



LAWMAN

MONTEREY COUNTY PEACE OFFICERS ASSOCIATION

President's Message....

LEADERSHIP – HONOR- SERVICE

Good day MCPOA members!

The One That We Choose

As I sit here in my office, pondering current events (Colorado's King Soopers Supermarket Active Shooter, defunding the police, the loss of qualified immunity, etc.) my thoughts turned to, "What is important now?" I realize that inside of each and every one of us there is an eagle that wants to soar. There is also a part of us that wants to go back, cocoon and tuck our heads out of all the stress and uncertainty that is coming our way. Similar to the "Two Wolves, Cherokee Legend," I have to ask which one will prevail? The answer is pretty simple. The answer lies in each and every one of us to decide on our own. The one that will prevail will be the one that we feed!

Being Healthy Community Leaders

In order to serve to our highest and best capacity, we must also feel good about ourselves. Feeling good about ourselves begins with managing the impacts of the stress we endure in our professional lives. We also have to consider the mind, body, spirit connection and the impact that has on our daily attitudes. The more we can manage our professional and personal stressors, and exercise for health, the more it will contribute to reducing stress. All of this will enhance our officer safety, contribute to our emotional intelligence and allow us to be the community role models and leaders we aspire to be.

Stress

No one cares for stress and few look forward to change. In most cases, change causes stress. What we may not realize is that many things that we do in an attempt to reduce stress actually can be counterproductive.

As an example, we cannot in reality talk ourselves out of stress. According to the MedlinePlus Medical Encyclopedia, Stress is your body's reaction to a challenge or demand. It can come from any event or thought that makes you feel frustrated, angry, or nervous.

MCPOA

PO Box 1823

Monterey, CA 93942

831-737-7179

mcpoa.org@hotmail.com

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Board of Directors

2020-2021

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Manuel Fernandez*

David Ruccellio

David Armacost

Victor Lurz

Phil Nash*

*Range Masters

NOTE: Board of Directors may be reached at: mcpoa.org@hotmail.com

Executive Director: Joy Junsay

joyjunsay@comcast.net

or 831-320-0302

Just try to talk yourself into sleeping the night before a promotional interview, a performance test to be on a specialized unit, or an early in overtime shift and you are worried about getting up on time.

Daniel Wegner, Psychology Professor at Harvard University, has shown in several studies that the intention to control a particular thought often breaks down under stress and actually ends up triggering the unwanted thought, undermining our best intentions.

Research by Stanford Psychologist, James Gross demonstrates that suppressing our emotions (e.g., by not showing the emotion on our face) actually leads to the opposite of what we want. By attempting to hide the emotions, we actually experience them more strongly physiologically. For example, anger or stress makes your heart rate increase and your palms sweat. Suppressing these emotions actually will increase those effects, and will even impact the physiology of whoever you are talking with by raising their heart level. Suppressing negative emotions on a regular basis actually makes people experience more negative emotions and less positive emotions.

Eustress

Believe it or not, there is also a good form of stress called eustress. Clinical Psychiatrist Dr. Michael Genovese says, we rarely think of stress as a positive thing, but eustress is just that — positive stress. He also said, “Exciting or stressful events cause a chemical response in the body.” Eustress is usually a product of nerves, which can be brought on when faced with a fun challenge. Genovese says this is important because, without eustress, our well-being can suffer. He also shared, eustress helps us stay motivated, work toward goals, and feel good about life.

Distress

According to Health Line, in terms of opposites, distress and eustress are on either end of the spectrum. Unlike eustress, distress can make you feel overwhelmed because your resources (physically, mentally, emotionally) are inadequate to meet the demands you’re facing. Licensed Counselor, Casey Lee, MA, says this type of negative stress can lead to anxiety, depression, and a decrease in performance.

Our Minds

So, I have to ask the question, “How can we ease our minds, so our bodies will relax and we can have a new perspective?”

Working and living outside of our comfort zone is a good thing. It’s when we feel overwhelmed that stress can turn negative. This is what makes eustress such an important part of our overall health.

