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**B. C. P.**

*By Chief Parks*



Over the past few months, largely due to political issues in the City, the media has focused on the recent increases in crime, generating an increased fear by the people of Los Angeles. As I have said in the past, crime trends cannot be measured in small increments of time, but rather over a longer period in order to get a more accurate perspective. Over the long term, crime statistics illustrate that the crime rate remains at a 30 year low, making the City as safe today as it was during the 1970s. This is an amazing accomplishment when you consider the population increases in Los Angeles over the past 20 years. The men and women of this Department should be very proud of the work they have done in making a positive impact on the quality of life in the City, even as more and more people over the past several decades call Los Angeles their home.

In maintaining our positive relationship with the news media, I addressed media representatives at one of my monthly "press availability" meetings, on the important role they have in reporting information to the public. Crime statistics can be sensational in nature and sensationalized reporting from a narrow perspective diminishes the

## New Command Appointments



*Captain Randy Quan addresses the local media as new Department Command Staff appointees are recognized at a press conference.*

The largest promotion of Department command personnel in the history of the Los Angeles Police Department, was announced by Chief Parks on Thursday, January 24, 2002, in the Parker Center Auditorium. Family, friends, members of the community and the local media gathered to hear about the promotions of two new Deputy Chiefs, David R. Doan and Willie L. Pannell; five new Commanders, Paul Kim, Michel Moore, Cayler Carter Jr., Richard A. Roupoli, and Stuart Maislin; and 10 new Captains, Randy Quan, Michael Moriarty, Fabian Lizarraga, Pat Findley, Ken Hillman, James Craig, Anita Ortega, Nancy Lauer, Carol Aborn, and Debbie McCarthy.

Aside from being the largest promotion of command staff, these promotions are extraordinary in the diversity they represent at each rank in upper management. Kim became the first Asian-American Commander in the Department's history, and Quan became the first Chinese-American to attain the rank of Captain. In another historical first, four females, Ortega, Lauer, Aborn, and McCarthy were all promoted to Captain.

Previously, there have been a total of eight female Captains in the Department's history. Ortega becomes the second African-American female to reach the rank of Captain.

These promotions confirm the Department's commitment to promoting the best-qualified personnel to positions of increased responsibility, while maintaining the diversity represented by the communities we serve.

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## Police and Fire Department recognized at Los Angeles Marathon

The Los Angeles Marathon Committee paid tribute to police and fire personnel by including 25 Los Angeles police officers in an elite group of runners at the start of the race, held Sunday, March 3, 2002.

The Los Angeles Marathon is the world's fourth largest marathon. The 2002 Marathon took place on a new 26.2 mile course that gave a number of neighborhoods exposure to the world-class race for the first time.

More than 23,000 runners, walkers and wheelchair participants, led by the group of elite athletes and honored police officers,

and firefighters for the first time, passed through neighborhoods that included Beverlywood, Cheviot Hills, Fairfax, Carthay Circle, Miracle Mile and Park LaBrea.

The race traveled to its further point west in history when it reached Wilshire and San Vincente Boulevards on the border of the City of Beverly Hills.

American Airlines, City of Angels Medical Center, The Gas Company, The Los Angeles Times, Saucony and Sparkletts Water sponsored the Los Angeles Marathon which was presented by Honda.

## The ABCs of Reappointment for the Chief of Police

*The following is summarized from the City Charter regarding the reappointment process for the Chief of Police*

If the Chief of Police wishes to receive a second term, he must apply to the Board of Police Commissioners 180 days prior to the expiration of the first term. At least 90 days prior to the expiration of the first term, the Board of Police Commissioners shall respond positively or negatively to the application.

The City Council may assert its jurisdiction over an application if the Council disagrees with the Board of Commissioners' decision. If the City

Council chooses to assert its power over an application, any action on the appointment shall be final. If the Board of Police Commissioners fails to respond to the application within 90 days prior to the expiration of the first term, the Mayor has 60 days prior to the expiration of the first term to act in lieu of the Board.

The Council by two-thirds vote may act within 30 days thereafter to override the Mayor's action.

# Retired Officer Shows Support for Senior Leads on Patrol

*The following is a letter to the Los Angeles Times regarding the need for Senior Lead Officers to work in the field in a patrol function.*

Dear LA Times:

I retired in March 2000, after serving 31 proud years with the LAPD, the last 23 of which were as a Senior Lead Officer (SLO) for the Rancho Park Community in West Los Angeles Division. I read with interest the Sunday articles concerning Chief Parks. I have known the Chief for many years, and although I disagree with him in some areas, I agree with him in many others, and respect him as an honorable, principled man.

