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B.C.P.

By Chief Parks

Happy Thanksgiving to all of you! As an organization, the Los Angeles Police Department is continually blessed with great things despite occasional setbacks. This is a good time to reflect upon them and be thankful. First, we have dedicated police officers who risk their lives 365 days a year and never hesitate to protect our residents. Our families, friends and communities remain committed to be at our side and see us not only through our highs but also our lows.

To grow and be progressive, we must be open to change. As recommended by Mayor Riordan in October, the Department began facilitating a change in the current deployment of the 168 Senior Lead Officers (SLOs). To ensure the continued

See BCP last page

RHD: An Historical Perspective

By Detective Rick Jackson

Editor's Note: Of the many divisions in the Department, Robbery-Homicide Division (RHD) evokes the most glamorous, glorious and gory images due to the infamous cases it has historically handled, from the unsolved violent Black Dahlia murder to the highly publicized murder of Nicole Brown-Simpson and the North Hollywood bank shooting. The Los Angeles Police Historical Society, as well as RHD, is a great resource of LAPD history especially for those unfamiliar with the cases and names mentioned in the following article.

In the 1950 film, *D.O.A.*, when the poisoned character Edmond O'Brien staggers in to report the plot to kill him, the Los Angeles Police Department's Robbery Division and Homicide Division could be seen along the corridors of City Hall. The wooden doors with glass windows and overhead placards jutting out, identified the divisions. True to life, those were the actual locations of the divisions in 1950.

Fast forward—1955. The new Police Administration Building, later re-named Parker Center, became home for both Robbery Division and Homicide Division. The old Robbery Division included legendary members of the "Hat Squad," like Max Herman,

Clarence "Red" Stromwall, Eddie Benson and Harold Crowder. They ruled the roost, handling "righteous 211s" and the City's most dangerous bandits.

Likewise, the old Homicide Division had their own legends over the years—Harry Hansen, Pierce Brooks and "Jigsaw" John St. John. They worked legendary and classic cases — the Black Dahlia murder (still open), the Onion Field shooting (the

kidnapping of Officers Karl Hettinger and Ian Campbell, who was eventually shot and killed by two robbers) and the 1950's serial killer Harvey Glatman.

In 1969, the two divisions merged, appropriately called Robbery-Homicide Division (RHD). Some sections were added, while others remained and were given new names.

The new RHD sections were Homicide Special, Robbery Special, Banks, the Officer-Involved Shooting (OIS), the Major Crime Investigation



The Black Dahlia murder - mysterious and violent death of Elizabeth Short

The BEAT

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Published monthly
 by the
 Los Angeles Police
 Department
 Community Relations
 Section
 Public Relations Unit

*The BEAT deadline for
 material submission is the
 4th of each month
 for the following
 month's publication*

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West Valley Team Delivers Instant Response to Crisis

By Captain Donald C. Floyd

Editor's Note: This is the last of a two-part series highlighting two of the seven excellent programs selected by the Chief of Police from programs Departmentwide and featured during the "Best Practices" Seminar in June 2000.

It was just a few days before Christmas 1996 when a Russian immigrant committed suicide. His two children, ages 10 and 11, discovered the body. When called in, the West Valley Crisis Response Team (CRT) comforted the children with teddy bears, arranged for a translator and located a pastor from the family's church. It took a team of volunteers and hours of effort to assuage this family's trauma.

The CRT, which assisted this distraught family, had been established a mere nine months prior. The team's purpose is to provide immediate assistance and support to the police during crises occurring in the West Valley Area. Suicides, selected homicides, death notifications, rape crimes and other traumatic incidents are among the reasons for the team to exist.

Available 24 hours a day, seven days a week, the CRT members provide assistance through counseling, referrals and by simply being there for victims and their loved ones. Additionally, the CRT allows police officers to clear up incidents quickly, and safeguard the victims and their family.

The West Valley CRT's mission is "to provide immediate emergency intervention and support to those in

traumatic situations, plus it acts as liaison between the community and the Los Angeles Police Department." Among many others, the individuals instrumental in the development of this team include Ellie Vargas, Community Police Advisory Board (CPAB) Co-Chair, Lana Kuhlen, CPAB member, and former Area Commanding Officer, Commander Valentino Paniccia, who is now the Assistant Commanding Officer of Operations Valley Bureau.