“Eustress produces positive feelings of excitement, fulfillment, meaning, satisfaction, and well-being,” Dr. Lee said. He explains that eustress is good because you feel confident, adequate, and stimulated by the challenge you experience from the stressor.

Psychologist, Dr. Kara Fasone says, eustress is all about sufficiently challenging yourself without expending all your resources. This type of stress empowers you to grow in three areas:

- Emotionally, eustress can result in positive feelings of contentment, inspiration, motivation, and flow.
- Psychologically, eustress helps us build our self-efficacy, autonomy, and resilience.
- Physically, eustress helps us build our body (e.g., through completing a challenging workout).

As our minds ease up and our perspectives change, we can begin to build resilience so we are more capable of handling the challenges that sneak up on us.

Resilience is building the capacity so when there is a crisis, we have ability to navigate the crisis and the resources to survive the aftermath. It's all about building and having elasticity so that we can have adaptability to recover from the stressful event.

Mind, Body and Spirit

It's really all about mind, body and spirit connection. Although they are interconnected, I like to begin with the spirit and the mind. As you reflect, ask yourself where is my spirit now? Do you feel conflicted? Are we at peace or are we anxious? Are we depressed because of extenuating circumstances or because of personal circumstances?

These are all reflective moments and as we learn from both the *10 Golden Rules of Leadership* and the book *Legacy* to "know thyself" is the beginning of the spirit/mind connection and will be an ongoing process as we change, mature and develop. *Forbes* says, to Know Thyself is about real leadership which comes from inside you. The greatest leaders first question themselves before they tackle the world around them. They develop an inner clarity about themselves, how they think and what influences their thinking. Understand your own strengths and weaknesses first. Self-comprehension is a fundamental precondition necessary for real leadership.

Personal Resources

Exercising, being in nature, meditation, deep breathing, having human connections and contact such as human touch are invaluable resources, we all have at our fingertips. Research shows that engaging in these activities slows our perception of time (which is the opposite of what happens in stressful times) by bringing us into the present moment where we can ask ourselves that important question of "What's important now?"

According to Dr. Emma Seppälä, Science Director of Stanford University's Center for Compassion and Altruism, studies reveal one reason slow breathing has an immediate effect, is that it activates the vagus nerve, which is linked to our heart, lungs and digestive system, it decreases the activity of fight-or-flight adrenal systems. Abdominal breathing—using the diaphragm—is particularly beneficial, as are lengthened exhales. Exhales slow our heart rates down so the longer we spend on the outbreath, the more our nervous system relaxes.

Breathing Strategies

The most basic way to develop a relationship with your breath is to bring awareness to it at different times during the day. Notice if it is fast or slow, if it is deep or shallow. Gradually, you will notice that it shifts throughout the day with your feelings and emotions. For example, you will naturally want to take a deep breath during challenging times or find that your breath becomes more rapid with anxiety or anger.

As you develop that awareness, you can use it to gain some control of your breath, and thus of your emotional state. When you feel fear coming on, for example, you may notice your breath speeding up and your breath becoming shallower. Then you can consciously slow it down and breathe into your abdomen to relax. With practice, you will know to take deep and slow belly breaths every time you encounter a challenging situation.

In our classes we frequently teach how to use this intentional deep abdominal breathing technique called, autogenic breathing (Lt. Col Dave Grossman). Some call it, "box breathing" or focused breathing. This breathing technique has personally saved my life and my son's life. For me it saved my life in several officer safety high risk situations and again during my heart attack a few years ago. It saved my son's life during an accident in which he was going into shock and his body began to shut down due to the high intensity stress of the situation.

One Last Very Effective and Healthy Strategy

Another strategy that we recommend in our training is taking time for yourself after work so you can have those connections at home.

Step 1: When I suggest taking time, I am suggesting 10-20 minutes of healthy personal alone time to do autogenic (focused breathing exercises) daily on your way home. (You should additionally be doing several autogenic breathing exercises throughout the day or on the way to any stressful call).

Step 2: Carry a journal and pencils with you. Take time for you to journal your experiences and stressors from the day, both good and challenging. When you are done doing both, put the journal away and then bathe yourself with your favorite music on your way home.

