



Chief's Message



I want to thank all the men and women of the Los Angeles Police Department for making the past five months a truly exhilarating and memorable

experience. It has been a tremendous honor to serve as your Chief, and I appreciate the support that you have given me during this time of transition.

When I became Chief in May, I made several promises. I promised to deliver a stable and competent organization to the next Chief of Police. I promised to unify all of us toward a single purpose. I promised to make the LAPD a better place to work, to improve morale, and to increase recruitment and retention. I promised to fine tune the disciplinary system and expand and refine the flexible work schedule. Although I made the promises, through your hard work and dedication, you helped me keep them. For that I am truly grateful. It proves what I said about this Department on my first day as Chief... Our people are our greatest strength.

Although this organization is the premier law enforcement agency in the world, we must also prove to be the most dynamic, as the burden of remaining number one depends on our

City to Select New Chief



Pictured left to right: Rick Caruso, Commission President; Connie Rice, Blue Ribbon Committee; Bert Boeckmann, Commissioner; Silvia Saucedo, Commissioner; Rose Ochi, Commissioner; David S. Cunningham III, Commission Vice President; Ann I. Park, Blue Ribbon Committee; Ann Reiss Lane, Blue Ribbon Committee; Luis Rodriguez, Blue Ribbon Committee; Jeff Donfeld, Blue Ribbon Committee and Albert DeBlanc, Blue Ribbon Committee.

The City of Los Angeles is preparing to hire a new Chief to lead the Los Angeles Police Department.

A blue ribbon committee comprised of community leaders was selected by the Police Commission to assist in the development of criteria for the selection of the next Chief.

The committee reviewed data from seven community meetings held throughout Los Angeles, where 195 individuals gave their suggestions, along with 3,555 completed surveys from the 40,000 that were distributed.

In the course of the committee's interviews, meetings and investigations, certain themes emerged. Leadership stood out as the single, most important quality required of the new Chief.

The Police Commission, the blue ribbon committee, and community activists agreed that the Department is in need of a leader who inspires instant respect among the command staff, as well as the rank-and-file.

The new Chief will be required to direct and motivate changes that will reduce crime, improve police service,

and prevent police misconduct, all within the context of community policing.

The blue ribbon committee believes that the stage is set for the transformation of the Los Angeles Police Department and for law enforcement within the City.

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Crystal Angel Awards Presented at March on Crime Brunch

Officer Glenda Brooks, Officer Kosal Bun, and Detective Fred Faustino were awarded the Crystal Angel Award for community service at this year's March on Crime Brunch held September 22, 2002 at the Police Academy.

The Los Angeles Police Foundation award honors Los Angeles police officers who go above and beyond their call of duty, demonstrating exceptional compassion and personal commitment to their community, either on or off duty.

Officer Brooks has 6 ½ years on the

Department and has spent the last five years working in Hollenbeck Area. Her work in her current position as the Police Activities League Mentoring Coordinator in the Community Relations Office contributed to her recognition for a Crystal Angel Award.

Officer Brooks is credited with initiating youth sports intervention programs and forming her own soccer league for Boyle Heights area youth.

Officer Kosal Bun of Newton Area

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LAPD Lieutenant Awarded Fulbright Fellowship

Lieutenant Rick Wall, Pacific Area, was awarded a Fulbright Fellowship for the 2002-2003 research year. Lieutenant Wall will be traveling to the United Kingdom, completing his project in the area of law enforcement ethics. During his four-month stay, he will be attending the Police Command College at Bramshill.

Bramshill is the Command College that all police supervisors, Chief Inspectors, and Constables in the U.K. are required to attend. All of the Chief Constables in the U.K., as well as many chiefs of metropolitan police forces throughout Europe and Asia, and the heads of most of the European National Police Forces, are graduates of Bramshill.

Lieutenant Wall's project will require him to travel extensively throughout the U.K. to conduct interviews, surveys, and review reports related to

ethics in law enforcement. In addition to this project, Lieutenant Wall is currently attending California State University Long Beach, where he is completing his master of arts degree in History.