FIRST STEP – Training

After the team was founded, a training curriculum was developed that included issues such as coping with emotional and physical distress, and understanding the grief process. The program consisted of 10 weekly lectures by medical professionals, victims of crimes, police officers, counselors and parents of murdered children. A broad spectrum of traumatic and emergency situations was presented. The organizers also developed a liaison with the clergy council and set up a roster of foreign language translators to assist team members.

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LAPD Heightens Recruitment Efforts

By Police Officer John Collyer

\$200 Bonus!

LAPD wants you ...

The City of Los Angeles is offering a **\$200** bonus to *eligible City employees to help recruit police officers and increase the force from its current level of 9,200 to 10,000. The Personnel Department, Public Safety Employment Division (PSED) and the Recruitment Section, Employee Opportunity and Development Division (EODD) are coordinating efforts to get the word out.

The incentive campaign reflects a dire situation not only in the Los Angeles Police Department but also in other large law enforcement agencies.

The pool of available candidates in Southern California has diminished dramatically

in recent years. By August 2000, the LAPD had lost an average of 54 officers a month due to attrition and retirement. Meanwhile, the City has barely kept up by hiring an average of 40 recruits a month this year. In Los Angeles, the PSED has administered the written test five days a week for over three years. Prior to 1997, the test was offered four days a week.

Historically, job seekers pursue non-public safety careers when a strong economy with low unemployment exists. Due to the critical need to replace officers, recruiters have traveled nationwide in pursuit of new officers. Other large municipal police agencies in the same predicament are also looking out of state to recruit.

The EODD Recruitment Section recruited heavily in Southern California this summer. Recruiters have been to career fairs in Camp Pendleton in San Diego, The 29 Palms Job Fair, Women's Career Day 2000 at the Ahmanson Recruit Training Center, Los Angeles Fire Department Recruitment Expo 2000 and the Mid-Summer Job Fair at the California African-American Museum in

Exposition Park. Other community events recruiters attended include the Orange County Fair, the 60th Annual Nisei Festival in Little Tokyo, the Van Nuys Airport Aviation Expo 2000 and the Los Angeles Triathlon.

While efforts have yielded success, recruiters continue to seek innovative ways to reach their goals. This fall, recruiters will visit college campuses statewide and nationwide. Officers Kip Jackson, Linda Peace, Phil Stine and Jessamyn Morales recruited and tested candidates in Oakland, California, while Officers Joe Torres, Joe Ferreira, Rosa Torres and Allynn Simmons concurrently recruited and tested candidates in Louisiana. Out of 142 interested candidates, 109 or 77 percent passed the tests. In Los Angeles, 55 out of 86 candidates passed the tests. The combined out-of-town testing yielded twice the number of candidates than that in Los Angeles. The following states are targeted for recruitment and testing from fall 2000 to winter 2001: Ohio, Washington, Illinois, Texas, Minnesota and Massachusetts, St. Louis and Milwaukee. For current testing locations and general information, please check the recruitment page at www.lapdonline.org or call (800) 954-0321 or (213) 847-9060.



Officers John Collyer and Rosa Torres recruit during the 23rd Annual Lotus Festival at Echo Park in July 2000.

\$200 Bonus Rules and Procedures

- Recruit someone who will succeed as a Police Officer
- Employee and applicant need to complete and sign a Police Officer Recruitment Incentive Program card
- Have the applicant turn in the card to the proctor at the time he/she takes the written test

***To qualify, the employee must be on the City payroll at the time the candidate is recruited and appointed to the Police Academy. The \$200 bonus will be processed when the candidate is appointed to the Police Academy. Bonus payments will be issued directly to the employee as taxable income.**

Unit Fights Chemical Hazards

By Officer Mike Hagen

Editor's Note: This is the first of a multi-series on Hazardous Materials / Environmental Crimes Unit with topics on Historical Perspective, Investigations and Enforcement, and Hazardous Material Safety.