Don't forget to hydrate, hydrate, hydrate with water. Take your supplements/vitamins and remember your minimum of 22 minutes of heart elevated exercise daily to reduce your potential for diabetes and heart disease.

Being a Better Community Leader

By following these simple steps and making them daily rituals, you can be a better version of you. When you get home you will be in a better frame of mind and these techniques will help to add years to your life.

These rituals will help us to bring clarity into our thoughts and actions. Each and every one of us can become better leaders in the communities we serve, by having a healthier mind, body and spirit connection.

Be well, be safe, and be vigilant.

Mike Kimball

President/MCPOA

michaelckimball@gmail.com

RANGE CLEANUP

Tuesday, May 11 and Saturday, May 15, 2021

9:00 a.m. to 5:00 p.m.

Laguna Seca Upper Shooting Range

Lunch will be provided

RSVP: joyjunsay@comcast.net or 831-320-0302 (text)

- Move gravel and prep ground for placement of DG granite
 - Clearing of weeds and plant growth
 - Clear drainage along perimeter of range
 - Prep exterior of buildings for painting
 - Work on road leading up to the range
- Building tire wall and filling tire wall with dirt
 - Build up the berms

Bring a shovel, rake and wheel barrels!

Congratulations!

District Attorney Chief Investigator Ryan McGuirk was presented with his Executive Certificate from POST on March 5, 2021. A ceremony was held at the District Attorney's Office where Chief McGuirk received his certificate. Pictured below are: DA Jeannine Pacioni, Chief McGuirk, Alan Soroka (POST) and Congressman Jimmy Panetta.



MCPOA Board Member David Ruccello was honored as the “Volunteer of the Year” by Sheriff Stephen Bernal at a March 3rd ceremony. David has been a member of the Sheriffs Emergency Action Team (SEAT) for the past 16- yrs. Along with many other volunteers, David assisted Sheriff deputies during the Carmel, River, and Dolan fires. He assisted during the floods and many other community events. [picture from Monterey County Sheriff's Office FaceBook page]



Thank you to our Donors for the recent Shooting Range Improvements

- Al Asuncion, Retired Salinas PD
- Manuel Fernandez, CSUMB PD Sgt.
- Thomas Hill, Retired El Dorado County Sheriff/Detective
 - Joy P. Junsay, MCPOA Executive Director
- Michael C. (Retired Commander) & Patty Kimball, Seaside PD Officer
 - James Laughlin, Retired DMV Investigator
- Victor Lurz, Retired Coroner's Office Supervising Forensic Evidence Technician
 - Sam Matar, Honorary Member, Retired Sam Matar Car Dealership
 - John Moore, Retired Del Rey Oaks Reserve Police Officer
 - Tom Nugyen, Retired CSUMB PD Officer
 - Andres Rosas, Marina PD Sgt
- Donald Wallich, Retired Deputy Sheriff/Bailiff

And Thank you to the following Businesses for donating materials or equipment needed for maintenance of the range!



Residential and Commercial
Construction



MONTEREY TIRE SERVICE
1739 DEL MONTE BLVD., SEASIDE, CA
(831) 394-6838

NEWTON BROS.
TIRE & AUTO SERVICE

(831) 393-9979

1669 Del Monte Blvd | Seaside, CA 93955
M-F 8:00AM-5:00PM | Sat. & Sun: Closed



English

Español

(831) 737-2236



Advertise your business in the Lawman!

The Lawman Newsletter is a great medium to advertise your products and/or services. Our newsletter is published once a month (12 issues per year). It is posted on the MCPOA website and emailed to over 500 members.

