle, who began following directly behind Chinaryan's vehicle. At that point, approximately a dozen officers were in pursuit. Meanwhile, Chinaryan drove normally and in compliance with all traffic laws while being followed for more than ten minutes. The officers decided to conduct a "high-risk" felony stop.²

Chinaryan believed the police vehicles were after someone else so she pulled to the side of the road to let them pass. As she did so, the officers activated their sirens. An officer ordered Chinaryan to turn off the vehicle, throw her keys outside, step out of the car, and keep her hands up. Chinaryan exited the vehicle as several officers pointed their pistols at her or in her direction. An officer ordered Chinaryan to walk away from the vehicle into the rightmost lane, lie down on her stomach, put her hands out "like a plane," and turn her head to the side, facing away from the vehicle, with her cheek touching the ground. Chinaryan remained prone on the ground for about three minutes and twenty-five seconds while the officers cleared the car, after which they holstered their weapons and handcuffed her.

Meanwhile, another officer ordered the two passengers, Chinaryan's daughter and their friend, to exit the passenger doors with their hands in the air, one at a time. As they did so, two officers pointed firearms in their direction—one using his AR-15 police patrol rifle, and the other using his loaded 12-gauge shotgun. The officers ordered them to walk about 15-20 steps backwards (the



friend in heels), where another officer handcuffed them. Chinaryan's daughter cried and urinated on herself in fear. Chinaryan and the two passengers were handcuffed and seated on the street while the officers investigated.

The officers subsequently located the Suburban's Vehicle Identification Number ("VIN") and learned from DMV records that the VIN belonged to a 2018 Suburban registered to Levon Chinaryan with a license plate that differed by one digit from the license plates on the stopped vehicle. The vehicle had not been reported stolen. The officers realized that the DMV had issued the wrong plates. Eventually, the sergeant directed officers to remove the handcuffs on Chinaryan and the two passengers. The officers removed the plates from the Suburban, completed paperwork, and instructed Chinaryan that she or her husband would need to contact DMV about new plates. The entire incident, from the time the officers stopped Chinaryan's vehicle to the time she and her passengers were released, lasted 24 minutes.

Chinaryan and her passengers sued individual officers under 42 U.S.C. section 1983,³ alleging that the individual officers violated their Fourth Amendment rights by arresting them without probable cause and using excessive force. The District Court granted partial summary judgment in favor of the individual officers, concluding that they were entitled to qualified immunity on the Section 1983 claims because it was not clearly established that their conduct violated plaintiffs' Fourth Amendment rights. After the case proceeded to trial on another of plaintiffs' claims, the jury subsequently found in favor of defendants. Plaintiffs appealed.

DISCUSSION

The Court explained that the Fourth Amendment protects persons "from the terrifying and humiliating experience of being pulled from their cars at gunpoint, handcuffed, or made to lie face down on the pavement when insufficient reason for such intrusive police conduct exists." Washington v. Lambert, 98 F.3d 1181, 1187 (9th Cir. 1996). While circumstances may sometimes call for such intrusive tactics during a *Terry* stop,⁴ the police may not employ them "every time they have an 'articulable basis' for thinking that someone may be a suspect in a crime." *Id.* Rather, there must be "special circumstances" that make such tactics reasonable. *Id.* at 1189.

The Court of Appeals explained that whether a particular *Terry* stop warrants the use of intrusive tactics depends on the tactics' objective reasonableness assessed under the totality of the circumstances. *Green v. City & County of San Francisco*, 751 F.3d 1039, 1049 (9th Cir. 2014). In this assessment, courts are to "balance the 'nature and quality of the intrusion' against the 'countervailing governmental interests at stake." *Id.* (quoting *Graham v. Connor*, 490 U.S. 386, 396 (1989)).

The Court determined that the degree of intrusion here was severe. The officers physically restricted plaintiffs' liberty, which "is an important factor in analyzing the degree of intrusion effected by the stop." Washington, 98 F.3d at 1189. The officers removed all three suspects from the vehicle, ordered Chinaryan to lie down on the street, and ordered the two passengers to walk to a location remote from the vehicle. The officers also handcuffed plaintiffs, which "substantially aggravates the intrusiveness of an otherwise routine investigatory detention and is not part of a typical Terry stop." Id. at 1188 (quoting United States v. Bautista, 684 F.2d 1286, 1289 (9th Cir. 1982)). And by drawing their guns and aiming them at or near plaintiffs, the officers "greatly increase[d] the seriousness of the stop." Id.; see Thompson v. Rahr, 885 F.3d 582, 587 (9th Cir. 2018) ("[P]ointing guns at persons who are compliant and present no danger is a constitutional violation." (quoting Baird v. Renbarger, 576 F.3d 340, 346 (7th Cir. 2009))).

The Ninth Circuit explained that in assessing "whether this



degree of intrusion was justified by the governmental interests at stake," the Court typically considered: (1) "the severity of the crime at issue"; (2) whether the suspects pose "an immediate threat to the safety of the officers or others"; and (3) whether the suspects are "actively resisting arrest or attempting to evade arrest by flight." *Green*, 751 F.3d at 1049 (quoting *Chew v. Gates*, 27 F.3d 1432, 1440 (9th Cir. 1994)).

Here, the plaintiffs were not "uncooperative or tak[ing] action at the scene that raise[d] a reasonable possibility of danger or flight." Washington, 98 F.3d at 1189. During the several minutes that Sergeant Cueto followed their vehicle before stopping them, during which time Chinaryan obeyed all traffic laws and did not drive evasively. Chinaryan pulled over at the same time as the officers flashed their lights to initiate the stop. Once stopped, she and her passengers complied with all officer commands. The officers had no information that plaintiffs were "currently armed" or that "a crime that may involve violence [was] about to occur." Id. Nor was this a situation "where the stop closely follow[ed] a violent crime." Id.