The movie song goes: "There's something strange in the neighborhood. Who ya gonna call? GHOSTBUSTERS!" In LAPD – it is the HAZMATBUSTERS! The investigators of the Hazardous Materials / Environmental Crimes Unit (HM/ECU) are often the first responders to "strange gooeeey" things and "Weapons of Mass Destruction" incidents involving nuclear, biological and chemical terrorism.

In the past, firefighters did not carry breathing apparatus to protect them from inhaling dangerous chemicals while fighting fires. Similarly, police officers and parking control officers also knew little about the hazards of standing downwind of an industrial fire. Later, a study revealed that hazardous materials injured more police officers than firefighters. This was because officers were not trained to recognize hazardous materials and incidents involving these materials, and were unskilled with the dangers of chemicals. Officers could handle an armed suspect, but not a chemical incident. Officers know instantly when they are shot at and are hit; but in chemical situations, an officer could take a fatal hit and not know it for years. Today, one can deal with a chemical incident safely and successfully with training, new technology and proper equipment.



Photos courtesy of Hazardous Materials / Environmental Crimes Unit

Officers know when they are shot at and are hit; but in chemical situations, an officer could take a fatal hit and not know it for years.

The HAZMATBUSTERS started humbly with one police officer...

Historical Perspective 1981 – Theoretical Beginnings

In 1981, the Los Angeles Police Department's command staff expressed concern for the potential of injury to police officers exposed to hazardous materials. The Commanding Officer, Uniformed

Services Group, selected Officer Frank O. Rood III, who is now a Detective II at Pacific Division, to jumpstart the Hazardous Materials Unit. Detective Rood was chosen for his hazardous materials experience and assigned to Tactical Planning Section (currently Emergency Operations Section). He became responsible for developing the Department's guidelines for the safe handling of hazardous materials incidents.

Through Detective Rood's diligence, the Department soon published a Tactical

Manual, now known as the Emergency Operations Guide, which listed a complete set of response guidelines. In 1982, in recognition of his work on the guidelines, Rood was selected to participate on a State committee, which developed the Hazardous Materials Modules, a written instructional course standardizing

See HAZMAT on page 7

Employees' EDGE

November 10, 2000 Police Appreciation Day

Community members want to thank all police officers of the Los Angeles Police Department for doing a wonderful job. Blue ribbons will be posted on homes and street posts. Letters of appreciation and food will be brought to community police stations. Please take the time to thank those who organized this appreciation day.

Photo Opportunity with Dodger Player Ron Cey Law Enforcement Night at Dodger Stadium

Those who had pictures taken with legendary Dodger player Ron Cey during the Law Enforcement Night at the Elysian Park Police Academy can pick up their photos at Public Affairs, Room 731, Parker Center. For more information, please call Officer John Long at (213) 485-3281.

**Have a wonderful
Thanksgiving!
November 23, 2000**



BALANCED HEALTH THE LAPD WELLNESS PROGRAM

HEALTH FACT: One of the most important things people can do to ensure their good health is to be knowledgeable about health conditions and available treatments. The following lecture series are intended to provide you with the latest medical and psychological information on these conditions as well as give you an “up close and personal” opportunity to ask experts health-related questions.

Wednesday, November 1 11:30-12:30
Living with Your Lungs by Deena Case-Pall, PhD
Location: Parker Center Auditorium
Asthma and other lung diseases affect almost every household in America. This presentation will address ways to cope with these conditions.

Wednesday, November 15 11:30 - 12:30
The Management and Treatment of Diabetes by Ricardo Perfetti, MD
Location: Parker Center Auditorium
Diabetes is a chronic disease due to insulin deficiency and/or resistance to insulin action. There are four major types of diabetes and the number of people with Type 2 diabetes, which affects many middle-age adults, has increased significantly. This presentation will address the causes and various treatments for diabetes.

Wednesday, November 15 12:45 - 2:00
Psychological Aspects of Diabetes by Gary Newquist, PhD
Location: Parker Center Auditorium
Learn what are some changes in expectations and behavior that can help both the person with diabetes and their family.

For more information about any of these events, please contact Dr. Kevin J. Jablonski or Ms. Cookie Longacre at (213) 485-2620.