If you or someone you know would like to advertise in the Lawman Newsletter, contact Joy Junsay at joyjunsay@comcast.net.

| LAWMAN NEWSLETTER | | | |
|--------------------------------|----------------|-----------------|------------------|
| 2018 Advertising Prices | | | |
| | | 6 Months | 12 Months |
| Business Card | (2" x 3.5")* | \$ 90.00 | \$165.00 |
| Quarter Page | (4.5" x 5.5")* | 150.00 | 275.00 |
| Half Page | (8.5" x 5.5")* | 240.00 | 440.00 |

Advertisement print must be camera ready and mailed with your payment to:
 MCPOA, P.O. Box 1823, Monterey, CA 93942 *Sizes are approximate

Our Advertising Supporters



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Tom Nguyen
 REALTOR®

Mortgage Loan Originator

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 NMLS #1848272

SHOOTING RANGE SCHEDULE (http://www.montereycountypoa.org/range/range_schedule.htm)

Contact: Phil Nash 831-901-9796 or nash5400@gmail.com

APRIL 2021

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|--|-------------------------|---------------------------------|---------------------------------------|---|-----------------------|-----------------|
| 28 8am CHP | 29 | 30 Marina PD = 08-17 | 31 Seaside PD | Apr 1 Presidio PD | 2 8am CHP | 3 |
| 4 | 5 8am CHP | 6 | 7 8am DROPD 3:30pm AED training | 8 8am POMPD | 9 Maina PD = 08-17 | 10 8am DROPD |
| 11 | 12 Marina PD = 08-17 | 13 10am POM CID 3pm DROPD | 14 8am CHP | 15 8am Probation | 16 MCSO | 17 |
| 18 MCSO | 19 | 20 8am CHP | 21 | 22 IMSA Hyundai Monterey Sports Car Championship | 23 | 24 |
| 25 IMSA Hyundai Monterey Sports Car C | 26 8am MCSO | 27 | 28 Trans Am SpeedFest | 29 | 30 | May 1 |

Events shown in time zone: Pacific Time - Los Angeles



MAY 2021

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|------------------------------------|----------------------|--------------------|---------------|-------------------|-------------------|-------|
| 25 | 26 | 27 | 28 | 29 | 30 | May 1 |
| IMSA Hyundai Monterey Sports Car C | 8am MCSO | Trans Am SpeedFest | | | | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Trans Am SpeedFest | 8:30am DMV | 8am POMPD | 8am Probation | 8am CHP | 8am POMPD | |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 8am CHP | 8am Range Cleanup | Presidio DASG | 12pm MCDA | | 8am Range Cleanup | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| Marina PD = 08-17 | 8am Salinas Parole F | 8am CHP | 12pm MCDA | Marina PD = 08-17 | MCSO | |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| MCSO | | | | Seaside PD | 8am CHP | |
| 30 | 31 | Jun 1 | 2 | 3 | 4 | 5 |
| Seaside PD | 1pm Sand City PD | 1pm Sand City PD | 8am Probation | 8am CHP | | |

Events shown in time zone: Pacific Time - Los Angeles



SAFETY RULES AND REGULATIONS

The following are the rules and regulations for the use of the Peace Officers Association of the County of Monterey (DBA Monterey County Peace Officers Association) Shooting Range. The information contained herein is also posted on several signs on the Range property.

THE MONTEREY COUNTY PEACE OFFICER'S ASSOCIATION SHOOTING RANGE RULES

- The M. C. P. O. A. range is a membership shooting range only and is not open to the public or guests of members
- Normal shooting hours are 0800 to 1700 hours Monday through Friday
- Department night shooting hours are scheduled through the range master
- Night Shooting Training after 1700 hours (through 2000 hours) is only allowed when scheduled through Range Master.
- Rifles are allowed in lanes 1-5
- Shotguns may be used only on the shotgun targets on the left side of the range
- Alcoholic beverages or drugs are not allowed at the range or range buildings
- No one under the influence of alcohol or (illegal) drugs allowed on the range
- All shooters and bystanders must wear ear and eye protection
- Close and lock the entry gate upon leaving