The Court explained that even if plaintiffs' vehicle *had* been the stolen one, as the officers suspected, the passage of time gave rise to the possibility that the occupants were unconnected to the crime. Moreover, any safety-based justification to restrain plaintiffs in handcuffs weakened considerably once the DMV error became apparent and the officers ascertained that plaintiffs were cooperative and unarmed. However, plaintiffs were restrained for several additional minutes. Construing the facts in the light most favorable to plaintiffs, the Court of Appeals concluded that the officers' reasonable suspicion that plaintiffs had stolen the Suburban, standing alone, was "not enough to justify such intrusive tactics." *Green*, 751 F.3d at 1050.

The Court further found that the law was clearly established, based on prior case decisions, that it was constitutionally impermissible to utilize these intrusive tactics based on nothing more than reasonable suspicion that a vehicle may have been stolen.

THE IMPLICATIONS OF THIS DECISION

Based upon this decision, it is imperative that law enforcement agencies re-examine their policies and procedures with respect to vehicle stops for suspected stolen vehicles. For example, deputies should consider drawing their firearm and maintaining muzzle awareness so as to not cover any of the occupants of the vehicle, unless necessary for deputy safety based upon articulable facts. ("Low-low ready" – essentially pointed at the ground directly in front of your feet.) Be ready to articulate in reports and testimony that:

- 1. If true, you were aware of the muzzle direction.
- 2. If true, your muzzle never covered the occupant.
- 3. If true, your finger was off the trigger.
- 4. If you did cover the occupant with your muzzle, what were the facts and circumstances that led you to believe that an imminent deadly force response may be necessary?
- 5. Ascertain, based on the facts of a given incident, whether it is even necessary to draw your service weapon. Perhaps it is, but perhaps it isn't.
- 6. Ascertain, based on the facts of a given incident, whether it is necessary to handcuff the driver/occupants of the potentially stolen vehicle. For comparison, do you always handcuff an individual during a *Terry* investigative stop?
- If necessary to handcuff vehicle occupants for deputy safety, consider standing or kneeling handcuffing alternatives, rather than proning out an individual for handcuffing, if safe to do so. If

these tactics are not safe, ensure that deputies are documenting why it was unsafe to do so based on specific, articulable facts. The *Chinaryan* decision has made it clear that a conclusory recitation of "officer safety" is not sufficient.

8. Conduct your investigation in as timely a manner as possible. If you have indications that the vehicle is not stolen, uncuff the occupants, if cuffed, as quickly as reasonably possible.

In sum, deputies must be thoughtful in their application of traditional high-risk traffic stop procedures in situations where there is reasonable suspicion to believe a vehicle may be stolen, without more. A different decision making calculus would be applicable in circumstances where the vehicle was suspected of being stolen and was used in a violent felony, or there is reasonable suspicion to believe that it is about to be used in a violent felony, for example. These types of situations pose far higher risks to deputy safety than the facts underlying the *Chinaryan* incident, however. Collaboration between your departmental trainers and your legal counsel can assist in achieving the critical goals of both deputy safety and liability risk mitigation. One does not have to come at the expense of the other.

The information contained in this article is for general use and does not constitute legal advice. This article is not intended to create, and receipt and review of it does not constitute, an attorney-client-relationship with the author.

- 1 2024 U.S. App. LEXIS 20465 (9th Cir. Aug. 14, 2024).
- 2 The opinion states:
- Although not discussed here, the plaintiffs also made state law claims against the individual officers, and made additional claims against the City of Los Angeles and the Los Angeles Police Department ("LAPD").
- 4 See Terry v. Ohio, 392 U.S. 1 (1968). A Terry stop "involves no more than a brief stop, interrogation and, under the proper circumstances, a brief check for weapons." United States v. Robertson, 833 F.2d 777, 780 (9th Cir. 1987).
- The Court observed that a Terry stop requires only "reasonable suspicion of criminal activity." *Robertson*, 833 F.2d at 780. Plaintiffs conceded that defendants had reasonable suspicion to conduct a *Terry* stop to investigate whether their vehicle was the stolen Suburban. However, "[b]eyond such a brief and narrowly circumscribed intrusion, an arrest occurs, for which probable cause is required." *Id.* The officers did not assert that they had probable cause to arrest plaintiffs.

"LAPD officers perform three types of vehicle stops. In a traffic enforcement stop, the car's occupants generally stay in their vehicle while two officers approach the vehicle from opposite sides and proceed to the driver- and passenger-side doors.

A tactical investigatory stop is used in situations that may end up in an arrest rather than a citation or warning. Officers take a position of cover, such as behind the bulletproof police car doors, and order the occupants of the stopped vehicle to step outside. Officers then instruct them to lift up their clothing and turn around to reveal if they have weapons in their waistbands. Officers keep their guns holstered and do not normally order a suspect to lie down on the street.

A high-risk vehicle stop is similar, except that officers draw and hold their weapons at the "low ready" position, meaning pointed anywhere below the suspect's waist—whether directly at the suspect or nearby. In addition, officers place the suspect in a prone position."



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Wellness Update



DR. CHERYLYNN LEE

THE HOLIDAYS & THE ANNIVERSARIES

It was about a year ago, the day before Thanksgiving. We were enroute to my in-laws, which is generally a good place to be around the holidays (good wine, good laughter, minimal politics). Somewhere between the ocean and foothills of the central coast along highway 101, I was in the driver's seat, my husband beside me and my 2 toddlers in the back, listening to some ungodly kid music. We were about 3 minutes and 28 seconds from crossing county lines (tell me you're in public safety without telling me you're in public safety ...) when I got a call from dispatch. perfect examples of how a law enforcement career has taken its toll on our bodies and minds.