Seminar Tackles Women's Issues

Women – A Valuable Resource in the LAPD

By Public Relations Specialist Jing Vida

Constantly energized by her love for her work, Executive Secretary Norma Montero, a 23-year City employee, did not realize her career might be losing steam until she attended a career-enhancing workshop in spring 2000.

“The workshop was good,” says Montero of the Women’s Issues Workshop sponsored by the LAPD Career Development Section. “It challenged me to get out of my comfort zone. I’ve been contemplating to bridge over to Management Analyst. I wasn’t convinced since I love what I do. But by attending the workshop, it reminded me to do even better and do well.”

“The workshop was good,” says Montero of the Women’s Issues Workshop sponsored by the LAPD Career Development Section. “It challenged me to get out of my comfort zone.”

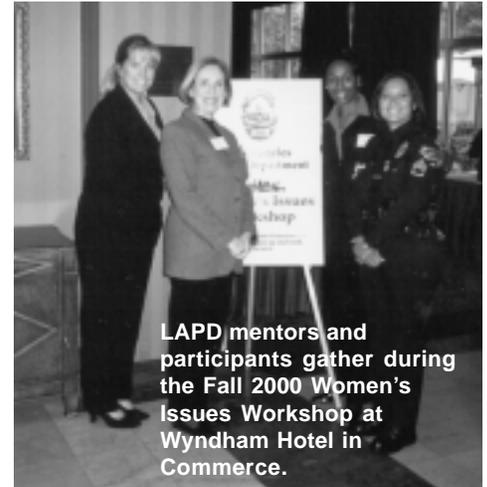
A 17-year LAPD veteran, Montero currently works at the Information & Communications Services Bureau. Montero was one of the mentors in the Fall 2000 Women’s Issues Workshop held at Wyndham Garden Hotel in Commerce in October, 2000. The workshop was a duplicate of the spring workshop she attended. Hoping to promote,

Montero said she finally had the courage to take the Management Analyst test.

Whether it concerns promotion, health or self-esteem – you must take care of yourself! And if you are a woman, know how to network, find a mentor or be a mentor – those were the take-home messages for the 200 LAPD attendees of the fall workshop. Chief Bernard Parks gave welcome remarks and touted women’s progress in the LAPD, noting that females comprised 18.5 percent of the Department’s total police officers.

“When you look at newspapers, you rarely see the great things about the Department,” said Chief Parks. “But we’re making history.... We have the first African-American female Captain and the first female Deputy Chief.”

The workshop featured presentations, group sessions, a motivational speaker, lunch and a networking social hour. The *Staying Healthy* presentation was given by Commander Betty Kelepecz, Personnel Group; Officer Stacy Lim, who recovered from a 1990 shooting; Dr. Nanuchka Chumley, a physician; and Marvin Feldman, Public Relations Director of Early Cancer Detection Center. Sergeants Brenda Crump and Sandy Jo MacArthur provided the *Leadership Skills* presentation. Keynote speaker Jewel Diamond Taylor, known as the Self-Esteem Doctor, gave a highly engaging presentation on *Networking Skills*. The *Mediation Skills* presentation was broken into groups and led by different facilitators from the LAPD. The group



LAPD mentors and participants gather during the Fall 2000 Women's Issues Workshop at Wyndham Hotel in Commerce.

sessions were “Diversity in the Workplace,” “Ethical Dilemmas in Law Enforcement,” and “Supervisor-Subordinate Conflicts.”

Commander Kelepecz urged the women to get annual health check-ups and cancer screening tests. She had a life-saving surgery after a full-body scan, known as HealthView, discovered kidney cancer. Her story was featured in a recent Oprah Winfrey show.

Initiated by Chief Parks, the workshop aims to help develop and nurture future leaders and provide a networking avenue for the increasing number of women in the Department. Commander Betty Kelepecz, Personnel Group, formed a committee to coordinate the workshops. Sworn female supervisors were required to attend the first workshop in November 1998. The succeeding workshops were open to both sworn and civilian men and women, and filled on a first-come, first-served basis. So far, approximately 500 women, and a few men, have participated in the workshops.

