



Chief's Message

It is an honor and a privilege to return to the Department and serve as your Chief of Police for the coming months. I served with this proud organization for 32 years and I know without a doubt that the LAPD is the premier law enforcement agency in the world. It is my desire to enhance the sense of pride and commitment that made us a world leader. I believe in this organization and I am pleased to be a part of its continuing legacy.

I pledge to work with you to make the LAPD a better place to work. I pledge fairness and reason during my administration. I will have high expectations of all of us. Together we will make this city a safer and better place to live. The test of how well we do will include whether we reduce the crime rate. We will also be measured by how well we work with the public and the officials that they have elected to represent them. We will be required to make changes in how we police this city. Therefore, we will also be measured by how willingly we embrace and implement these changes. I am asking you to accept and support the changes that are now required of us. It is time to renew our commitment and dedicate ourselves to the betterment of this Department. We have been through tumultuous time, influenced by scandal and internal discord. Tough times are nothing new. We will come

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Police Commission Selects Pomeroy as Temporary Chief



Martin H. Pomeroy being sworn in as Chief. Right to left, Commissioner David S. Cunningham III, Commissioner Hebert F. Boeckmann II, City Clerk Michael Carey, Chief Pomeroy, Commissioner Silvia Saucedo, Commission President Rick Caruso, Mayor James Hahn, and Commissioner Rose Ochi.

The Los Angeles Police Commission recently selected retired Deputy Chief Martin H. Pomeroy as the temporary Police Chief until a permanent Chief is selected later in the year.

“He has an unblemished record of integrity and service to this City,” said Police Commission President Rick Caruso. “He is recognized as one of the great leaders that the LAPD has produced. He would also make an incredible permanent chief, but he is not interested in that role,” added Caruso.

Chief Pomeroy’s career is highlighted with well-known accomplishments. In 1994, Chief Pomeroy commanded all LAPD disaster response operations in the San Fernando Valley following the Northridge earthquake. In 1997, he was the senior LAPD official at the scene at the North Hollywood Bank of America robbery and shootout. In 2000, he was assigned the immense task of negotiating the Department of

Justice Consent Decree on behalf of the LAPD. In the same year, he also served as the Department Commander

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Chief Parks' Final Message to the LAPD



It has been an honor and a privilege to serve as your Chief of Police these past five years. Although I felt that we had much more to accomplish, I am confident that the many fine accomplishments that this Department has achieved over the past five years will continue to be built upon.

We have shared tremendous triumphs over the years. The Y2K/New Year's preparation was a tremendous success. The Democratic National Convention was a victory for the City. The Los Angeles Lakers Parades of 2000 and 2001 were free of major incidents. We have strengthened our partnerships with the community, the media, and businesses. We have experienced a significant reduction in violent and Part I crimes. Even in the face of controversy and difficult times, we did not waver, nor did we give in to a spirit of defeat. None of this was acci-

idental or coincidental. Our great strides and accomplishments are because of your professionalism, dedication, and commitment to excellence.

As I reflect on more than 37 years of service with this great Department, I take great pride and comfort in knowing that so many of you share in my vision for our City. The legacy of the Los Angeles Police Department remains as a world class law enforcement agency, one that is held to the highest of standards, one that treats all people with dignity and respect, and one that is highly effective and efficient in combating crime.

There is no doubt in my mind that the good men and women of this great Department shall continue to adhere to and embrace our vision, our mission, and our core values. A police department is only as good as its people, and I will always feel blessed, having been part of the greatest Department in the world. **THANK YOU FOR THE HONOR OF SERVING AS YOUR CHIEF OF POLICE!**

Graffiti Witness Rewards

The City of Los Angeles offers a \$1,000 reward to citizens who provide information resulting in the identification, apprehension and conviction of graffiti vandals.

This is an invaluable tool that can be used as an incentive to reward witnesses. As of January 16, 2002, the reward amount was increased from \$500.

All applications must be submitted within 60 days of the date of occurrence. For further information and/or to obtain applications, please contact Detective Marcella J. Piersol, Juvenile Division, Operations Section, at (213) 485-2803.