When the Chief put the Senior Lead Officers "back" into the field, before I retired, it was the best thing that happened to me, jobwise, since he became chief. By the late 1990s the Senior Lead Officers were relegated to the back room of the station, never went on patrol, seldom wore a uniform, were unknown to most of the patrol officers, and were a dumping ground for every minor complaint, concern and project that came along. Patrol officers would routinely tell citizens on a minor complaint to "Call your SLO" and off they would drive, not realizing that an extra 5 or 10 minutes on a scene, offering advice and referrals, or merely conducting a short follow up would have solved the problem then and there. The average patrol officer, unlike those of the '70s, felt that community policing was the SLO's job.

While a probationary officer in 1970, I attended monthly basic car meetings, not just with the SLO, but with all nine officers and our supervisor. Every officer of every rank learned how to conduct meetings, handle community concerns, have knowledge of crime and other problems in their basic car area, and be a true part of the community policing basic car. The SLO worked the field every day, patrolling his assigned area. The most proficient, productive, and hard working senior officers were the ones promoted to Senior Lead, and they continued their proactive work in the field, while training officers fresh out of the academy. Not the typical SLO of the '90s!

The Chief took a lot of flak for his decision to put us back in the field, from most of the SLOs who were imbedded in their lifestyle, and from self appointed elitists in the community. An honest SLO will tell you that they spend 95% of their time catering to the same handful of people, who look upon the SLO as their personal lackey. While I have met many in the community I admire and respect, I have met many more who are very self serving, the same vocal supporters of the SLOs as long as things go their way. An example ... a woman who left more than 100 urgent messages on my voicemail in a three month period (I responded to each one) about the "unsafe manner in which a neighbor walked his dog while on a bicycle. When I finally solved her problem, the dog owner was upset at me for "harassing" him, and she was upset that I took so long to locate the guy. From my own experience talking to people, I have found the vast majority of the citizens I served preferred to see me out in my black and white every day, on patrol. They felt that the talents and knowledge of a 30 year veteran were wasted sitting in an office. The Chief was very much aware of this situation, and hoped this move would cause ALL uniformed officers to take part in community policing, but he was met with resistance from the same whining elitists, and even from his own SLOs.

So Chief Parks, thank you for making my last couple of years on the LAPD memorable. I was once again a top producing field officer, once again looked up to as a peer leader by other officers, and admired by the younger officers, who actually put in requests to work with the "old timer who still gets out there and works." I enjoyed coming to work again, and getting out there, feeling like a real policeman again. I retired feeling the way I did the day I started ... really useful!

Sincerely,

Terry Schauer  
LAPD Retired

# Career Development Interview: The Women's Coordinator

The following interview was conducted by staff from the Career Development Section (CDS), Employee Opportunity and Development Division, and is the third in a series featuring members of the Department. The series is designed to give more in-depth information about specific positions and sections in the Department.

The CDS staff interviewed Detective III Deborah Gonzales, the Women's Coordinator, for the Department.

**Question:** Many Department employees are aware that your position as the Department's Women's Coordinator entails the advocating of women's interests. How did your previous experiences prepare you for this role?

**Answer:** Most Department employees tend to view the position of the Women's Coordinator as an "advocate for women's rights or issues," as opposed to a coordinator or facilitator who assists in the resolution of gender-related employee concerns or problems. I view the position of the Women's Coordinator as an advocate for the development of positive employee relationships between men and women. It is my personal and professional mission as the Women's Coordinator to assist Department personnel in achieving a work environment free of biased, offensive, humiliating, intimidating, or hostile behavior.

Today, many of our relationship problems on the Department are gender specific. Unfortunately, the hostile work environment issues I deal with on a daily basis involve various forms of gender biased or harassing behavior. We've learned that sexual harassment has little to do with sex and everything to do with *power and control*. The majority of my cases involve women as targets of this type of behavior, but it is not always the case.

Detective Gonzales explained that she is the sixth Women's Coordinator to hold the position, but the first Coordinator who is a single parent. As a result, she brings an understanding of the difficulties faced by other single parents in the Department. She has always worked in male-dominated professions including being a military police officer.

As the first Hispanic female in the Women's Coordinator position, she is able to bring the issue of differing cultural sensitivities to the position. She tries to pass on problem solving skills to other women. She teaches women how to confront issues before the

situation becomes a disciplinary matter. She indicated that she teaches women how to assimilate into male-dominated positions.