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**SECOND STEP –
 Volunteer Recruitment**

To recruit qualified volunteers, messages were printed in the Senior Lead Officers' newsletters and notices were posted at the station, sub-stations and community centers. Correspondence was sent to 126 churches, hospitals, and nursing and psychological associations in the West Valley Area. Additionally, press releases were submitted to local newspapers. Although 40 individuals applied, only 20 were selected and attended the first training. The applicants were subjected to the same fingerprinting, background and record checks as all Police Department volunteers. They were also issued photo identification cards.

**FINAL STEP –
 Familiarization**

The CRT members participated in several ride-alongs with West Valley officers to familiarize themselves with the types of calls officers respond to.

Since its inception, the West Valley Crisis Response Team has responded to more than 178 crisis situations. This all-volunteer organization has saved the Department countless hours of research, and has thoroughly improved the level of service the Department provides to the community.

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1982 – Turning Point

The year 1982 was also a turning point for the Unit. Its enforcement and investigative role began that year when acid was found in the Los Angeles River. The Los Angeles City Attorney's Office requested assistance from the LAPD to investigate a company suspected of illegally polluting the river. Because this type of investigation was unique, the command staff was unsure who should investigate because the situation did not fit the profiles handled by any specialized detective unit. Since the investigation would possibly involve prolonged exposure to hazardous waste, the investigator needed to be experienced in the use of protective clothing and monitoring equipment. The logical choice was hazardous materials staff Officer Rood. Led by the LAPD, an environmental task force investigated, prepared and served a search warrant resulting in one of the first prosecutions under new environmental protection laws in Los Angeles. From a staff member, Officer Rood eventually became the Department's Hazardous Materials Investigator.

1988 to present – Growing Concerns

In 1988, the Department recognized the growing importance of hazardous materials issues and formally added the Hazardous Materials Unit to the Department's organizational chart. In 1991, the Unit expanded to include the enforcement of hazardous materials

transportation safety laws. The name of the original Environmental Crimes Unit was changed in 1997 to reflect the ever-changing nature of the field and the Unit's growing responsibility. Today, the Unit, known as the Hazardous Materials / Environmental Crimes Unit (HM/ECU) continues to expand its responsibilities and capabilities.

Although the HM/ECU started with one officer, its staff now includes a Sergeant II, Officer-In-Charge position and five police officers referred to as Hazardous Materials Investigators. Part of the Uniformed Support Division, the HM/ECU is a specialized uniformed field enforcement and investigative unit. According to the 2000 Department Manual, the HM/ECU provides:

- Department Radiological Monitor for incidents involving radioactive materials
- Enforcement of hazardous materials transportation safety laws
- Investigation of environmental crimes (illegal storage, disposal/discharge of hazardous substances/waste) on a Citywide basis
- Support to field command posts established to manage hazardous materials incidents
- "First Responder Awareness" training to recruit, in-service and supervisor schools
- Personnel complement to the Incident Command Post, Emergency Operations Section, as needed, based upon demands of the Department.

RHD from page 1

(OIS), the Major Crime Investigation and Rape Special. All were given Citywide jurisdiction. Some cases could be handpicked by the units; others came from “upstairs.”

Each section lists a litany of historical and present cases which reads like a “Who’s Who” of Los Angeles crime.

Homicide-Special Section claims the Manson Family murders, the Simpson/Goldman murders, and serial killers such as Lawrence Bittaker, William Bonin, Richard Ramirez and the Hillside Stranglers.

The Robbery Special Section handles serial robbers and high-dollar heists. Investigated cases have intriguing names such as the Oriental Knife Bandit and the Chrome Derringer Bandit. The unit also investigates major kidnappings.

The Bank Section works in conjunction with the FBI and investigates cases which made Los Angeles the “Bank Robbery Capital of the World.” The section lists the 1997 North Hollywood Bank of America shoot-out as one of its most significant cases.

Headed for years by long-time RHD veteran Lieutenant Chuck Higbie, the OIS Section handles the complex investigation when an officer becomes involved in a shooting. On a warm day in May 1974, the OIS Section detectives had the arduous task of investigating the aftermath of the Symbionese Liberation Army shoot-out.