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Golf Tournament draws thousands of fans



Alex Thomas



Donna Britton



Molly Culver



Joe Mantegna

By Officer Joe Buscaino

Actor Joe Mantegna and Chief Martin Pomeroy kicked-off the 31st Annual Los Angeles Police-Celebrity Golf Tournament at Rancho Park Golf Course by paying tribute to LAPD officers who paid the ultimate sacrifice. Rescue personnel from the World Trade Center disaster joined Mantegna and Chief Pomeroy in honoring all public safety personnel who lost their lives in the September 11 attacks with Air Support Division flying over the first fairway in the traditional "Missing Man" formation.

Police officers, corporate sponsors and celebrities alike, joined forces in support of the Los Angeles Police Memorial Foundation. The Foundation provides assistance to Department personnel in catastrophic circumstances due to death, illness or injury. Since its inception in 1972, the

Foundation has granted more than \$7.5 million for medical, funeral and educational expenses.

Celebrity host Mantegna was joined by Joe Pesci, Eddie Van Halen, Craig T. Nelson, John Ratzenberger, Meatloaf, Molly Culver, Alex Thomas, Richard Schiff, Alan Thicke, Kevin Nealon, and many others on the golf course in support of the Los Angeles Police Memorial Foundation.

Department supporters and celebrity star seekers visited the static displays lined along the fairways and met with their favorite television and movie icons. Children in attendance enjoyed the face-painting clowns, inflatable bouncing booths and the Wild Life Weigh Station display that featured exotic animals.

As for the Tournament, New York Police Officer Ronald Wassen and Port Authority Police Officer Ray Murray's foursome captured first place. Both

officers were joined by Officer Steven Much (Metropolitan Division) and sponsor Larry Goebel. Actor John Vargas' foursome came in a close second. Chief Pomeroy and Joe Mantegna's foursome finished the round in third place. Actors Kevin Nealon and Alan Thicke's foursome capped fourth place with the help of Management Analyst Thomas Szabo (WVAL) and sponsor Steve Smith.

The Foundation is able to provide financial assistance to the families of the fallen officers as well as other families in the Department due largely to the continued success of the Police-Celebrity Golf Tournament. This event, which is the only fundraiser for the Foundation, would not be as successful if not for the Foundation staff, the planning committee and the Department's overall support. Next year's Tournament is scheduled for May 17, 2003. See you there!

Interfaith Day of Prayer

The Los Angeles Police Department's Religious Forum sponsored the Third Annual Police/Community Interfaith Day of Prayer on Sunday, May 19, 2002. The Service was held at First AME church in Los Angeles. Culmination the activities of National Police Week, this



non-denominational service acknowledges the men and women of the Los Angeles Police Department for their excellence in community service. The event focused on enhancing the faith and trust between the Department and the greater Los Angeles community.

Fulbright Scholarship Awards for Police Officers

Each year, two United States police professionals are given an opportunity to pursue extended training and professional development in the United Kingdom (UK).

The fellowship awards for Fiscal Year 2003-2004 are made available under the Fulbright Program to allow professionals to broaden their professional perspective and contribute to greater British / American understanding. The program is intended for the development and the exchange of ideas with British counterparts.

The fellowship is for a minimum period of three months. The starting date is to be arranged with the UK Fulbright Commission. The grant will begin no earlier than September 2003, and be completed by August 31, 2004. The award consists of a fixed-sum grant of 5,000 British pounds sterling (approximately \$7, 200) plus travel to supplement a required, paid leave of absence. It is expected that the successful candidate will arrange a paid leave of absence and have financial support from the Department as a condition of the grant.

Also, the grantee will be expected to arrange an appropriate affiliation with a suitable UK higher education host and have links with UK police forces, appropriate to the area of research, by the time the grant begins. Applicants must hold U.S. citizenship and have a minimum of five years of professional experience.

The award is for emerging, mid-career or senior domestic police officers and police administrators with the rank of sergeant and above, who have traditional experience in law

enforcement. Additionally, candidates should hold a bachelors degree in criminal justice, police studies or a related discipline in the social sciences. The application deadline for the fellowship is August 1, 2002. To apply for the fellowship, the following information must be provided to the Council for International Exchange of Scholars (CIES):

- One Signed copy of the fully completed application form.
- One copy of a detailed project statement (up to five pages)
- One copy of a comprehensive curriculum vitae (c.v.)
- Three letters of reference. Materials must be in a sealed, signed envelope.
- Self-addressed, stamped, acknowledgement postcard. This will be mailed back to candidates acknowledging receipt of application. To obtain more information, visit the web-site www.cies.org. Click on the U.S. Scholars program on the home page, as the form can be downloaded from the site. For specific questions on the Fulbright Scholarship, contact Ms. Daria Teutonico, (202) 686-6245, dteutonico@iee.org or Ms. Holly Williams, (202) 686-6232, hwilliams@iee.org.