**Question:** One of your duties involves serving as the Department's Sexual Harassment Counselor. Please tell us more about that.

**Answer:** As the Department's Sexual Harassment Counselor, I play many roles in working with victims as well as those responsible for resolving complaints. I am provided with copies of gender related complaints to review, receive notification from commanding officers regarding allegations of gender related complaints, counsel employees who are either victims or witnesses or the subject of a gender related complaint, and provide training on related issues when requested.

Contrary to what some believe, my clients are predominantly productive, tenured, caring employees who seek out the Women's Coordinator as a resource for confronting problems. Most cases have more to do with limited mediation skills or lack of confidence rather than fear. When confronted with these issues, I assist employees in raising their skill level for confronting interpersonal relationship problems, provide guidance to investigating officers when a formal complaint has been initiated, and assist the concerned commanding officers with appropriate resolutions when practicable.

**Question:** Please tell us about other projects or committees that you are involved with as a result of your position as the Women's Coordinator.

**Answer:** One of the other major roles I play involves training of Department personnel including the Crime Prevention Assistants. The training provided by the Women's Coordinator has expanded during my tenure from one hour to twelve hours and includes such topics as the history of women in the Department, interpersonal relationships, job expectations, appropriate attire, conduct on and off the job, and balancing the job with family responsibilities. In training, I use scenarios developed from actual sexual harassment complaints.

Detective Gonzalez is also the Department representative

## *The Women's Coordinator (continued)*

to other agencies and organizations in matters involving female employees. This role was expanded during her tenure to include civilian women. Some of the groups with which she interacts, as a member or representative, include: Los Angeles City Commission on the Status of Women, County and State Commissions on the Status of Women, Los Angeles Women Police Officers' Association Board of Directors, Los Angeles Women Police Officers, Women Police Officers of California, Inc., International Association of Women Police, California Peace Officers' Association, LAPD Affirmative Action Advisory Committee, and Los Angeles City Affirmative Action Advisory Committee.

**Question:** What are your future goals for the Women's Coordinator position?

**Answer:** I plan to continue working with the many agencies that contact the Department to help them set up their own programs. Calls from outside agencies throughout the world indicate that other agencies are also continuously reaching for ways to raise the level of professionalism in their organizations by keeping the "he" and "she" out of the equation and treating all employees as valued professionals. Several agencies have instituted a position similar to our Women's Coordinator position. That tells me that gender relationships still need

improvement in many organizations. On this Department, I plan to seek the means for developing new and innovative training forums for all Department personnel that involve gender communication skills building and a re-awakening of the personal values that brought us all to join our Department and the law enforcement profession. I plan on taking a more active role in visiting various divisions on varying watches to introduce myself as a resource to all personnel, proactively insuring that the work environment is fair and wholesome for all personnel, and providing training when requested or needed.

# Department Kicks Off This Year's March of Dimes Walk America

The LAPD will host the March of Dimes 2002 Walk America Walk-A-Thon on Saturday, April 27, 2002, with Chief Parks serving as the City's Team Chairperson. Park Center in Griffith Park will be the starting and finishing point of the 6-mile fundraiser.

Event registration begins at 7am with the walk starting at 8 am. Parking is free. Although there is no cost to participate, walkers are encouraged to raise donations through sponsorship by family, friends and coworkers. Water will be available along the route with snacks and drinks distributed at the finish line.

More than 10,000 people are expected to attend this event, the largest Walk-A-Thon in the country,

with funds going toward research to learn the cause, prevention, and treatment of birth defects.

This year's total City goal is \$300,000. Last year, Department



employees raised \$22,000 toward the goal and have set a goal of raising \$25,000 this year.

The March of Dimes is a non-profit organization dedicated to improving

the health of new born babies by preventing birth defects and infant mortality. The March of Dimes carries out this mission through community services programs, advocacy, scientific research and education of public and health professionals at the local and national level.

To obtain an application for the walk, please contact your divisional charity coordinator or Saul Aviles at Personnel Office at 213-485-8890. For more information on the different fundraising events held throughout the year, please visit the website at [www.lapdonline.org](http://www.lapdonline.org).

# LAPD Honors Harbor UCLA Medical Center Staff

*By Sergeant Michael Apodaca, Department Wellness Coordinator*

While assigned to Harbor Area, Officers Angel Guerra and Beth Merkovsky detained a parolee at-large involved in trafficking narcotics. During the investigation, the parolee drew a handgun and fired multiple rounds, striking both Officers Guerra and Merkovsky. During the ensuing gun battle, Officer Guerra sustained several life threatening

Parolee in Possession of a handgun.