Created in 1976 and established under the Office of the Chief of Police, Major Crimes later merged into RHD. The unit is responsible for handling all murders of police officers and other celebrated cases as directed by the LAPD command staff. The cases it has investigated include officer-turned-contract murderer William Leasure, the Rodney King investigation and the alleged murder of billionaire Doris Duke.

The Rape Special Section, which expanded its responsibility Citywide only recently, has always focused on serial rapists and sexual predators. To name a few, the section’s cases include the Westside Rapist and the Lost Dog Rapist.

The Robbery-Homicide Division is like a museum of Los Angeles crime. Walk into the squad room and lobby and you will see plaques of appreciation for investigative efforts on cop killer cases. Historic personnel photos ranging from 1944 to present adorn the walls. Photographs show detectives escorting Charles Manson and the Skid Row Stabber, Bobby Joe Maxwell. An original matted and framed 1947 Police Daily Bulletin from the Black Dahlia murder also hangs on the wall. Sergeant Gene Nash and Officer Jose Castellanos were memorialized in 40-year-old framed pictures. They were the only two members of the division to be killed in the line of duty, 1958 and 1959, respectively.

Bound summaries of murders occurring in the City since 1899 still exist. The antiquated documents include

sometimes comical and wisecracking narratives about the cases from the original detectives. Although acceptable then, terms used to describe victims and suspects would now be politically incorrect.

Acclaimed writer James Ellroy, author of novels such as *The Black Dahlia* and *L.A.*



Convicted murderer Charles Manson with LAPD detectives.

Confidential, recently visited RHD. Ellroy, perhaps the most knowledgeable historian on L.A. murders and mayhem, was thrilled like a kid in a candy store to see the memorabilia on the lobby walls and the archived murder summaries.

Captain Jim Tatreau currently leads RHD. Since 1969, only six captains including Tatreau

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LAPD to Award Outstanding Employees

On Wednesday, November 8, 2000, the Los Angeles Police Department will host the 21st Annual Recognition Day Awards Ceremony at the Elysian Park Academy gymnasium at 10:00 a.m. Chief Bernard C. Parks will present medals and awards to 128 Department employees, both active and retired. These awards recognize outstanding acts of bravery and outstanding service.

Fourteen Police Medals (second to the Medal of Valor) will be awarded this year along with 29 Police Stars, eight Lifesaving Medals, 28 Community Policing Medals, two Meritorious Service Medals, 44 Police Meritorious Unit Citations and three Police Meritorious Achievement Medals. Family, friends and co-workers are encouraged to attend to help honor these outstanding individuals.

Southern California Auto Club Honors Officers For Safe Driving

By Public Relations Specialist Jing Vida

Wilshire Division Homicide Detective Frank Bolan is a man with remarkable professional records.

An LAPD veteran for 31 years, Detective Bolan humbly whispers that he has never been absent nor does he have any sick day on record. Whether there is an award for that or not, Detective Bolan, nevertheless received a Peace Officers Safe Driving Award for his 25 years of safe driving during an awards luncheon in September, 2000. He shared the limelight with 4,581 Los Angeles Police Department officers who were honored for their safe driving record by the Automobile Club of Southern California-AAA at the Regal Biltmore Hotel in Los Angeles.

“The Auto Club is always committed to safe driving,” said President of AAA, Tom McKernan, during the event. “There are 21 million drivers in California. Possible collisions with police officers are immense....We want to say thank you. All of us in the Auto Club are very proud of you.”

The Safety Awards were based on driving records as of January 1, 2000. Detective Jack Giroud, Robbery-Homicide Division, garnered the top “40-year” award for his 43 years of safe driving. Four individuals received the “35-year” award while 69 people received the “30-

year” award. A total of 307 officers received the “25-year” award. Those with safe driving records that ranged from five to 20 years were honored at their individual police stations.

It’s a jungle out there – an often heard remark describing the labyrinth of streets and freeways of Los Angeles. To survive and have a clean driving record year after year is an achievement. If you are a police officer however, and have kept the record clean for decades, it is a miracle, according to McKernan.

The officers agreed. “With the type of police driving we do, the number of crazy and aggressive drivers out there on the road, it is really a miracle,” said Wilshire Division Detective Chris Schaper, who like Detective Bolan, received a “25-year” award. “In this day and age, it is very impressive,” said Detective Bolan.

