



# Conducting Effective IA Investigations *A View from All Angles*

## Meet Our Team



Alfonso Estrada



Jay Trinnaman



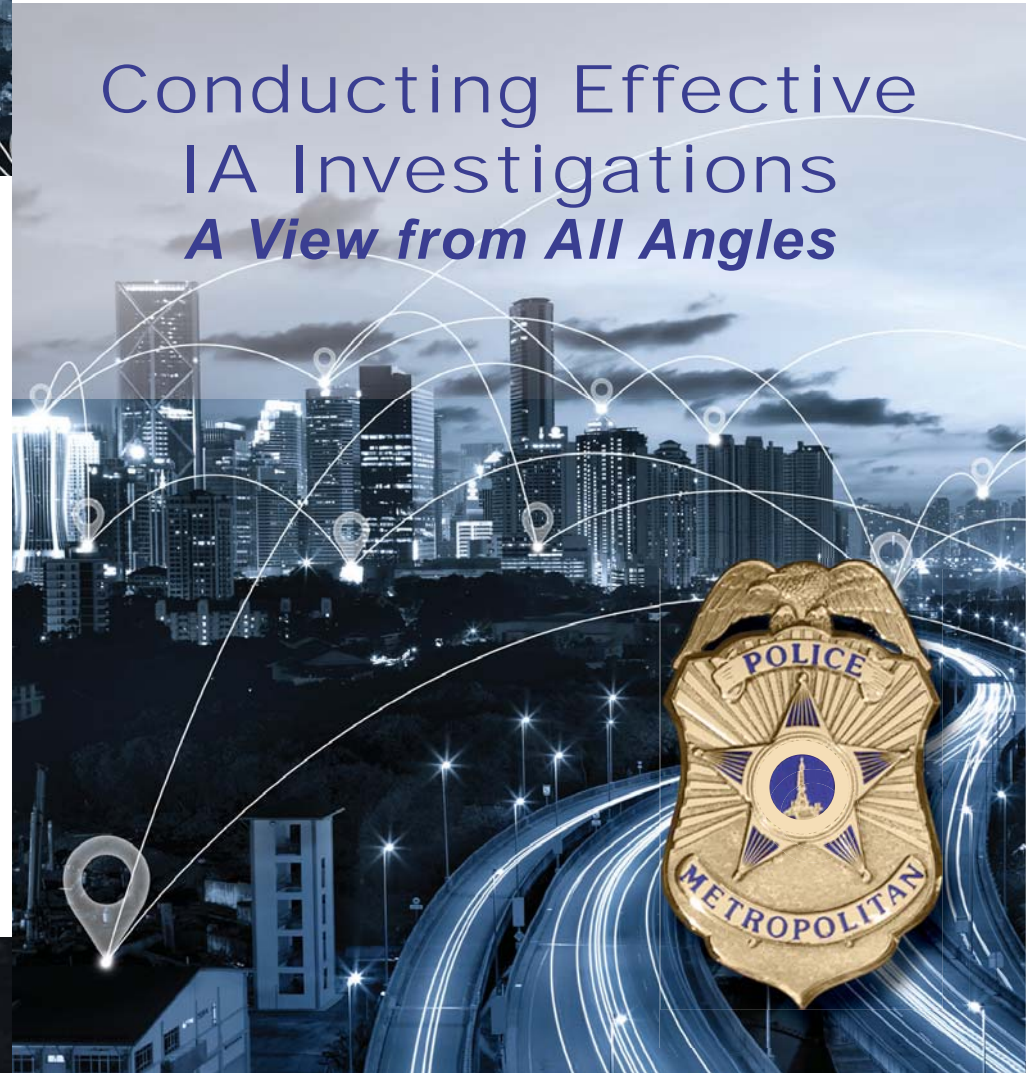
Sarah Martoccia



Irma Rodriguez Moisa



Kevin Dale



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Cerritos | Fresno | Irvine | Marin | Pasadena | Pleasanton  
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aa|rr Atkinson, Andelson  
Loya, Ruud & Romo  
A Professional Law Corporation



## Program Description

### ***Conducting Effective IA Investigations - A View from All Angles***

Our attorney presenters, who have represented both police department management and police officer organizations, will present the nuts and bolts of conducting a thorough and defensible IA investigation and lessons learned from both sides of the aisle.

## Dates & Times:

- 📍 **March 15 – Tri County Fair Grounds | Bishop**
- 📍 **April 12 – Cerritos Sheraton | Cerritos**
- 📍 **May 2 – The Pacific Palms Resort | City of Industry**
- 📍 **May 8 – Aloft El Segundo | El Segundo**

**Registration/Breakfast:** 7:30 a.m.

**Program:** 8:00-11:00 a.m.

**Registration Fee:** \$79 per attendee

**Contact:** Jane Guesnon at [jguesnon@aalrr.com](mailto:jguesnon@aalrr.com) or (562) 653-3409 or Alfonso Estrada for more information. Registration available online at [www.aalrr.com](http://www.aalrr.com).

Atkinson, Andelson, Loya, Ruud & Romo also offers customized in-house training sessions tailored to your agency needs. Some of our most requested trainings include #NotHere, Sexual Harassment & Awareness Training; The Five Biggest Pitfalls under the POBR; and the FRISK® Documentation Model.

## Atkinson, Andelson, Loya, Ruud & Romo Legal Representation

When facing the many challenges unique to public safety, it is essential that management has legal representation that it can trust. Whether it is dealing with aggressive union counsel, providing guidance through the disciplinary process, or developing strategies to achieve an agency's personnel goals, our team works closely with police chiefs, sheriffs, and their command staffs to solve the most difficult problems with effective solutions.

Our attorneys are specialists with expertise in all areas related to public safety employment, including:

POBR Advice and Counsel	Labor Relations, Collective Bargaining, and Grievance Processing
Litigation and Trials	Training - POBR, Investigations, Union Issues
Disciplinary Documentation	FLSA Compliance
Administrative Disciplinary Appeal Hearings	Retirement System Disputes
Writs of Administrative Mandate	Investigations

Examples of our team's recent successes representing our public safety clients include:

- Defense of agency in five employee appeals of discipline stemming from highly publicized excessive force incident.
- Sustained terminations of sheriff's deputies for gross negligence in the performance of duties, including sleeping on duty; conducting unauthorized warrantless entry; and use of excessive/unreasonable force.
- Defeat of petition for writ of mandate brought by union challenging cost-sharing provision for disciplinary appeals.
- Defense of an FLSA collective action alleging that the agency improperly excluded cash in lieu of benefits payments from the calculation of the regular rate for purposes of overtime.