The Fulbright Scholar Program, in association with the Department of State and Council for the International Exchange of Scholars, offers a fellowship in police studies each year. This fellowship is designed to enable active police officers and police administrators to extend their professional expertise and experience by conducting research into an aspect of policing.

The award requires the recipient to travel to the U.K. to conduct a research project that will benefit American and British law enforcement. The research project must be from three to six months.

Fall 2002 Women's Leadership Conference

The Employee Opportunity and Development Division (EODD) will present a Career Development Seminar entitled Fall 2002 Women's Leadership Conference on November 18, 2002, at the Wyndham Garden Hotel, 5757 Telegraph Road, City of Commerce.

The seminar will address the following topics: women in group dynamics, managing professional/personal time, and sexual orientation issues.

Any questions regarding this seminar should be directed to Yolanda E. Jaimez, Senior Personnel Analyst, Officer in Charge, Career Development Section, EODD, at (213) 485-8777.



YMCA Stair Climb and High-rise Hero Competition

On Friday, October 4, 2002, at the Library Tower building, 633 W. 5th Street, downtown Los Angeles public safety professionals participated in the tenth annual Public Safety Employee Stuart M. Ketchum Downtown YMCA Stair Climb and the sixth annual "High-rise Hero" competition.

The High-rise Hero competition was added to the YMCA Stair Climb competition six years ago to encourage participation among public safety personnel.

Los Angeles firefighters, police officers and other public safety employees competed to become the "High-rise Hero," while teams from downtown Los Angeles businesses, competed in the YMCA Stair Climb. This event encouraged participants to step up to the challenge of climbing 75 floors and 1,500 steps to the top of the Library Tower building.

The two day event gave stair climbers from corporate and public safety agencies an opportunity to help raise funds in a spirited competition ending on the roof of the tallest building in the City.

Local restaurants contributed to the event with food giveaways. A video monitor was set up on the 23rd floor to give observers a chance to view friends and family during their ascent.

This event benefits the Ketchum-Downtown YMCA, a non-profit organization which provides community programs for more than 20,000 inner city teens, seniors, and less advantaged adults in the greater downtown Los Angeles area each year.

Crystal Angel Awards continued...

was selected for an award based on his personal commitment, exceptional compassion, and outstanding work with victims of domestic violence. Officer Bun actively contributed to the development of the Domestic Abuse Response Team (DART) program and the establishment of the DART Standard Operating Procedures and Guidelines. Officer Bun regularly conducted presentations at community meetings, continually pursued support from local political entities and business interests, and personally staffed the Area DART Car two days per week.

Detective Fred Faustino of Rampart Area is being honored for his "After

School Bicycle Program." Detective Faustino utilizes the relationship between officers and youth as an opportunity to provide positive direction to kids who are vulnerable to the dangers of society. Detective Faustino fosters that important relationship by the use of bicycles and the skill of bicycle repair.

Detective Faustino, with the support of the Los Angeles Police Foundation, provides bicycle parts, tools, T-shirts and helmets to the students in Rampart Area. With the supervision of Detective Faustino, the students learn bicycle repair, in addition to participating in bicycle competition, endurance and field trips.

Department Recruitment Continues to Rise

Currently, the Department is faced with the challenge of recruiting new officers to replace the number of rank and file lost to attrition. We have discovered that smaller local agencies are offering incentives to lure trained, seasoned officers away. Many agencies prefer hiring them to cut their own training costs.

The rapid decrease of officers led to a temporary discontinuance of a few of LAPD's advertised 250 career opportunities.

Shortly before his term was over, Chief Parks formed a new division named Recruitment and Employment Division (RED) that was solely responsible for recruiting and hiring new officers. The new division assumed responsibilities formerly assigned to Employee Opportunity and Development Division's, Recruitment Section, (RS) and Personnel Division's Administrative Investigation Section (AIS), commonly referred to as "Backgrounds." The concept was to combine the two sections and have RS physically relocated to the City Personnel Building on East Temple Street along with AIS.