Each of the “25-year” and above awardees received an AAA pin, a one-year free membership to AAA and a personalized wooden plaque of appreciation. The plaque noted the number of driving years “of safe, collision-free driving while actively engaged in patrolling the streets and highways of our community.”

RHD from page 8

led this most historic of LAPD divisions: Merton Howe, Gene Rock, William Cobb, Jerry Bova, William O. Gartland, a.k.a. “Wog”.

Like the rest of LAPD, the Division continues to evolve. The OIS Section now uses computer technology to re-enact shootings, while the Rape Special Section queries computer systems to check DNA databases on sexual predators. But some things have not and will not change at RHD. When an LAPD officer is murdered, all RHD personnel will respond if necessary. It will not be just Homicide Special’s lead detectives. Jack Giroud of Robbery Special, with his 44 years of service and bad knees, will be there. Wally Montgomery, the OIS guru who is nearing retirement, will respond. Anyone needed will do their part. They will work two or three days straight without going home, just as they did when Officer Paul Verna was gunned down in 1983. As this author has said many times before, “We will rise to the occasion.”

Commendations

The Chief of Police received the following personnel commendations in August from outside the Department.

Grant Contract Workers		Joseph Doherty	Air Support	Anthony D. Ellis	Continuing Ed.
DART (Domestic Abuse Response Team) Program		Michael Rodriquez	Air Support	Richard Brunson	Van Nuys
Director		Gary Cantu	Southeast	Richard G. Close	Oper. - Valley
Patricia A. Prickett	West L.A.	Pete Ponich	Southeast	Max W. Allstot	Devonshire
		Douglas Gerst	Valley	Renee McAlonis	Wilshire
		Keely Coleman	DARE	Lasalle Culpepper	Southwest
Assistant Director		Gregorio Delarosa	DARE		
Toni O. Marangelo	West L.A.	Joyce Davis	DARE		Detective I
		Hsin-Yi Lo	Narcotics	Ronald L. Vongober	Detective Supp.
		Ben Yi	Central	David J. Bashara	Detective Supp.
Police Officer I		Robert Paterson	Transit	James R. Brooks	Detective Supp.
Ernesto Haro	West Valley	Sandra Hernandez	Southwest	James G. Parr	Detective Supp.
Darrion Carlyle	West LA	Armando Alvarado	Southwest	Richard Jackson	Robbery-
Carl Loos	Southeast	Gloria Covington	Southwest	Homic.	
Julie Jones	Southeast	Daniel Fernandez	Southwest	Cheryl Kent	Harbor
		Julio Flores	Southwest	Jeff Waco	Juvenile
Police Officer II		Wendy Geraci	Southwest	Michael Whelan	Robbery-
Michelle Lopez	Valley	April Harding	Southwest	Homic.	
Carlos Liamas	West LA	Lawrence Hickey	Southwest	Jesus Linn	Newton
Rodney Carter	West LA	Alicia Meredith	Southwest	Katherine Petrash	Harbor
Andre Rainey	West LA	Jorge Osequera	Southwest	Maureen Geller	West LA
Dimitri Kort	Wilshire			Stephanie I. Lazarus	Devonshire
Joshua Ordonez	Central	Police Officer III		Frank W. Adair	Detective Supp.
Erik Cortes	77 th Street	Andrea Zambon	Harbor		
Aquiles Morales	Northeast	Timothy Jones	Rampart		Sergeant I
Frank Garcia	Rampart	Joe Moore	Central	David Grimes	West LA
Shawn M. Hetherington	Hollywood	Rashad Sharif	West LA	Richard Lockett	West Traffic
Francois D. Reese	Van Nuys	Roger Argomaniz	Newton	Glen Younger	Comm.
Joseph Dominguez	South Traffic	Eric Lee Windham	Foothill	Relations	
Randolph Michaelsen	BSS	Anthony Azevedo	WestValley	Rudolfo Alaniz	77 th Street
		Elizabeth Boccanfuso	Southeast	Gregory Staats	Southeast
		Demian Wyma	DNC Planning		
		Carol Sligh	DARE		
		Antonio Perez	Southeast		
		Juan Cruz	77th Street		
		Joy Smith	Southeast		
		Karen J. Smith	Van Nuys		