When Dispatch calls my cell phone its usually for one of a few reasons; one of our "resident regulars" is at it again, we have a crisis negotiation call out, someone ordered the good pizza, someone ordered the good doughnuts, or we have a peer support call out. On this day it was one of my favorite dispatchers on the line. He started with "Hey Doc, how are you? "And before I could reply he kept going... "Doc, I thought you should know, bad TC. Three 11-44's, mom and two kids. The driver of the other vehicle, it was a suicide attempt. They guys are going to be there a while, gotta go, happy Thanksgiving".

Within a split second, the world around me changed. The ocean and foothills were varying shades of grey. My chest felt heavy. I saw the scene (or what I imagined it to look like), the deputies faces... the brush fire that started, the angry drivers wondering why someone dare hold up their holiday travel (tis the season) ... Still 2 minutes before we reach the county line. Should we turn around? Should I have my husband drop me off at the next offramp and catch a ride to the station? Is there anything I could possibly do to make it better? I could hear my husband, "Honey... what was it?" The moment in my head came to an abrupt end. "Nothing (I said) just work. Don't worry about it".

And he didn't. And I didn't. Until about a year later.

That's the thing about critical incidents- or incidents in general. Sometimes we can brace for the impact- we know the anniversary is coming and we understand why we feel a certain way (or avoid a certain intersection). Sometimes we don't really know which calls are going to affect us until months- or years down the line. And then it hits. And when it hits- it can hurt.

The hurt can be just as physical as psychological. Some feel pain quite literally with a tightness or heaviness in their chest, others may

feel a tenseness in their muscles and queasiness in their bellies. Some suffer pain in a more cerebral way- experiencing the moments as vividly as the day they happened... images... sounds...smells... all reminders of that moment when the word lost color and turned to grey. Both physical and psychological reactions to stress and trauma are normal and vary from person to person. That being said, knowing that these reactions are "normal" responses to "abnormal" situations is helpful, but doesn't necessarily make it better or make it go away...

Speaking of going away, I have yet to meet a cop that tells me they wish they could completely forget the incident that haunts them. I've had cops tell me they wish it didn't happen, that whatever "it" was didn't have to happen. I've had supervisors and dispatchers tell me they beat themselves up for sending their people to the scene knowing the scene was going to scar them- possibly forever. So, what is that about? Why don't we endeavor to completely forget the experiences that haunt us? Why aren't public safety professionals lining up outside Men in Black headquarters to be Neuralized after their days on? Why aren't cops dabbling in witchcraft searching for the magic elixir that makes everything better No, not Jack and Jameson, different elixir, different article).

Here's why...

- 1. Our experiences, even the bad ones, make us who we are.
- 2. It is an unrealistic expectation to assume that the memories (thoughts, feelings, physical symptoms) related to an incident will vanish completely over time.
- 3. We feel bad for the victims and holding these feelings honors them and keeps their memories alive in some way.

Have you ever tried to not think about a pink elephant (no this

Dr. Lee receiving the Paradigm Award — Law Enforcement Champion at the Words to deeds Conference in September.



Pictured From Left to Right: Brenda Grealish with Council on Criminal Justice and Behavioral Health (presenting award), Dr. Cherylynn Lee, and Sheriff Bill Brown, Santa Barbara County Sheriff's Office.

isn't a trick question). Let's give it a try. Right now. As you are reading this I want you to take a deep breath in and out. Now, whatever you do-don't imagine in your mind's eye there is an elephant (trunk, ears, ass and all) that is bright pink twirling around somewhere in the room you are in. Pretty hard to do, right? Now pretend that elephant (the one we didn't just think about) is a call for service or an image related to an incident. The more we try to not think about something - the more our brain can perseverate on that very thing. It's like the adage, "You can't think your way out of a thinking problem". And sometimes, that's what trauma symptoms become. A thinking problem.

So here we are. We've identified a thinking problem. Good! Naming the issue or concern is 55% of the battle. You can't solve a problem you don't know or acknowledge exists – and as a cop- you're a problem solver. It's what you do. Now we need to talk about the tools-what do you do when an incident anniversary is approaching and you're noticing you're having some anxiety or stress that's related. Rather than try to push the event completely out of your mind (or drinking yourself into oblivion) what if you tried processing it intentionally? It could look something like this...

- 1. Our experiences, even the bad ones, make us who we are.
 - a. How have you changed since the incident? How has the incident added value to who you are, how you see the world, or how you perform your duties? What is a constructive take away (as small and insignificant as it might seem). As an example, I was talking with one of my private clients after a critical incident. He mentioned that during the incident, his partner put her hand on his back for a split second. Knowing his partner cared about him, valued him, saw him hurting, and still had business to handle was all communicated with that brief encounter. The world had gone to shit- but they had each other. As we approached the 1-year