In this way, a Captain would be the representative for the Chief of Police when it came to the final authority on hiring. In addition, the commanding officer would govern RED's activities and would provide needed direction on recruitment strategies.

Recruitment and Employment Division was formed in late 2001. At that time academy classes were started every other month with approximately 20 to 25 recruits per class. This dismal effort negatively

impacted the Department's efforts to compensate for its rapidly dwindling numbers. Consequently, career mobility was impacted when promotional lists were frozen to avoid depleting the field force.

One of the first items that had to change was the amount of time spent in the hiring process. Formerly, the amount of time that was required to process the average police candidate was approximately one year. Many candidates who had applied for the LAPD also applied elsewhere and accepted positions with other agencies that were able to complete their hiring process before the LAPD. The current time for processing has been reduced to an average of 120 days. Previously, a candidate could literally consume hours, days, or even months of an investigator's time before being disqualified by the polygraph. Now, a candidate must pass a polygraph before a background investigation begins. Now, specific investigators designated as expeditors look into problem candidates' cases and provide direct response to issues that can cause delays.

The Commanding Officer, RED, the Officer in Charge, AIS and the assigned supervisors are now available to speak more directly with candidates to answer questions and provide direction.

With RED located in the City Personnel building, the relationship between the Public Safety Bureau (PSB) and RED has improved. Specifically, the communication capabilities between the two has proven to be a significant factor in

implementing the expedited hiring process; a program designed for a candidate to complete all phases of testing in three days with fewer misunderstandings and complications in the process.

On the recruitment side, having PSB in the same building as RED and City Personnel led to some immediate improvements as well. In the past recruiters were not allowed to inform candidates that they had little chance of progressing if a "disqualifier" was discovered during their background.

However, recruiters are now allowed to advise candidates of unfavorable information that may result in their disqualification. Recruiters are also now able to distribute the Preliminary Background Questionnaire, which is currently available online. This questionnaire, that had previously been distributed by PSB only, provides a potential candidate with information that, when answered truthfully, could determine whether a candidate would be successful in the process. It also informs the general public that the LAPD simply does not hire everyone who applies.

Recently, it has been discovered that the three greatest resources for recruiting are the Los Angeles Times, the Internet (LAPD*Online* on average attracts 7 million hits per month) and most importantly, the officers themselves.

Currently, an incentive program exists that provides an officer who refers a successful candidate (one who begins Academy training) a \$500 award. For the first time in the Department's history, resources from

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LAPD Annual Celebrity Baseball Event

The LAPD Centurions Baseball Team hosted their second annual Community Celebrity Baseball Event at El Cariso County Park in Sylmar on August 24, 2002.

The event was organized by Officer Michael Scott and brought numerous dignitaries and celebrities including: Senator Richard Alarcon, City Council President Alex Padilla, City Councilman Dennis Zine, City Attorney Rocky Degadillo and County Supervisor Zev Yaroslavsky. Athletes included, Dodger Hall of Famer Tommy Lasorda, former major league players Eric Davis, Jay Johnstone, Rudy Law, Lorenzo Gray, Daryll

Thomas, and others. NFL legends included Willy Gault and Derek Tennell.

The game between LAPD vs. Celebrity athletes was won by the LAPD, 6 to 1. The Home Run Derby that followed ended in a 2 to 2 tie.

The event attracted over 500 fans and LAPD personnel. Celebrities gave a free baseball clinic while Tommy Lasorda and host Bobby Arias commentated the celebrity game and Home Run Derby, adding a touch of excitement as Lasorda criticized and joked about the players and the game of baseball.

Several divisions had static displays

at the event including the Bomb Squad, Mounted Unit, Bike Detail, Motor Units and the LAPD Foothill Explorers. L.A. County Police, C.H.P., Dodgers on Wheels, Health Fair and the L.A. Avengers also had displays at the event.

Eleven L.A. youth organizations, including LAPD's Van Nuys Jeopardy, North Hollywood Jeopardy, Central Area Juvenile Impact Program and South West Explorers raised over \$4,000 for their youth programs.