Commander Stuart Maislin and Captain Jim Rubert, Central Area, returned to Harbor UCLA, Medical Center with Officers Guerra, Merkovsky, and their family members to present certificates of Recognition to Dr. Klein and the Emergency Room Services. Commander Maislin awarded the certificates on behalf of the Chief of Police to the UCLA staff for saving the life of Officer Guerra.

Surrounded by his family at the recognition event Officer Guerra said, "When I was in that ambulance I was only thinking about my wife and kids, I didn't know what was going to happen." Guerra explained that he was extremely grateful to all of the staff who assisted him in that time of uncertainty. Also wounded during the gun battle, Merkovsky said that her partner was her main concern. She was also grateful to the staff at UCLA and looks forward to having her partner back.

The commendation cited the Department's gratitude for Dr. Klein and the Emergency Services Staff for their commitment and dedication to the people of the City of Los Angeles and for their critical care of Officer Guerra.



*Left to Right: Commander Stuart Maislin, Dr. Stanley Klein, Officer Angel Guerra and Officer Beth Merkovsky*

wounds to his upper body and face. Officer Merkovsky sustained a grazing wound to her arm. Although both were injured, the officers returned fire and wounded the suspect, who was later captured within a short distance of the scene by responding units.

Following the horrific gun battle, Officer Guerra was transported to Harbor-UCLA Medical Center where Dr. Stanley Klein, Director, Trauma Services Chief and the Emergency Services Staff treated him for multiple gunshot wounds. As a result of the professional critical care and follow-up care, Officer Guerra is recovering from his wounds and is expected to return to full duty. Officer Merkovsky's injuries were slight and she was able to return to duty almost immediately. The suspect is also recovering from his wounds, and now awaits trial on two counts of Attempted Murder of a police officer and



*Left to Right: Officer Beth Merkovsky, Grace Guerra and Officer Angel Guerra (with their three children), Dr. Stanley Klein, Dr. Anna Koplorsky, Trauma Coordinator Deborah Gilmore and Commander Stuart Maislin*

*The Following Personnel Were Commended by  
 the Community During the Month of January*

**MANAGEMENT**

**ANALYST II**

Coronel, Cecille

**SENIOR MANAGEMENT**

**ANALYST I**

Floyd, Lisa

**POLICE OFFICER I**

Kennedy, Ryan

**POLICE OFFICER II**

Adams, Heath  
 Alfaro, Fabiola  
 Baird, Bradley  
 Basaker, Michael  
 Bausley, Marian  
 Belderian, Arman  
 Burdine, Mark  
 Byers, Joshua  
 Calhoun, Jerome  
 Camporredondo, Gerardo  
 Carson, Christopher  
 Chairez, Hector  
 Colenzo, Dominick  
 Collard, Kenneth  
 Cummins, Kyle  
 Giron, Davis  
 Goodman, Wayne  
 Guterrez, Rogelio  
 Hajji, Shannon  
 Herrington, Shawn  
 Hill, Harold  
 Horton, De Shon  
 Horton, Sean  
 Johnson, Daniel  
 Jordan, Alisha  
 Kelso, Lionel  
 Korth, Aaron  
 Koval, Richard  
 Lauderdale, Mark  
 Lee, Kyle  
 Leiss, Kurt  
 Luke, Wilfred  
 MacWillie, Catherine  
 Martinez, Edward  
 McGuire, Andrew  
 Mendoza, Daniel  
 Mireles, Mark  
 Moore, Bryan  
 Nakasone, Scott  
 Ornelas, Donald

Pacheco, Victor  
 Padilla, Gil  
 Palomares, Guadalupe  
 Park, Sandra  
 Pierson, Ronald  
 Pio, Roger  
 Provost, James  
 Roberts, Richard  
 Rodriguez, Paul  
 Roman, Maria  
 Sabbatella, Marcelo  
 Sanchez, Peter  
 Stearns, Gregory  
 Stewart, Maurice  
 Stranahan, Julie  
 Thompson, Craig  
 Vargas, Norma  
 Westbrook, William  
 Williamson, Robert  
 Wilson, Dwayne  
 Zucker, Benjamin