- anniversary of the CI, my client reflected not just on the bad but on the good that came from it.
- 2. It is an unrealistic expectation to assume that the memories (thoughts, feelings, physical symptoms) related to an incident will vanish completely over time.
 - a. The stress symptoms related to an incident may not completely remit, but they ought to be less jarring as time moves forward. If you choose to think about the incident as the anniversary approaches, as opposed to trying to pink elephant your way out of it, you are taking your power back. You are controlling when and how you process it. That being said- if you are not in a healthy place and bringing your thoughts to the CI are overwhelming, rather than intentionally processing it imagine the memory, whether it be a thought or image, is on a cloud. Notice the cloud, let it be there and let it float away. If that's not working, go for a run. Lift some weights. Do some yoga. Remember- you can't think your way out of a thinking problem. If you're in your head too much- try doing something physical.
- 3. We feel bad for the victims and holding these feelings honors them and keeps their memories alive in some way.
 - a. Think about the anger, the sadness, the fear and the helplessness that can come with a pending anniversary. All of that "stuff", all of those feelings have to be let out somehow, someway. In essence- you're either going to process these things intentionally and constructively or you might snap at your kids, chip at your spouse or worse. I would invite you to consider planning to honor the incident and hold space to feel and then let the feelings go. Maybe you light a candle. Maybe you write down the names of the victims in a journal. Maybe you break bread with your squad or go to the gravesite. It doesn't matter what you do so much as how and why you do it. Proceed with intention.

Here we are almost a year to the day of that TC I mentioned earlier. The day before Thanksgiving we will be heading to my in laws taking the coastal route. Same car. Same people. Hopefully not the same music (if I have to listen to the Wiggles one more time I may, in fact, lose my sh**). What am I going to do? I'm going to honor those two babies in some intentional, meaningful way. Not because it's the easy thing to do (sometimes we shrinks find it easier to be angry rather than sad too) but because I have my own two babies. And they are still here and I am still here. I have a husband that deserves a present and pleasant spouse (talk about a tall order some days...). And, despite having bad moments, they are the motivation to push through the pain and do better. "The best people possess a feeling for beauty. The courage to take risks. The discipline to tell the truth. The capacity for sacrifice. Ironically, their virtues make them vulnerable; they are often wounded. Sometimes destroyed." - Ernest Hemmingway. On behalf of the victims, on behalf of all Police Psychologists, thank you for your service. We got this – You got this-- and you are not alone.

*This article is dedicated to Detective Luca Benedetti of San Luis Obispo Police Department. EOW May 10th, 2021.

May we always remember, may we always reflect, may we always live for those who can't.



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Media Update





- LAURA COLE, TRANSPARENCY ENGAGEMENT ADVISOR
- JOE VAZQUEZ, TRANSPARENCY ENGAGEMENT ADVISOR

CALIFORNIA SHERIFFS SHARE THEIR STORIES WITH SHORT-FORM VIDEO

s more people continue to get their news and information through social media, California Sheriffs are rolling with the trends, spending more time these days telling their stories through short-form videos.

The move toward short-form video is happening on all of the main social media platforms including Facebook, Instagram, YouTube and Twitter, now known as X.

The platforms have all taken their cue from TikTok, a popular social media site that only allows video posts. (While it is very popular, TikTok is not widely used among law enforcement agencies due to concerns for digital privacy and security.)

Short-form videos are concise, designed to capture a viewer's interest and communicate a message quickly. They can range in length from a few seconds to a few minutes. The videos that do best are usually less than a minute long. Each social media platform prioritizes short-form videos, sharing them with more followers than an ordinary post.

They are often shot in a vertical format to fit the smart phone screens. In fact, the designs of smart phones have helped make it easier and less expensive to produce short-form videos. The quality is higher than ever before and improving each year.

Online, short-form videos are the preferred method of news consumption. According to a recent Pew Research poll, 86% of U.S. adults say they often or sometimes get news from a smartphone, computer, or tablet. HubSpot Blog reports that nearly 90% of consumers want to see more videos. In response, social media platforms are giving priority to short-form videos, meaning those videos will be circulated to larger audiences.

California sheriff's offices are actively posting videos as "reels" on Facebook and Instagram and "shorts" on YouTube in an effort to

reach more of the public without having to wait for the traditional news media to cover their stories.

"Get to know your law enforcement officers, come out and socialize," said Sacramento County Sheriff Jim Cooper in a short-form video celebrating the National Night Out event on August 7, 2024, posted to the office's social media accounts. After a 20 second clip of the sheriff speaking, the video showed several sergeants from various Problem Oriented Policing (POP) teams around the county introducing themselves. The rest of the video was a slideshow with music featuring photos of community engagement between sheriff personnel and people who attended the event.

Earlier in the year, on January 9, 2024, San Bernardino County Sheriff Shannon Dicus appeared in a short-video on the office's social media sites talking about Concealed Carry Weapons (CCWs) in an effort to clear up his office's stance on CCWs following a series of confusing legal developments at the national and state levels.

The Sonoma County Sheriff's Office recently began recording and posting video updates during ongoing events. The Public Information Officer (PIO) now routinely records videos while appearing on camera summarizing the story conversationally in 60 seconds or less. The result? A recent video update delivered by the PIO about a home break-in netted more than 30,000 Compare that to the dozens of "likes" that a static post with a press release would typically garner.

As social media platforms lean into this captivating way of telling a story, California Sheriffs are embracing short-form videos in their ongoing effort to leave lasting positive impressions with the public.



he California Victim Compensation Board (CalVCB) helps victims of violent crimes by reimbursing them for crime-related expenses. Partnership with law enforcement agencies is critical in not only helping victims know about CalVCB services, but also providing necessary crime reports. Law enforcement is seen as one of the top trusted sources for victims and is a valuable resource to share information about the CalVCB program.

LAW ENFORCEMENT SUPPORT

CalVCB must review crime documentation and other materials before approving or denying an application. CalVCB does not require an arrest or a conviction as a condition of approval. Staff rely on law enforcement to provide the necessary information quickly.

State law requires law enforcement agencies to respond to requests from CalVCB for crime documents within ten business days, but often that does not happen. When benefit analysts do not receive the information needed on time, CalVCB may have to deny a victim's claim, which then requires the victim to file an appeal.