The event was a success in its goal to educate, inspire, entertain, and raise awareness for our youth and the community.

Peer Network/Mentor Program

Personnel assigned to the Career Development Section (CDS) of the Employee Opportunity and Development Division (EODD) coordinate and monitor the Department's Peer Network/Mentor Program.

This program is intended to assist Department personnel with overall career development and enhancement in compliance with the Hunter-La Ley Consent Decree stipulation, which was issued in September 1996.

In an effort to expand this program, CDS personnel are seeking additional Department mentor volunteers to undertake the responsibility of providing employees with specific career and education-related assistance.

Participation in this effort is strictly voluntary and all candidates will be evaluated to determine their

qualifications for participation in this program. The current network is comprised of 29 Department volunteers with backgrounds in various areas such as:

- Career Planning
- Oral Interviews
- Sworn Promotional Exams
- Cultural Diversity
- How to Lead a Team
- Report Writing
- Presentation Skills
- Resume Writing
- Building a Network
- Supervision Skills
- Time Management
- Written Exams
- Department Policies/Procedures
- College Majors
- Continuing Education
- Computer Skills

Civilian Promotional Exams

The volunteers who have made themselves available for this project include Department employees in the following ranks and/or classes:

- Commander
- Captain I, II, III
- Lieutenant I, II
- Police Psychologist I
- Sergeant I, II
- Management Analyst II
- Detective II, III
- Polygraph Examiner IV

Volunteers from all ranks and/or classes are still needed. If you would like to become a volunteer mentor or need assistance in selecting a mentor, please contact the Career Development Centers at (213) 485-8777 or (310) 342-3172.

Department Recruitment

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the Department's advertising budget will be dedicated to enhancing internal recruitment.

Because LAPD officers are one of the primary resources for successful candidates, it is crucial that their proactive involvement is encouraged and rewarded. From an individual officer's perspective, recruitment should be of the utmost importance for two reasons. First, he/she has an opportunity to assist in possibly choosing their future partner. Second, as the Department's personnel resources increase, so do promotional opportunities.

During Fiscal Year 2001/2002, nearly 10,000 officer candidates took the police officer written examination. Since April 2002, Academy class numbers have averaged approximately 52 candidates each month. In July alone, the Department was able to assemble two Academy classes, each with over 50 recruits. Preparations for an August class of approximately 60 recruits is underway.

In February 2002, over 500 letters were mailed to officers who resigned from the Department over the past three years. To date, the Department has received over 275 responses. Some of the officers asked questions about their status if they returned. The main focus of their concerns were: the pay scale at which they would be placed, the length of their probation, and how soon they would be eligible for promotion. All of their concerns are being addressed by a special select

detail within RED. It is anticipated that modifications will be implemented to make the decision to return (restoration) easier. The AIS is working with City Personnel to expedite the restoration process to no longer than 60 days. The restored officer will attend an abbreviated no-stress academy designed to update each officer on recent changes in policy, procedure, law, tactics, etc. Each officer will work with a training officer as long as necessary, no longer than 18 months, but possibly as little as one month depending on the actual amount of training required. The individual officer will then function as a Police Officer (PO) II on probation for six months. On top of all of this, an individual can be hired back at one step below top-step PO II salary.

This program should be effective in August 2002, dependent on City Council approval. Many officers who left the Department are waiting for the implementation of the above changes before being restored.

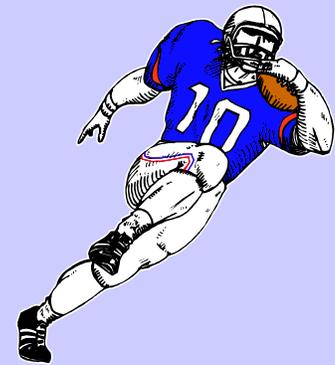
Many of the officers that now seek to return as our numbers increase, cite some significant reasons for their decision, including: the compressed work schedule, the improved pension package, the new direction of management, and the improvements being made in the discipline process.