**POLICE OFFICER III**

Ashley, David  
 Baker, Michael  
 Banry, Nathan  
 Bender, James  
 Briscoe, Francine  
 Brkic, Boyan  
 Buesa, Andrew  
 Canister, Randy  
 Cardenas, Michael  
 Castro, Andrew  
 Chacon, Andrew  
 Chadbourne, Christopher  
 Chao, Danny  
 Crosby, Christopher  
 Cruz, Fernando  
 Danielson, Brandy  
 Dicroce, Harold  
 Dupree, Daryn  
 Escobedo, Victor  
 Gomez, Juan Manuel  
 Hagerty, James  
 Jenal, John  
 Klohr, Roger  
 Kosier, Richard  
 Koval, Adrian  
 Klotz, Kristine  
 Kunch, Stacey  
 Long, Douglas  
 Lopez, Robert

Lopez, Michael  
 Ludwig, Richard  
 Mason, Kevin  
 Maytorena, Edward  
 McNeil, Glenn  
 Miller, Jeff  
 Mulford, Sean  
 Nichols, Deborah  
 Nonora, Ratanak  
 Olson, Gordon  
 Palacios, Robert  
 Paulson, David  
 Poirier, Donald  
 Price, Auston  
 Ramos, Ivan  
 Riddick, David  
 Rodriguez, Marco  
 Romero, Henry  
 Sandell, Kelly  
 Santana, Lino  
 Smalls, Tanza  
 Stambaugh, David  
 Stewart, Gina  
 Trenton, Berry  
 Watson, Ted  
 Wener, Kristian  
 Williamson, Vernon  
 Wynne, Donald  
 Yang, Randall  
 Mako, Zoltan  
 Zumstein, Janet  
 Zuniga, Jesus

**DETECTIVE I**

Chavez, Jose  
 Code, Jerome  
 Cooper, Kelly  
 Emard, Larry  
 Gonzalez, Yvette  
 Minter, Teresa

**SERGEANT I**

Avalos, Leonard  
 Carranza, Armand  
 Douglas, Lyle  
 Fentress, Martin  
 Jackson, Roger  
 Lopez, Ronald  
 Matulich, Lise-Lotte  
 McKechnie, Paul  
 Osby, Fedric  
 Rosenfeld, Harry

Santos, Juan  
 Smith, Steven  
 Vincent, Julia  
 Wong, Bryan

**DETECTIVE II**

Lumbreras, Joe  
 O'Hara, Brian  
 Perez, Michael  
 Quinones, Jary  
 Vargas, Louis  
 Zeglin, Charles

**SERGEANT II**

Brinkmeyer, Terri  
 Buttitta, Charles  
 Conta, Mark  
 Hall, David  
 Sledd, Michael  
 Spencer, Jarrel  
 Surette, Timothy

**DETECTIVE III**

Baxter, William  
 Brown, James  
 Byun, John  
 Gipson, Timmy  
 Koven, Louis  
 Moreno, Anthony  
 Pauly, Brenda  
 Pichardo, Rudolf  
 Piersol, Marcella

**LIEUTENANT II**

Jones, Thomas  
 Lombardo, Raymond

**CAPTAIN II**

Beck, Charles

**CAPTAIN III**

Diaz, Sergio  
 Downing, Michael  
 Graves, Wallace

**COMMANDER**

Gascon, George  
 Leap, John

**DEPUTY CHIEF**

Kalish, David

*Continued from page 1*

excellent work the men and women of this Department do every day. I applaud and commend our police officers for their exceptional service to the people of our City, improving the quality of life for our children, loved ones, and surrounding communities. The fruits of your labor are more apparent than ever before.

There has also been some confusion in the media as to where the Department stands with the Consent Decree. This Department has maintained a true commitment to the Consent Decree by implementing more than 40 recommendations even before the document was signed. In regard to the Christopher Commission, the Department is directly responsible for 80 recommendations, 78 of which have been implemented. The remaining 28

recommendations are the responsibility of the Police Commission, the City Council and the Mayor.

Regarding the Chief of Police reappointment process, I would like to add that although Mayor Hahn has decided not to support my bid for a second term, I will continue to move forward with considerable effort in my quest to continue to lead this outstanding organization of men and women who protect and serve the people of Los Angeles.

### **Roll Call of Events**

**March 28 - Town Hall Meeting OVB  
1800 Hours, Reseda High School  
Auditorium**

**April 27 - March of Dimes  
Walk America, Griffith Park**

**May 17 - Parker Center Memorial  
Ceremony**

**May 18 - Police Celebrity Golf  
Tournament, Rancho Park**

**Call Public Affairs at (213) 485-3281  
for additional information.**



*Commemorative New York/New Jersey Port Authority T-Shirts are available for purchase in Public Affairs Section. All proceeds will benefit families of the fallen officers. For more information please contact Joe Buscaino at (213) 485-3281*

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