Since 2020, all law enforcement agencies have been required to inform crime victims about CalVCB. To help disseminate information to both employees and victims, agencies must identify a liaison with CalVCB. These liaisons can be sworn officers or deputies, or employees of a police department or sheriff's office. CalVCB has conducted significant outreach this year, and currently, about 60 percent of agencies have identified liaisons.

To better understand their roles and responsibilities, CalVCB holds monthly webinars for law enforcement to review the program, including what crimes are covered, how victims can apply, and the steps necessary to get financial compensation. In October, CalVCB will hold webinars open to law enforcement, advocates, and community-based organizations about the specific rules and

requirements in recognition of Domestic Violence Awareness Month. CalVCB staff can also conduct webinars for individual departments or divisions or as other elements of training.

Based on research CalVCB conducted in late 2023, 20 percent of Californians say they would trust an officer or deputy to provide information about victim services and financial assistance, roughly the same amount who would also trust their doctor or healthcare provider. Victims who need assistance with an application can receive support completing applications from the advocates in each county's Victim Witness Assistance Center.

Every Victim Matters



CalVCB also offers free publications available for download or distribution, including business-sized First Responder cards in both English and Spanish, as well as a larger size in Braille. These cards contain the necessary information to inform victims about CalVCB and the funds for which they may qualify.

OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH

In Fiscal Year 2023-24, more than 40,000 people applied for CalVCB benefits, including mental health and medical treatment, income loss, funeral and burial expenses, and home security. The claimants came from across California and were victims of assault, human trafficking, child abuse, and more.

Of those who applied, nearly 7,500 were domestic violence victims who were able to access funds to help them find alternate housing, cover moving expenses and security deposits, and install home security. Under CalVCB requirements, both the abused victim and their children qualify as a direct victim, which allows them to access compensation to aid in their recovery.

For additional information, contact us at <u>publicaffairs@victims</u>. <u>ca.gov</u>.







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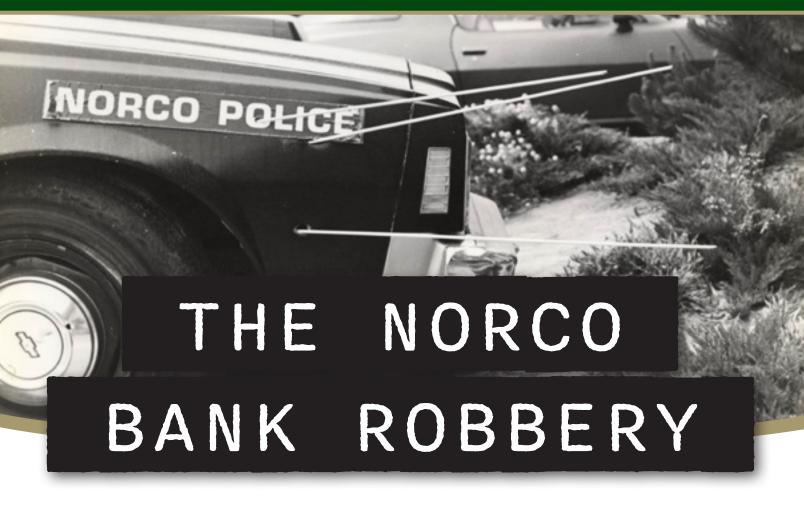
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California Sheriffs History - Riverside County



The Norco Bank Robbery, also known as the Norco Shootout, stands as one of the most infamous and violent bank heists in American history. Marked by extraordinary violence and a bold execution, it has become a significant event in the annals of crime.

aking place in the rural horsetown of Norco in Riverside County, California, the shootout involved a heavily armed confrontation between five bank robbers and deputies from the Riverside and San Bernardino County Sheriff's Offices, and several other law enforcement agencies. What began as a robbery evolved into a rolling gun battle, spanning 25 miles and leaving a crime scene stretching nearly 40 miles across two counties.

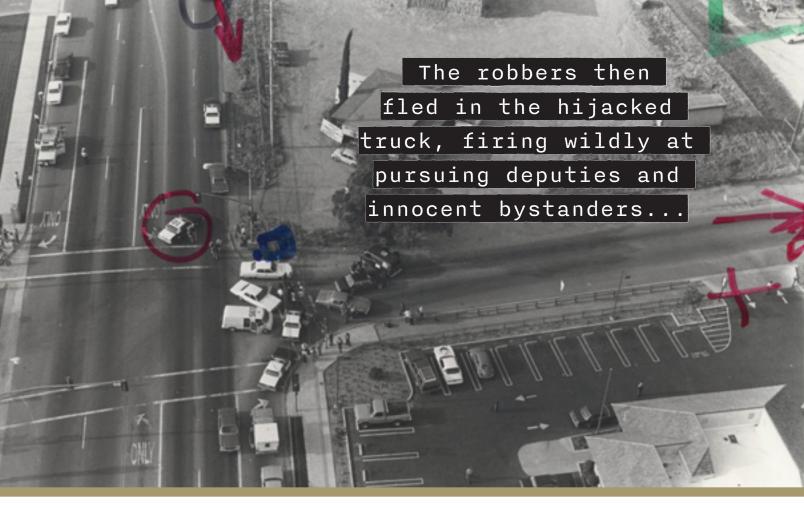
Riverside County Sheriff's Deputy James B. Evans and two of the five perpetrators and were killed, while eight other law enforcement officers, one civilian, and two perpetrators were wounded. The massive exchange of gunfire destroyed or damaged at least 33 law enforcement vehicles, a Sheriff's helicopter, and numerous nearby homes and businesses.

