



Chief's Message



Over the next few months, I will continue to search this organization for the best and brightest, putting together an extraordinary team

that will lead this great Department for years to come. This significant reorganization with its new leadership will make Los Angeles the safest in the nation.

In early December, I announced three command staff promotions: Commander Earl C. Paysinger, the Commanding Officer of Employee Relations Group, became Deputy Chief assigned to Operations - South Bureau. Much responsibility will rest on his shoulders as this area historically has had more than its share of homicides and serious crimes.

Captain Michael R. Hillmann, the Commanding Officer of Air Support Division, was promoted to Deputy Chief. Working with Deputy Chief Paysinger, he will help implement strategies to combat gang violence in the southern areas of the City. Police Administrator II Laura H. Johnson, the Commanding Officer of Support Services Group, promoted to Police Administrator III, and is assigned as the Commanding Officer, Fiscal and

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Assistant Chief Davis and Deputy Chief York Retire



Assistant Chief J.I. Davis

Assistant Chief J.I. Davis, Commanding Officer, Operations-Headquarters Bureau retired from the Department on December 28, 2002, after an outstanding 35 year career. Assistant Chief Davis was appointed to the Department on July 31, 1967.

During his tenure, Chief Davis worked a variety of assignments including Organized Crime Intelligence Division, divisional detectives, vice, and various administrative positions. His first assignment was 77th Street Patrol Division.

During his career, Chief Davis had the opportunity to work Operations-South Bureau at each departmental rank. Chief Davis has been assigned to Internal Affairs Division as Sergeant, Lieutenant, Captain and Commander. He has been the Commanding Officer of Central Patrol

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Deputy Chief Peggy York

Deputy Chief Peggy York retired from the Department with over 33 years of service. Deputy Chief York was appointed to the Department on April 22, 1968.

During her long and distinguished career with the Department, Chief York has served in a variety of assignments including Operations-

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Assistant Chief J.I. Davis Retires...

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Division, Hollenbeck Patrol Division, Southwest Patrol Division, and Wilshire Area.

He was the first Commanding Officer assigned to Internal Affairs Group. Promoting to Assistant Chief of Police on August 31, 1997, Chief Davis oversaw the activities of 1,600 sworn and civilian personnel and all Department operations in Southwest, 77th Street, Southeast, and Harbor Areas; encompassing 59 square miles with a population of over 650,000 people.

Assistant Chief Davis holds a master's degree from Pepperdine University and a bachelor's degree from California State University. He is also a graduate of the University of

Southern California's Executive Development Program, the FBI National Academy and Westpoint Leadership Instructor's Program.

Chief Davis was promoted in January 2001 as Commanding Officer, Operations-Headquarters Bureau where he oversaw the activity of over 1,800 specialized uniform and investigative personnel.

Chief Davis is involved in many professional and social organizations and has been a member of the Compton Planning Commission for the past ten years, serving as its chairperson for the last two years.

Assistant Chief Davis also taught in the Los Angeles Unified School District's Regional Occupation Program for over ten years.

Deputy Chief Peggy York Retires...

Continued from page 1

South Bureau, Wilshire Detectives, Wilshire Patrol, and Financial Crimes Division. She also served as the Chief Investigator and Commanding Officer of Internal Affairs Division.

Deputy Chief York was the first woman in the history of the LAPD to reach the rank of Deputy Chief. Deputy Chief York is active in many professional organizations, including the California Peace Officer's Association, Police Officers' Association of Los Angeles County, International Association of Women Police, the National Association of Women Law Enforcement Executives, Women Police Officers' Association of California, Los Angeles Women Police Officers' Association, and the FBI National Academy

Associates. She is also involved in several community organizations.

She is a member of the advisory board of the Salvation Army, and serves on the Board of Directors of the YWCA of Greater Los Angeles, the LA-5 Rotary Club, and the Trusteeship. She is a Charter Member and vice-chair of the LA Police Historical Society, and a member of the City Club and its City Connections Committee.

Deputy Chief York has a master's degree in Public Administration from the University of Southern California where she graduated with honors. She holds a bachelor's degree in Management from the University of Redlands, and is also a graduate of the FBI National Academy and the Southern California Leadership Network.