See **COMMENDATIONS**
next page

COMMENDATIONS
from page 10

Sergeant I

Robert Marino	Pacific
Diane Chickering	Pacific
Richard Boyle	Pacific
Teresa J. Akune	Pacific
John A. Russo	West LA
Jimmy R. Blum	Wilshire
Michael Porter	Harbor
Dino John Duran	Southwest

Detective II

Jesus Linn	Newton
Robert Rivera	Burg.-Auto Theft

Sergeant II

William Matthews	Inter. Affairs
James Onthank	Pacific
Stephen Moore	Org.Crime & Vice

Detective III

Roger Michel	Oper. Headq.
Erwing Velasco	Van Nuys
Ronald E. Hodges	Narcotics
Mark Zavala	Burg. - Auto Theft
Richard McElroy	Org. Crime&Vice
Ronald Ito	Robbery Hom.
Pamela Neil	Harbor

Lieutenant I

Andre Dawson	West LA
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Lieutenant II

Clay Farrell	Robbery-Homic.
Carl Frank	Oper. - Valley

Captain I

Allan Michelena	Hollenbeck
Wallace Graves	West LA

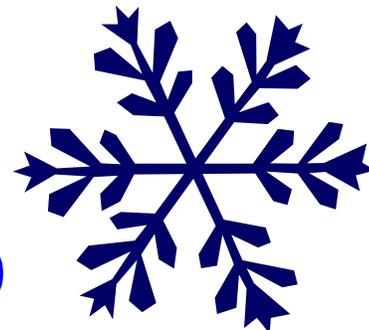
Captain II

Earl C. Paysinger	DARE
Mark Perez	No. Hollywood

Deputy Chief

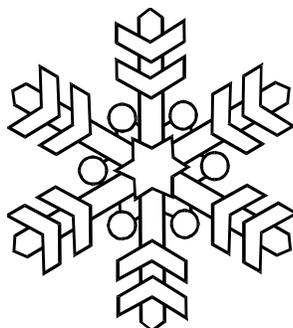
Michael J. Bostic	Oper. - Valley
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**2000 Chief of Police
Community Holiday Celebration**



**Saturday,
December 16, 2000
5:30 pm Social hour
7:00 pm Dinner**

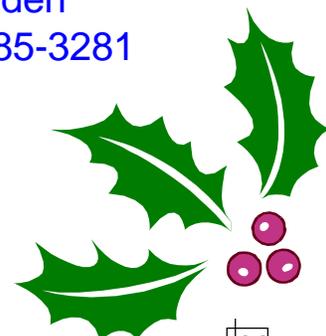
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success of community policing, the Department supports the Mayor's recommendations to require SLOs to work schedules responsive to the community's needs. They will continue to be a significant resource, both for crime prevention for communities as well as training for other police officers. The SLOs will also remain involved in the overall field deployment and in their respective basic car functions.

As you all know, the City has entered into a Consent Decree over issues of reform within the Department, with a five-year compliance. Despite the challenges it presents, this Department will meet the terms of this decree, strengthening our reputation as the premier law enforcement agency in the world. Work has already begun toward meeting this goal with command staff officers meeting in October 2000, to study the Consent Decree line by line. Captain Scott Kroeber leads the Department's effort to facilitate the process. Cooperation is important among all entities, inside and

outside the Department, involving the Consent Decree. Everyone, from the 30-year veteran to the probationary officer, needs to understand the Consent Decree as simply a new approach to delivering the highest quality of service to all the residents of the City of Los Angeles. Together, we will face this challenge one step at a time, with pride and integrity and our traditions intact.

The Department will honor 128 outstanding employees for their dedicated service and heroic acts on November 8, 2000, in the 21st Annual Recognition Day Awards ceremony. The event will be held at the Elysian Park Academy gymnasium. You are all invited to attend and lend support to your friends and co-workers. These honorees inspire us all and reflect the ideals of the Department. (further details on page 9)

The BEAT

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P.O. BOX 30158
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Los Angeles Police BEAT
Volume XLVI Issue 11
JANUARY 2000