

It's hard to believe Christmas is in a few short weeks! I hope you are enjoying a wonderful holiday season. I heard Christmas Tree Lane was packed on walk night and many families kicked off the season seeing the festive displays and lights!

The annual Pizza with Santa event was held on Sunday, December 2nd at the FDSA. It was a packed house! This is always a great way for members to celebrate the joy of the season and get some fun pictures with Santa! Thank you to all who attended.

Pay Issue with County of Fresno

We are addressing a concern many of you brought to our attention related to your paychecks. We have been engaged in email correspondence and discussion with the County of Fresno about the recent 10-year retention pay and whether it should be configured into the regular rate of pay.

Currently, it seems this matter is being interpreted differently by both parties. We are working on a resolution. We will have a solution soon for all who are receiving that ten-year retention. We also need this issue to be worked out for the future as well. I will keep you updated on developments as soon as a resolution is reached.

PORAC Conference of Members

The annual PORAC Conference of Members was held in November in Anaheim.

During the conference, I was sworn in again as a Board of Director for my 13th year. In addition, I am entering my 4th year on the Executive Committee of PORAC.

I would like to report the conference was a success.

Only one bylaw raised some contention. It was about allowing larger associations (CHP, Orange County Sheriffs, LA Sheriff's) into PORAC and changing the dues' structure. The proposal would have allowed groups to pay dues for only up to 2,000 members.

PORAC is doing great things for its members, and we want to increase membership so there is a larger voice for California law enforcement. The goal is to grow membership but in a way that's fair and equitable. I feel once the bylaw is revised, we can get there.

Out of Office Temporarily

As many of you are aware, my youngest son, Carsen was involved in a horrific traffic collision on Thanksgiving Day. He survived the crash after the F250 truck he was driving rolled several times on Highway 180. California Highway Patrol officers said a car clipped him from the rear, forcing the truck into the center divider. Firefighters had to extricate him from the truck. Since that day, Carsen has remained hospitalized at

Community Regional Medical Center. Initially, he was in the trauma ICU for several days until he regained consciousness. He underwent surgery to repair a broken neck and is now recovering from a severe concussion. Currently he's in the Leon S. Peters rehabilitation center at the hospital.

There's no question, God's protective hand is the reason why Carsen is alive today. I wanted to thank those of you who reached out to me and my wife. We were inundated with prayers and thoughtful messages. We can never thank you all enough.

During the past two weeks, I've been spending most of my time at the hospital, so I'm temporarily out of the office. If you have a question, please reach out to Vice President Isaac Torres. If it's an emergency, you can still reach out to me. As Carsen returns home (very soon) I will be able to regain running the operations of the FDSA as I have done to serve you all over the years.

This crash has been a reminder to our family about the precious gift of life. Everything can change in an instant. We are thankful this Christmas, that although Carsen will have a long road to recovery, he will eventually be fine. We are blessed beyond belief.

We hope this season, you are happy, healthy, and grateful!

Merry Christmas!

My best,

Eric