DEPARTMENT USE

- Provide own qualified Range Master
- Provide own targets
- Provide own fire extinguisher
- Raise red range flag and American flag when range is in use.
- Furnish their own trauma and first aid equipment to treat gunshot wounds
- Responsible for all injuries or damage to the range
- Prior to leaving shooters must pick up all trash and empty all trash barrels into the dumpster
- Prior to leaving shooters must pick up all brass
- Do not throw brass in the dumpster
- Leave brass in the barrel by range office
- Only two vehicles at the range, the range master vehicle and equipment vehicle
- Hand guns may be handled only on the firing line or at the safe barrels
- Shooters may approach or leave the firing line only on the range masters' command
- Shooters, who carry duty weapons, may reload and holster-on the firing line, at safe barrels, or on the range masters' command
- Any misuse of the facilities will result in the loss of use of the range

**GUESTS ARE NOT ALLOWED ON THE PREMISES
PURSUANT TO THE AGREEMENT WITH THE COUNTY OF MONTEREY**

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AUTHORIZED FIREARMS AND AMMUNITION

All firearms and ammunition are subject to inspection at the request of MCPOA range personnel to ensure they are safe to use, serviceable, and the proper type of caliber authorized to fire on the MCPOA range.

Range Safety Officers(s) are also responsible for ensuring all firearms and ammunition are within the guidelines established in this policy.

The following restrictions on firearms and ammunition apply to all users while on the MCPOA shooting range:

- Only factory loaded ammunition is permitted.
- Ammunition and firearms must be less than .50 caliber for pistol/rifle. Shotguns shall not exceed 12 gauge.
- NO fully automatic or burst fire is allowed, semi-automatic only.
- Armor piercing (AP) ammunition, incendiary ammunition, tracer ammunition, and black powder rifles are prohibited and not authorized.
- The use of flash bangs, chemical agents, incendiary devices, smoke and/or gas grenades or devices are not authorized.

MEMBER USE – NON-DEPARTMENTAL PRACTICE TIME

When there are more than 2 members shooting on the line, 1 person must be the designated Range Safety Officer (R.S.O.) per every 3 participants. The R.S.O. must sign in their name, date and time-in and time-out on the range log sheet provided on the clip board at the range office by the brass barrels

2020September17



MCPOA MEMBERSHIP BENEFITS

ANNUAL MEMBERSHIP APPLICATION

ENROLLMENT PERIOD

JUNE 1 THROUGH JULY 1

*Monterey County Peace Officers Association
PO Box 1823, Monterey CA 93942*

MCPOA Purpose

It shall be the purpose of the Peace Officers Association of the County of Monterey to advance police administration and crime prevention. To secure coordination in all law enforcement matters. To encourage the enlistment, equipment and training of qualified persons to police work. To achieve adherence of all peace officers to high professional standards of conduct, and generally to improve the administration of justice to the end that full protection may be secured to all law-abiding citizens.

MCPOA Members Only Shooting Range at Laguna Seca (Pistols, shotguns and rifles)

One of the few private firearm ranges in the county, it is also available for agency use by appointment and free shoot days are scheduled each month. You must present your membership card and identification if requested.

Range Master: Phil Nash

Phone: 831-901-9796

Email: nash5400@gmail.com

www.montereycountypoa.org/range/range_schedule

[www.montereycountypoa.org/Range Rules and Liability Form.pdf](http://www.montereycountypoa.org/Range_Rules_and_Liability_Form.pdf)

MCPOA Award System

The Monterey County Peace Officers Association has several awards that are available to recognize accomplishments of peace officers, prosecutors and civilian. Specific guidelines shall be used when recommending and considering these awards to recognize individuals and groups.

To view the range schedule or information about the Award System, go to our website:

<http://www.montereycountypoa.org/awards.htm>

AirMedCare (Emergency Air Ambulance)

Track Code: 13793; Plan Code: 11283

Coupon Code: 11283-CA-BUS

Discount rates available to MCPOA members. For application or more information, go to

www.AirMedCareNetwork.com

Police Credit Union

Apply online at **www.thepolicecu.org**

Enter MD950 in promo code section

- Join and they'll reimburse your \$25 opening deposit
- No monthly fees or minimum balance requirements
- Get up to 10 ATM fee rebates per month if you're charged by another bank.
- Auto, Home and Public Safety Assistance Loan