New Year's greeting from the Los Angeles Police Memorial Foundation

By Alan J. Atkins
Executive Director

Best wishes to you and your family for the coming year from the Los Angeles Police Memorial Foundation. This is the time of year for being thankful for what we have, and making realistic plans for the future. We have no control over many of life's events. Take charge of what you can control by nurturing a supportive family environment, which is critical for the wellbeing of Department employees in the stressful environment of law enforcement.

The Memorial Foundation is excited about the New Year and is committed to providing quality support to Department members in their time of need. The Memorial Foundation does not support any outside entities. Its sole purpose is to provide financial assistance to Department employees and their immediate family in time of need and to further the educational

goals of their dependents.

The Memorial Foundation is the cornerstone of the Department's Employee Wellness Program. Last year, the Memorial Foundation provided almost \$500,000 in grants to Department members and their immediate family. Grants ranged from funding funeral expenses, college expenses for surviving dependents of officers killed in the line of duty, medical and educational expenses of children with disabilities, providing for life's necessities of employees off long term ill and IOD, and funding our merit-based college scholarship program.

We are extremely proud that we have been able to establish a merit-based college scholarship program open to the dependent children of all Department employees. The Scholarship Program, now in its fifth year, grants \$100,000 per year to the winning contestants.

Applications for the 2003 Scholarship Program are available now by contacting the Memorial Foundation at (213) 847-4239. The deadline for receiving all required information is March 11, 2003. Meeting so many of these talented young applicants renews ones belief in our future. These young people certainly will have a positive impact in their chosen careers.

Last year was an extraordinary year of change for the LAPD; a new Chief; new pension system and new work schedules. The New Year will present new challenges as we continue to move forward building a stronger and more efficient Department.

The Memorial Foundation remains ready to assist if the need should arise. Please remember to support the Memorial Foundation through your charitable payroll contributions and the annual Police-Celebrity Golf Tournament.

Career Development Section Web Pages Now Available

The staff of the Career Development Section (CDS) of Employee Opportunity and Development Division have been developing and expanding the career-related web pages on the Department's Local Area Network (LAN).

Employees who desire career development information may access the CDS web pages by clicking on Divisions & Sections, Career Development. Interested personnel may then view specific information via the following hyperlink's: Seminars,

Examinations, Mock Orals, Peer Network Mentor Program, Publications, Videos and Audiotapes, and Reference Materials.

In the Examination Section, employees may be able to obtain information on upcoming sworn promotional examinations, including the concerned exam announcement, exam bulletin, bibliography, and related job function tasks and competencies in the "Examination" hyperlink.

In addition, the Career Development Tutorial Handbook

and Topic Listing for Sworn Personnel may be found in the "Reference Materials" section.

Personnel interested in borrowing study materials, who have career-related questions or would like career counseling should contact the CDS staff at (213) 485-8777 or (310) 342-3172, or visit one of the career centers located in the Kajima Building, 250 East 1st Street, Suite 1412, or the Ahmanson Recruit Training Center facility on the 1st floor.

Chief of Police Holiday Celebration Highlights

This year's holiday party once again proved to be a tremendous success with 300 guests in attendance. The photos below show some of the highlights of the evening.



Comedian Mike Marino served as Master of Ceremonies for the evening



Former Sheriff's Deputy and Comedian Juston McKinney also provided entertainment



Grand Prize bicycle winners Aaron and Robin Faden with Assistant Chief McDonnell



Partygoers take a moment to dance



Chief Bratton dances with his wife, Rikki



Assistant Chief McDonnell and Deputy Chiefs Gascon and Papa congratulate Grand Prize television winner Debby Vernaci

The Los Angeles Police Department expresses a sincere thank you to the following organizations for their generous contributions to the Chief of Police Holiday Celebration