For applications, including reference forms and special instructions, visit the web site: www.iee.org/cies/us.scholars/0001awards.htm. Applicants may also request materials by writing to the following address:

U.K. POLICE STUDIES PROGRAM
 Fulbright Senior Scholar Program
 Council for International Exchange of Scholars
 3007 Tilden Street, N.W., Suite 5-L
 Washington, D.C. 20008-3009.

Affirmative Action Employee Associations

The City of Los Angeles recognizes seven affirmative action associations. These associations represent populations traditionally under-represented in City government.

Membership in any of these organizations is open to all City employees. If you are interested in joining any of these groups, please contact them directly for more information.

Affirmative Action Assn. for Women
 (213) 847-AAAW
 P.O. Box 53488
 Los Angeles, CA 90053

Assn. of City Employees with Disabilities
 (213) 847-9137

Gay and Lesbian United Employees
 (323) 860-6622
 P.O. Box 5323
 Playa del Rey, CA 90296-5323

LA City Assn. of Black Personnel
 (213) 847-2229
 P.O. Box 53822
 Los Angeles, CA 90053

LA City Employees Asian American Assn.
 (213) 847-2229
 P.O. Box 531310
 Los Angeles, CA 90053

LA City Employees Chicano Assn.
 (213) 847-2229
 P.O. Box 53590
 Los Angeles, CA 90053

LA Filipino Assn. of City Employees
 (213) 978-0756
 P.O. Box 53389
 Los Angeles, CA 90053

The Development of Risk Management Group

By: Sergeant Jack M. Rose

The development of Risk Management Group (RMG) was a logical extension of the Department's commitment to maintain public confidence by reducing liability incidents. In practice, "risk management" is a systematic, proactive approach to the reduction of adverse consequences associated with organizational operations. In summary, "risk management" is an organized effort to reduce and/or eliminate liability incidents in order to:

- Ensure the integrity of the organization;
- Improve the quality of service provided to the community; and
- Ensure each employee has a productive career.

The Department's liability reduction efforts began in the early 1970s with the formation of a Civil Liabilities Section (CLS) within Internal Affairs Division. The CLS provided investigative support to the Office of the City Attorney (OCA) and monitored civil litigation matters. As liability costs associated with police activities increased, a more creative approach toward minimizing financial loss became necessary. In 1991, the Department established Legal Affairs Division (LAD), which merged a number of Department resources, including CLS, with the OCA and placed more emphasis upon liability reduction. By the end of the 1990s, the OCA noted a 45% reduction in liability costs.

With the success of LAD well established, additional tasks and responsibilities were added to further analyze Department practices relative

to continued liability reduction. One of these efforts was the formation of a Risk Management Unit (RMU), which developed the Area Liability Incident Response Training (ALIRT) and the Peace Officer Professional Resources for Officer Assistance In Civil Trial (PROACT) workshops.

In 1997, LAD functions were transferred to Human Resources Bureau and LAD became Legal Affairs Section (LAS) within Employee Relations Group. On March 8, 1999, the Department established the Risk Management Executive Committee (RMEC) to review performance histories of substandard employees and provide timely rehabilitative intervention.

On January 31, 2000, Risk Management Division (RMD) was established to formally incorporate a heightened Department-wide awareness of risk management issues, ensure continued investigative support to the OCA, establish a litigation-results feedback program to identify training needs, and establish a Risk Analysis Unit as the RMEC investigative arm.

Near the end of 2000, there existed a critical need to augment and reconfigure RMD in order to address the increasing litigation brought about by the Rampart corruption incident, the need to develop the Training Evaluation and Management System (TEAMS) II consistent with Consent Decree mandates, and implement a comprehensive Department-wide risk management program. On February 13, 2001, RMD was expanded and on July 19, 2001, Risk Management Group (RMG) was established. In addition to overseeing the activities of the Commanding Officer, RMD, the

Commanding Officer, RMG, also supervises the Officers in Charge of the Use of Force Review and Risk Analysis Sections.