The most compelling reason is one that we should all consider: "There just isn't any place else you can do police work like in the City of Los Angeles." As we attempt to improve our numbers and keep the talented people we have, it is a message we should all consider.

LAPD Centurions Need Serious Football Players

The LAPD Centurions, the 2002 National Public Safety Football League's West Coast Champions, are looking for serious football players for the 2003 season. Tryouts will be scheduled during November and December at West Los Angeles College.

For additional information, please contact Detective Donald Payne, Southwest Detectives, at (213) 485-2585.



FYI

Graffiti Witness Rewards

The City of Los Angeles offers a reward to community members 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. The present award amount of \$500 is currently in the approval cycle to be increased to \$1,000.

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

RESERVE POLICE OFFICER

Rosen, Seymour

POLICE OFFICER I

Hankins, Daniel

POLICE OFFICER II

Aguirre, Ricardo
 Anthony, Pamela
 Applegate, Michael
 Arteagate, Michael
 Beard, Jahna
 Casto, Arthur
 Curry, Floyd
 Deamer, Robert
 Deluccia, Thomas
 Diaz, Hector
 Ferreria, John
 Gadsby, Richard
 Gonzalez, Eduardo
 Gonzalez, Ismael
 Hennessey, Margaret
 Holmes, David
 Huevo, Manuel
 Jenneman, Timothy
 Kahoe, Kirk
 King, Elliott
 Langarcia, Carlos
 Leong, Karen
 Loza, Gerardo
 Lozano, Carlos
 Machuca, Pedro
 Macwillie, Catherine
 McBride, Frances
 Merle, James
 Morales, Eddie

Morales, Roberto

Moulton, Jason

Ruelas, Daniel

Salas, Hector

Salcedo, Fernando

Sasaki, Don

Schlegel, Alexander

Serrano, Francisco

Sims, Stephanie

Thompson, Craig

Vasquez, Ruben

Vasquez, Christopher

POLICE OFFICER III

Castaneda, Robert

Crawford, Jeffrey

Curry, Napoleon

Dirksen, Eric

Falco, Timothy

Martinez, Lawrence

Martinez, David

Reade, Eric

Shube, Scott

Shelley, Darlene

Soto, Ernie

Washington, John

DETECTIVE I

Martinez, Orlando

Morishima, Stanley

Munoz, Armando

Nolte, Jeff

Ulley, Richard

DETECTIVE II

Betancourt, Sandra

Black, Ben

Gutierrez, Juan

Morten, Ralph

SERGEANT I

Akune, Teresa

Archuleta, Marc

Burrus, David

Espinosa, Paul

Glodery, Gregory

Hollis, Jeffrey

Martin, Evan

Vidal, Rudy

Warren, John

Hamilton, Alan

Ramirez, Rafael

Wong, David

DETECTIVE III

Barraclough, Donald

Bybee, Troy

Hooshmand, Hamid

McElroy, Richard

Nalls, Cheryl

CAPTAIN I

Findley, Patrick

McCarthy, Debra

CAPTAIN III

Hillmann, Michael

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adaptability to the ever-changing environment. Our ability to meet the challenges of the past has been outstanding. With your commitment to this Department, the challenges of the future can provide us with our brightest moment ever. This is your challenge, as the men and women of this Department simultaneously create our history, and impact our destiny.

As the new Chief of Police takes the reins of this outstanding organization, I consider that individual the luckiest

person in the world, for he will lead the best in municipal law enforcement. I ask that you listen to his vision for the future and work toward making that vision a reality. Most importantly, I ask you to afford your new Chief the same respect I received when I became Chief five months ago.

Continue to work hard, reduce crime and increase your productivity. Always remember you have a Chief who is proud of you.

Roll Call of Events

October 27
AIDS Walk L.A.

November 16-23
LAPD Centurions 2003 Football
Tryouts

November 20
POALAC Luncheon, LAPD Day

November 22
Recognition Day

December 7-14
LAPD Centurions 2003 Football
Tryouts

December 14
Chief of Police Holiday Party

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