The robbers, who didn't have any history of violent or criminal activity, were motivated by a distrust of government and a desire to fund their survivalist plans in preparation for what they believed was an imminent societal collapse. They meticulously planned

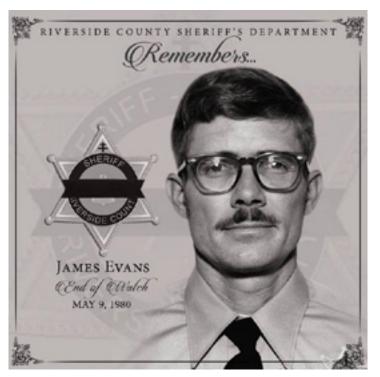
the robbery, gathering intelligence on the bank's operations and security. Armed with military-style firearms, thousands of rounds of ammunition, and a variety of improvised explosive devices, they aimed to pull off a high-profile robbery with devastating impact. Their target: the Security Pacific Bank on the corner of Hamner Avenue and Fourth Street in Norco.

On the afternoon of May 9, 1980, the group began by attempting to detonate an explosive device on a gas main on the opposite side of town as a diversion. When the device failed to detonate, they proceeded with their plan, storming the bank at 3:40 PM. The robbery was chaotic, with the gang firing into the ceiling and threatening employees and customers. Despite their overwhelming force and firepower, they managed to steal only \$20,000.

The real drama of the Norco Shootout unfolded as the robbers left the bank. Riverside County Sheriff's Deputy Glyn Bolasky, responding to a witness's call from the bank across the street, while the Security Pacific's silent alarm alerted the Corona Police



Department on the opposite side of town, arrived just seconds before the robbers exited the bank. The robbers immediately opened fire, hitting Deputy Bolasky's patrol car nearly 50 times and wounding him with five shots. Despite his injuries, Deputy Bolasky took cover and returned fire with his 12 gauge shotgun, killing the driver of the getaway van, Belisario Delgado. As the van crashed into a telephone



pole, the remaining robbers engaged in a massive gunfight with Deputy Bolasky and a second responding Deputy, Andy Delgado. During the chaos of the gunfight, the robbers commandeered a passing welder's truck, leaving behind all the stolen money, guns, ammunition, IEDs, a Katana samurai sword, and a hostage, Gary Hakala, the owner of the stolen getaway van whom the robbers locked in a small compartment in the back of the van.

The robbers then fled in the hijacked truck, firing wildly at pursuing deputies and innocent bystanders, hitting businesses and homes as they made their way through Mira Loma to the freeway. The Riverside County Sheriff's Office, desperate and outgunned, called in reinforcements from neighboring Riverside Police Department, the California Highway Patrol and San Bernardino Sheriff's Office. The pursuit spanned 25 miles, with the robbers continually firing their high-powered weapons that destroyed several patrol vehicles. At one point, they shot down a San Bernardino County Sheriff's helicopter, forcing it to land due to smoke in the cockpit.

The robbers escalated the situation further by throwing homemade pipe bombs and using makeshift grenade-launching devices from their shotguns against law enforcement. At one point, they pushed the welding gas cylinders out of the truck at deputies and attempted to shoot the cylinders and cause an explosion. The chase culminated in the San Bernardino Mountains, where the robbers' truck was stopped by a washout on a dirt fire road in the Lytle Creek area. The robbers prepared an ambush, waiting for a "fight to the death" with the pursuing officers.



During the final shootout, the robbers opened fire on Riverside County Sheriff's Deputy James B. Evans, who was the first to arrive. He managed to exit his car and return fire before being fatally shot in the head. A second San Bernardino Sheriff's unit, armed with only .38 caliber revolvers and a shotgun, found themselves pinned down behind Evans' vehicle. The tide turned when San Bernardino Sheriff's Deputy James McPheron arrived with Deputy DJ McCarty who deployed an M-16 rifle they took from an evidence locker when they heard the event unfolding. Deputy McCarty, who had never used the weapon before, sprayed two mags from the M-16 at the robbers, forcing them to flee into the mountains and ending the ambush.

After a long, freezing night in the mountains, a massive manhunt ensued. Three of the suspects, suffering from gunshot wounds and hypothermia, surrendered to a 65-man Los Angeles County SWAT team. The fourth suspect, Manny Delgado, was spotted by a helicopter and killed after refusing to surrender and firing at officers.

The surviving robbers—George Smith, Chris Harven, and Russell Harven—were found guilty of 46 felonies and sentenced to life in prison without the possibility of parole.

The Norco Bank Robbery had a lasting impact on law enforcement, prompting changes in tactics and equipment that better prepared officers for similar situations in the future. This event revealed significant shortcomings in police firepower, equipment, and tactics, leading to widespread reforms in law enforcement. The robbers' military-grade weapons outmatched the officers' standard revolvers, prompting departments to upgrade patrol deputies to semi-automatic handguns, .223 based rifles, and body armor. The event also spurred enhanced training in high-risk situations and expanded SWAT / EST teams nationwide. Issues with interagency communication during the incident led to improved coordination protocols and the arming of aerial surveillance platforms. Policies around engagement and vehicle pursuits were reassessed, while public and legislative support grew for better equipping and funding police forces. Though it occurred in 1980, the lessons learned at the Norco Bank Robbery are still a valuable training study and continue to shape police practices to this day.





GRETCHEN SPIKER, DIRECTOR OF COMMUNICATIONS SAN MATEO COUNTY SHERIFF'S OFFICE, PIO@SMCGOV.ORG

n a recent afternoon, as San Mateo County Sheriff Christina Corpus led a tour of the Maguire Correctional Facility, a correctional officer stopped her in the hallway to say he was grateful that he was able to use the body scan, a new wellness initiative offered by the sheriff's office.