The goal of Risk Analysis Section and Use of Force Review Section is to ensure liability control through routine critical analysis of individual, as well as organizational performances relative to the quality of management oversight and employee conduct, with particular attention to non-categorical uses of force, pursuits, and traffic collisions in order to identify liability issues and take corrective action.

When liability issues are identified appropriate corrective action is initiated. Examples of such corrective action include, but are not limited to, counseling, training, discipline, and/or modifications to existing policies and procedures.

On January 4, 2002, the Department established an LAPD Management System Reengineering Project (MSRP), within a newly established Risk Management Bureau, to monitor Consent Decree compliance with all risk management related issues.

The creation of the MSRP integrated personnel from the City's Information Technology Agency (ITA) and the Department's Information Technology Division (ITD) with selected employees from the RMG TEAMS II Unit.

The mission of Risk Management Division Group and Bureau is to defend the City and identify individual and/or operational trends within the Department that, if changed, could reduce liability, thus, improving the quality of life each employee as well as the community.

Career Development Update

The Career Development Section has relocated their Lake Street office to space in the Kajima Building, on the corner of 1st and San Pedro, south of Parker Center at 250 East 1st Street, Room 1412.

In addition to the resources at the original location, the section has recently enhanced the collection of civilian promotional information. The section lends resources for various sworn and civilian examinations.

Materials are available for employees studying for the upcoming Police Officer III, Detective, and Lieutenant examinations. Preparatory seminars and videos of the seminars will be offered prior to each examination. For civilians, checkout materials are available for some of the clerical and

management series examinations.

Employees, who want to improve their computer skills in Microsoft Office, including Word, Excel, PowerPoint, Access, and Project, can learn from training CDs that are available for checkout from the Information Technology Division, Technology Training Section, without charge, at (310) 342-3186.

Approximately 500 computer training disks were purchased by the City's Information Technology Agency for use by Department personnel.

A copy of the Information and Communications Services Bureau Notice detailing the program is available from either of the Career Development Centers at (213) 485-8777 (Civic Center) or (310) 342-3172 (Westchester).

L.A. City College and LAPD Partnership Provides Educational Opportunities

A partnership initiated in 1998, between the LAPD and Los Angeles City College provides an opportunity for officers and recruits to receive college credit.

A variety of options are available to help officers and recruits work toward a Certificate in Administration of Justice or their Associates Degree. College credits can be earned in a variety of ways:

- College credit and a Certificate in Administration of Justice for the completion of LAPD Academy Training (This program began in February 1998 and continues today)
- 10 Units of college credit are available by petition, to those who enrolled in the academy prior to February 1998
- Credit by exam
- Approved by LAPD/LACC continuing education courses taken since Spring 2000 qualifies for college credit.

Officers interested in discussing their educational goals are encouraged to call LACC at (323) 953-4000 ext. 2250 and make an appointment with Hector Aguilar, a full time counselor serving the needs of LAPD officers.

Questions related to the joint LACC/LAPD affiliation can be answered by the program coordinator, Dr. Kenneth Lanzer, by calling (323) 953-4000, ext. 2751.

Officer Assists Grieving Family

On December 20, 2001, Officer Jesus Plascencia arrived on the scene of a tragic auto accident involving three children, 6, 7, and 16 years of age. The youngest of the three children did not survive her injuries, but the other two children were taken to local hospitals for treatment.

Out of concern for the family that lost their child, Officer Plascencia started a collection at the Northeast Area Police Station among the staff, officers and detectives. Officer Plascencia also contacted Firefighter M. Perez of the Los Angeles Fire

Department – Station No. 50, who also responded to the accident scene. Plascencia and Perez worked together to raise funds from the police station and the fire station.

On December 25, 2001, Officer Plascencia met with the Los Angeles Fire Department personnel at the Northeast Area station and presented a total of \$1,000 in cash and gifts to the family. The mother of the victims was overwhelmed by the generosity and thoughtfulness displayed by Officer Plascencia, the LAPD and the Los Angeles Fire Department.