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|--|-------------------------------------|---|
| Ahmanson Theater | Four Seasons Hotel | Palm Springs Resort |
| Marcus Allen | Future Brands | Parker's Lighthouse |
| Avalon Hotel | Gelson's Market | Raffles L'Ermitage |
| Best Buy | Glen Ivy Hot Springs Spa | Reflect Cosmetics |
| Bridal Ring Company | Hampton Signature | Red Bull |
| California Science Center | Hollywood Billiards | Regent Beverly Wilshire |
| Camarillo Outlets | Il Moro Restaurant | Rocky Chugani |
| Ciudad Restaurant | Juan Juan Beauty Center | Santa Monica Pier's Pacific Park |
| CLS Transportation | La Quinta Resort | Sea World Adventure Park |
| Cloud Hotel, Catalina Island | Lawry's Prime Rib | Sean John Clothing |
| Connie Stevens Garden Sanctuary | Lojack Corporation | Sephora, Glendale |
| California Pizza Kitchen | Los Angeles Clippers | Sony |
| Crazy Gideons | Los Angeles Dodgers | Soup Plantation |
| Crustacean Restaurant | Los Angeles Kings | Southbay Cycles |
| Durazo Communications | Los Angeles Lakers | Tengu Restaurant |
| Encounter Restaurant | Maria Karras Photography | Universal Studios |
| Engine Co. No. 28 | Marina Beach Marriott | Wolfgang Puck Coffee |
| Enterprise Fish Company | Neiman Marcus, Beverly Hills | Wood Ranch Barbecue |
| Eurochow | Nestle's | Yamashiro Restaurant |

BALANCED HEALTH, The LAPD Wellness Program

Successful New Year's Resolutions

The beginning of the new year finds many people making personal commitments... to eat healthier, to quit smoking, to spend more time with the family, to take personal time out to relax, etc. While anytime is a good time to make healthy changes in your life, here are a few things to keep in mind so that you are successful at keeping your New Year's resolutions.

Be Realistic

Give serious consideration to the types of changes you can make and the timing. It is important to think not only about what it takes physically to change but what it takes emotionally. Don't set your goals too high but make sure that your goal is challenging enough that you will have to work to achieve it.

Be Specific

Set one specific goal first. Although you may think to yourself that it's a good time for "radical change," we know that those who focus on one change at a time tend to be much more successful. Saying you're "going to be happier" is too general a goal, but if spending time with your kids makes you happy, you might set a goal to increase the amount of dedicated time you spend with them by an extra three hours per week.

Make a Plan

Develop a plan to help you achieve your goal. Set intermediate, attainable goals and develop a plan to

achieve each "sub-goal." Write down the steps that you plan to take to achieve your goal. Also, don't forget that your emotions are one of the main factors in changing your behavior - how you feel about making the change. How you are going to deal with your emotions needs to be part of your plan if you are going to be successful at change.

Develop a Support System

Talk to your family, friends, co-workers if appropriate, about the change you're trying to make. When others who know and love you support your efforts you are much more likely to achieve your goals. Letting others know what you are doing also helps them support you. For example, if you're trying to eat better and your family and friends know this, they may help you eat healthier, remind you to limit portion size, and encourage you not to order the dessert.

Don't Give Up!

Everyone, Yes *Everyone*, faces set-backs in their efforts to change their behavior. When working toward your New Year's resolution don't give up just because you "slip." If you do slip, carefully consider what led up to the event. Many times there are cues that can help you be more successful in your efforts to change. Remember, continue your efforts - persistence usually succeeds.

Women runners needed for 2003 Baker to Vegas

Women interested in running for the Los Angeles Police Department's Women's Running Team, please contact Officer Sherry Egan, at (213) 473-4210.

The team will be running in honor of Sergeant Brenda Kuzia.