"Knowing that I was healthy and there were no major issues brought me and my family great relief," the employee said.

In the spring of 2024, 129 sworn members of the sheriff's office assigned to corrections were provided with the opportunity to access the free medical body scans. The full body scans, administered by a third-party company and paid for by a grant from the state, use imaging to screen for a host of health concerns—potentially spotting diseases before they become deadly. The scans included a consultation with a radiologist to review the results. The results are kept strictly confidential between the body scan company and the participant.

Those health concerns include cardiovascular and lung diseases, lower back and neck pathologies, over 20 different types of cancer and more.



"In law enforcement, we need to do a better job of taking care of ourselves so that we can take care of our communities," said Sheriff Corpus. "We lose far too many women and men to burnout, health problems and even suicide due to stress and exposure to repeated critical incidents. By providing our employees with resources like a medical body scan, we ensure we can be the greatest resource possible to the community and to ourselves."

The body scan program is one of several key wellness initiatives Sheriff Corpus has launched since taking office in January of 2023.

PRIORITIZING NUTRITION

The saying, "we are what we eat," is true, but prioritizing nutrition isn't always easy for sheriff's office employees, especially those in correctional facilities who are required to stay onsite during meal breaks. The nature of shift work often lends itself to limited and less than healthy meal options.

Understanding these hurdles first-hand was one of the motivations for Sheriff Corpus to help employees better prioritize their wellness through nutrition.

As of February 1, 2024, those working in the two San Mateo County correctional facilities now have access to a new line of healthy meals onsite. This new option provides more vegetables and is lower in calories, carbohydrates and fat.

In addition to the onsite meals, the new sheriff's office headquarters building, as well as the office's two correctional facilities, are home to state-of-the-art vending machines. The machines are regularly restocked with quick and healthy options. The vending machines are available to all sheriff's office employees and feature high protein meals. Additionally, employees can also order customized meals to fit their individual nutrition needs.



Sheriff's Peer Support Team

There are so many benefits to having a balanced diet including improved brain function and productivity, reduced stress, and more.

OFFERING MENTAL HEALTH SUPPORT

At the core of the law enforcement profession is a commitment to ensuring community safety. Through this, law enforcement officers are often called to render help to those in crisis. But what about their own mental health needs?

The sheriff's office embraces the growing recognition that strong mental health is a cornerstone to success in law enforcement. Despite this, accessing counseling and therapy services can be challenging. Many law enforcement professionals experience long wait times and difficulty accessing help.

Sheriff Corpus, a longtime advocate and supporter for mental health resources, made it her mission to ensure sheriff's office employees would be able to overcome those hurdles. Now, under her leadership, employees have access to a therapist 24 hours a day, 7 days a week.



Courtney Hughes, LMFT

available to employees-all confidentially.

Courtney Hughes, a licensed therapist who specializes in first responder clients, began working with the sheriff's office in 2023. Her mission is to help employees better cope with the stressors of their demanding jobs.

The program is in such high demand, Sheriff Corpus is working to expand the program by bringing in an additional team of counselors from Stanford who will also be

In addition to ensuring professional mental health services are available, peer-to-peer support is also a top priority. The sheriff's office has a robust Peer Support Program that is championed by the Sheriff's own team members.

"Sometimes law enforcement professionals are more likely to open up to their colleagues about the trauma they have endured, especially when it comes to events involving children. Having a trusted peer to lean on is an invaluable resource," said Sheriff Corpus. The Peer Support Program is designed to assist fellow employees with challenges including conflicts, personal stress, or work-related difficulties. The recently expanded team of 22 is made up of sworn and professional staff and aims to guide colleagues through stressful times, fostering support both in the workplace and at home.

CHAMPIONING PHYSICAL FITNESS

Working in law enforcement often involves short moments of vigorous activity followed by long sedentary periods. Add the disruption of unusual schedules and it is obvious why keeping physically fit can be a challenge.

Maintaining a baseline level of physical fitness is not only essential to meeting the demands of the job, but it also helps prevent employees from sustaining injuries.



Vending machines offer healthy meals on the go

The sheriff's office champions physical fitness through its full service gym which is available to all employees. The gym helps remove cost barriers and provides a safe space where employees can prioritize their physical fitness during lunch or before and after work.

Additionally, for those who prefer a meditative and relaxing approach to fitness, the sheriff's office provides a yoga and mobility training program through Firstgevity, a virtual wellness platform created specifically for first responders. Firstgevity provides countless instructor-led classes that are available on demand at any time of the day, each with a focus on injury prevention and stress management.

SHERIFF FORMS WELLNESS FOUNDATION

With such a deep focus on mind and body well-being, and a vision to provide even more resources to staff, Sheriff Corpus created the San Mateo County Sheriff's Office Foundation.

The foundation was formed in May of this year with the express purpose of accepting private donations earmarked for health and wellness programs for employees.

Through the foundation, the sheriff's office will be able to help fund future wellness programs that build teamwork and increase morale-all with a focus on helping employees thrive in the law enforcement profession.

Wellness Makes a Healthier Community

The variety of resources now available to sheriff's office employees ranges from stress management to medical, nutrition

and exercise programs and the Sheriff is working to bring forward even more programs in the future.