The Following Personnel Were Commended by the Community During the Month of March

POLICE SERVICE REPRESENTATIVE
 Rodgers, Avonette

POLICE RESERVE OFFICER
 Petrusis, Michael

POLICE OFFICER II
 Applegate, Michael
 Belderian, Arman
 Bransetter, Susan
 Cadena, Robert
 Chamberlain, Larry
 Cohen, Mark
 Dunlop, John
 Farrell, Cory
 Fraser, Michael
 Frutos, Robert
 Garcia, Thomas
 Gilbert, Timothy
 Peter, Gillies
 Goodwin, Michelle
 Hoffmeyer, Jeffrey
 Jones, Brent
 Key, John
 King, Frank
 Maddigan, John
 Marinelli, Harold
 Martinez, Ruben

Mayes, Christian
 McBride, Jaime
 Mejia, Jaime
 Morales, Roberto
 Muro, Renee
 Paramo, Peter
 Quintanar, Ruben
 Redd, David
 Rey, Leopoldo
 Rubalcava, Romeo
 Sanchez, Javier
 Sasaki, Don
 Schonely, Jack
 Schwab, Jason
 Sewell, Joshua
 Stowell, Erin
 Vasquez, Daniel

POLICE OFFICER III
 Ballesteros, Gerald
 Bobo, Phillip
 Chong, James
 Herold, Susan
 Honor, Young
 Kouri, Patrick
 Landry, Christopher
 Lurie, Steven
 Parker, Catherine
 Wunder, Charles

DETECTIVE I
 Areola, Eugene
 Bashara, David
 Crowe, Gregory
 Gould, Randy
 Hernandez, John
 Hopper, Richard
 Jacoby, David
 Korne, Christina
 Potter, Leman
 Runnels, Robert
 Watson, Stephen

SERGEANT
 Cook, Carlton
 Merrin, Stephen
 Rhone, Samuel

DETECTIVE II
 Finchen, Anthony
 Flores, Rudolpho
 Grant, Gregory
 Malkhasian, Andrew
 Marsh, Robert
 Martinez, Jose
 Masterton, William
 Moriel, Lorenzo
 O'Donnell, Joseph

Rodriguez, John
 Smith, Elbert
 Spillane, Matthew
 Teague, Maria
 Tennelle, Wallace
 Thomas, Brascia

SERGEANT II
 Milewski, Patricia

DETECTIVE III
 Brascia, Thomas
 Galeria, Steven
 Higginbotham, Gary
 Lacasse, Rene
 Lemos, Rodolfo
 Marlow, Otis
 Nalls, Cheryl

LIEUTENANT II
 Farrell, Edward
 Foster, Raymond
 Sargeant, Scott

CAPTAIN III
 Hara, Terry
 Hillman, Michael
 Wemmer, Richard

Department participates in “Take your Child to Work Day”

On Thursday, April 25, 2002, there were over 150 youths that participated in “Take Your Child to Work Day.” Personnel Group coordinated tours of Communications, Media Relations, Records and Identification, Latent Prints,

and Property Division. Additionally, Air Support Division landed on the rooftop of City Hall East to share the excitement of being a pilot. All attendees had the opportunity to ask questions and enjoy a catered lunch.



Karen Coogle, Photographer, presents information on career paths in photography.



Emma Duke, Forensic Print Specialist III, gives a presentation on her job responsibilities.

Police Commission Selects Pomeroy

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for the Democratic National Convention, which was lauded as a complete success in terms of public safety. Pomeroy plans on boosting officer morale, recruiting new officers

and dealing with the increase in crime.

“I hope that when I leave in six months, you’ll say the LAPD was better because I was here,” Pomeroy said.

Chief’s Message

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through these difficulties stronger and better than ever.

This agency was the best largely because we believed that we were. Our people have always been our greatest strength. That is why I now turn to you with every confidence that you can measure up to all of those expectations

placed upon us. I urge you to do your best at all times and to take pride in your efforts. Do not hesitate to claim that you belong to the number one police department in the world. I sincerely believe that you do, and that this Department is still capable of greatness. Now is the time to demonstrate that greatness. We must reduce crime, enhance public

Roll Call of Events

July 27 - Operations-Central Bureau Town Hall Meeting, Occidental College

August 6 - National Night Out

September 5- Medal of Valor Ceremonies

September 22 - March on Crime Fundraising Event for the Los Angeles Police Foundation

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

confidence and strengthen community and governmental relationships. Together, we can make Los Angeles a great place to live and the LAPD a great place to work.