**ANNUAL MEMBERSHIP
APPLICATION
ENROLLMENT PERIOD
JUNE 1 THROUGH JULY 1
\$35.00/year**

Monterey County Peace Officers Association
PO Box 1823, Monterey CA 93942

OFFICE USE ONLY

RECEIVED: _____
ENTERED: _____
CARD MAILED: _____

Name: _____

Address, City, Zip: _____

Phone (Office, Home or Cell): _____

Add me to Email Mailing List – Email Address: _____

Do not add me to Email Mailing List (for MCPOA Lawman newsletter, announcements, etc)

Monterey County Agency Affiliation: _____

Position/Job Title: _____

Membership Renewal \$35.00/YEAR New Membership \$35.00/YEAR

STATUS:

Active **Currently Employed**

Retired **[Include copy of Agency Retired ID Card, if newly Retired]**

TYPE OF MEMBERSHIP:

Regular Member (Sworn)

Associate (Non-Sworn)

Donation: \$10.00 \$20.00 Other \$ _____

TOTAL PAYMENT ENCLOSED \$ _____

*Donations most welcome to help defray the costs associated with administrative expenses.
MCPOA is a registered 501c(3). FEIN: 23-7295470*

PAYMENT BY CHECK/MONEY ORDER/CREDIT CARD

CREDIT CARD (VISA / MASTERCARD / AMERICAN EXPRESS) #: _____

Expiration Date: _____ Security Code: _____

Billing/Mailing Address & Zip Code (if different from above): _____

Signature of Authorized Credit Card Holder

Date

NOTE: Information provided within your application is not shared or distributed – all remains Confidential and is only for use by MCPOA.

Hold Harmless Agreement & Limits of Liability For the use of the MCPOA Firearms/Shooting Range

This document must be signed annually by each qualified MCPOA Member and each employee of all law enforcement agencies prior to entering MCPOA Shooting Range and a copy maintained by MCPOA.

Any MCPOA member is qualified to use the range if said member is in good standing, abides by the Range Rules & Regulations, Bylaws and is current in MCPOA dues.

All employees of any and all law enforcement agencies are qualified to use the range when scheduled for and with Department Shoot/Qualifications.

The County of Monterey and the Peace Officers Association of the County of Monterey (MCPOA) agrees to allow the undersigned to utilize the MCPOA Range Facilities.

The Undersigned hereby acknowledges, consents and agrees that in no event shall the County of Monterey, MCPOA, or any of its Officers, Agents and employees be held responsible or liable for any acts or omissions, or for any indirect, direct, incidental, special or consequential damage, injuries or cost whatsoever, resulting from or related to the use of the MCPOA Shooting Range or Range Facilities by the undersigned.

The undersigned also agrees, to hold the County of Monterey and MCPOA, harmless for any acts or omissions as it relates to:

- The direct or indirect handling of firearms and/or equipment.
- The use of firearms and/or equipment while participating in live fire events at the range.
- The transportation of firearms and/or equipment to and from the facility, and certifies that the method used to transport said firearms and/or equipment conforms to the laws of the State of California.

The undersigned further acknowledges that the County of Monterey and MCPOA, has taken every precaution necessary to ensure the undersigned's safety during use of the range and our facilities. The County of Monterey and MCPOA, shall not be held liable for any act or omission outside its jurisdiction or control, or directly related to negligence on the part of the undersigned.

The undersigned further acknowledges receipt and understanding of the **Safety Rules and Regulations** of this facility and agrees to abide by them at all times while at the range. The undersigned acknowledges that failure to comply with the rules could result in his/her expulsion from the range and temporary and/or permanent loss of range privileges.

The undersigned understands that the consumption of drugs or alcoholic beverages is expressly prohibited on/at the Shooting Range property.

By your signature you affirm that you have read, understand, and will ensure that you will comply with the requirements as set forth herein, and do hereby agree to hold the County of Monterey and MCPOA, or any of its Officers, Agents and employees harmless for any act or omission for which you are directly responsible or that cause you harm.

Agency: _____

Actively Employed _____ Retired _____ Position: _____

MCPOA Member Signature

Printed Name

Date