Recently, the sheriff's office was selected as one of 60 agencies from across the state to participate in the Commission on Peace Officer Standards and Training (POST) Organizational Wellness Program. The program, a partnership between the University of California San Diego and POST, is designed to provide resources and services to agencies who are looking to enhance their current wellness offerings. As one of the first agencies in California to receive resources through this initiative, the sheriff's office looks to create a comprehensive wellness plan to create awareness of existing wellness offerings and to guide future programming at the sheriff's office.

"Public safety and employee wellness go hand-in-hand. This is personal to me, because I've been in the shoes of our employees who are trying to balance a demanding career and a family life at the same time. I know what it's like to feel undervalued for the sacrifices you make, which is why I am steadfast in my commitment to enhancing the work environment for our employees," said Sheriff Corpus.

The Sheriff's multipronged approach values every aspect of an employee's life. By building programs that improve both the mental and physical health of employees, their performance improves, making the team more resilient and the community safer. This unprecedented way of helping employees, especially in the law enforcement sector, is leading the way for other agencies.







for each and every one of our members.

It is because of you that we are able to carry out and continue our mission!

We wish you all a wonderful holiday season!



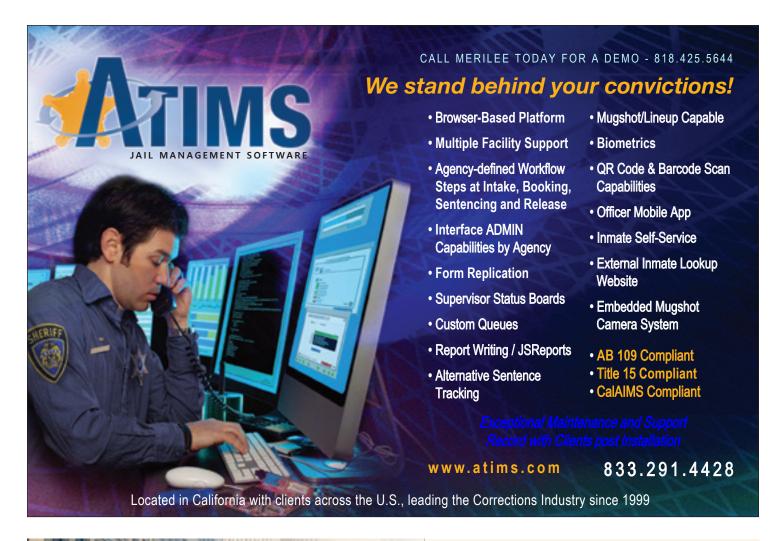
CHECK US OUT ON SOCIAL MEDIA!



The California State Sheriffs' Association Foundation is only possible through the continued support of our wonderful members! So, we would like to highlight, you!

- For a chance to be featured on our Social Media (Membership Monday), please share with us why you were inspired to join as a member of CSSAF.
- Please send all responses to members@calsheriffs.org
 - » We kindly ask that you include only your First Name and County in which you reside.
 - » No pictures needed.

Again, thank you all for your continued support of the California State Sheriffs' Association Foundation.





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California State Sheriffs' Association Foundation

Membership Program

Individuals and Businesses who want to take a proactive approach to support public safety in their communities may join the California State Sheriffs' Association Foundation (CSSAF).

CSSAF is entirely funded by the generous contributions and support from our members. We are a qualified, non-profit organization under 501(c)(3) of the Internal Revenue Service Code, which means that your

donations qualify as tax deductions. The sheriffs of California have full

control and direction of all association operations and activities.

Individual Membership Levels

ASSOCIATE, STUDENT & RECENT GRADS, & JOINT MEMBERS

- ★ Personalized membership card
- ★ Two Bumper stickers
- ★ One-year subscription to California Sheriff

LIFETIME & JOINT LIFETIME MEMBERS

- ★ Personalized plastic member card
- ★ Metal license plate holder
- ★ Two Bumper stickers
- ★ Name recognition as a Lifetime Member in *California Sheriff*
- ★ Lifetime subscription to California Sheriff
- ★ Lifetime Member specific merchandise

Business Membership Levels

BRONZE, SILVER, GOLD & PLATINUM MEMBERS

- ★ Membership Plaque (plaque size and star color depends on membership level)
- ★ Membership cards
- ★ Two Bumper sticker/ window decals
- ★ One-year subscription to California Sheriff
- ★ Partner listing on our website, calsheriffs.org (Gold Members Only)
- ★ Partner listing with your website link on our website, calsheriffs.org (Platinum Members Only)

We never solicit by telephone.



Form Please check the membership level you wish to join or which you would like to renew your current membership at: ☐ Individual Membership Levels Associate (\$50) **□** Joint (\$65) ☐ Lifetime (\$400) ☐ Joint Lifetime (\$450) ■ Student & Recent Graduate (\$25) Name of School Year you will graduate/graduated ■ Business Membership Levels (Renewal rate will be at business level joined) \square \$100 Bronze (7x9 plague) \square \$500 Gold (9x12 plague) □ \$250 Silver (8x10 plaque) □ \$1000 Platinum (10 ½x13 plaque) ☐ Additional Donation \$ ☐ To participate in the Refer-A-Friend promotion, please list the name/ phone number of the friend that referred you: Name _____ Phone No. ____ Name/Company _____ Address _____ City/State/Zip Joint Member Name Member No. ______ Phone No. _____ Description of your business (Business Members Only)_____ METHOD OF PAYMENT Send order form to California State Sheriffs' Association Foundation, 1231 | Street, Suite 200, Sacramento, CA 95814. ☐ Check Enclosed Please make all checks payable to *California State* Sheriffs' Association Foundation (CSSAF). ☐ Credit Card ☐ MC ☐ VISA ☐ AMEX ☐ DISCOVER Credit Card Number Expiration Date Security Code Name on Card Authorized Signature _____

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