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

EXPLORER

Castillo, Cecilia
 Cervantes, Casey
 Guerrero, Jonathan
 Guervarra, Elder
 Gutierrez, Juan
 Hernandez, Edwin
 Jurado, Diana
 Jurado, Carla
 Kwan, Jason
 Lopez, Adrian
 Lopez, Alberto
 Ortega, Maria
 Pisano, Daniel
 Schultz, Robert
 Zepeda, Ricardo

POLICE SERVICE REPRESENTATIVE

Jackson, Deonna
 Merrick, Renee
 Masters, Lee
 Whited, Anita

SENIOR CLERK TYPIST

Firestone, Carrie

MANAGEMENT ANALYST II

Hsieth, Grace

SENIOR MANAGEMENT ANALYST II

Gennusa, Nancy

BACKGROUND INVESTIGATOR I

Bailey, Delia

POLICE OFFICER I

Herbaugh, Vanessa
 Menchaca, Alonson
 Popoy, Ariel
 Quan, Paul

POLICE OFFICER II

Anderson, William
 Barz, Michael
 Canche, Alonson
 Chavez, Enriquez
 Dao, Duc
 Ford, Rasheen
 Goldstein, Michael
 Hanna, Ashraf
 Krieg, Angela
 Michealsen, Randolph
 Monroy, Patricia
 Nichols, Deborah
 Ornelas, Deborah
 Patterson, Robert
 Rhealt, Corbin
 Scully, Timothy
 Vizcarra, Dalia
 Wu, Robert
 Wyatt-Mulligan, Tonya
 Aceves, Mark

POLICE OFFICER III

Almarez, Julian
 Bailey, Felicia
 Briscoe, Francine
 Carpenter, Julie
 Crawford, Kenneth
 Daniels, Ronnie
 Duran, Gregory
 Gasca, Luis
 Gomez, Stephen
 Gonzalez, Mario
 Hale, Carol

Ishida, Kevin

Kent, John
 Lim, Stacey
 Mason, Kevin
 Mercado, Alma
 Moore, Michael
 Morales, Steve
 O'Donnell, Mark
 Olivera, Hector
 Petterez, Edward
 Snowden, Michael
 Trevino, Frank
 Wang, Michael

DETECTIVE I

Annas, Monica
 Campbell, Thomas
 Le, Duc, Kenneth
 Makarenko, Paul
 Martinez, Maria
 Molina, George
 Spain, Kenneth

DETECTIVE II

Binford, Michael
 Cid, Beatriz
 Fajardo, Humberto
 Jones-Harris, Kimberly
 Peters, Heather
 Stanford, Theresa

SERGEANT I

Alaniz, Roberto
 Fahrney, Stephen
 Goens, Randy
 Kielbasa, John
 Straats, Gregory
 Tavares, Thomas

SERGEANT II

Mika, Frank
 Russo, John
 Tena, Catherine
 Vonkorff, Marianus

DETECTIVE III

Fesperman, Michael
 Gonzalez, Deborah
 Hales, Steven
 Kaul, Craig
 Lomeli, Mike
 Takeshita, Steven

LIEUTENANT I

Perez, Jose
 Miller, Arthur
 Mulrenin, Daniel

CAPTAIN III

Smith, Morris
 Wemmer, Richard

DEPUTY CHIEF

Kalish, David
 Papa, Sharon

Chief's Message

Continued from page 1

Support Bureau. She will coordinate and manage the Department's budget, payroll, facilities and oversee Fiscal Operations Division, Facilities Management Division, and Support Services Group.

These three outstanding individuals have worked hard for the Department and the City and have been promoted because of their extraordinary efforts. More promotions to the rank of Captain, Commander, Deputy Chief and Assistant Chief will be forthcoming. These promotions are consistent with the Department's tradition of promoting those most qualified to positions of increased responsibilities within the organization.

After meeting with U.S. Attorney Debra W. Yang, the Department will be working in partnership with federal law enforcement agencies in aggressively targeting and damaging the infrastructure of criminal gang organizations. Being better coordinated is key to obtaining results in filing federal felony charges against the individuals and groups who negatively impact the quality of life in our communities. I will be traveling with Mayor Hahn to Washington, D.C. in January to lobby the federal government for additional resources to deal with gang violence.

In an effort to increase the number of police officers on the street, proposals have been submitted to the

Police Commission that seek to increase the recruitment of female officers, and allow enhancements to the Department's current recruitment and training policies. This would provide opportunities for applicants to improve their physical fitness prior to entering the Police Academy, and would implement mentoring programs during their academy and probation period.

As we begin the new year, rest assured the best is yet to come. I am depending on each and every one of you to help restore this Department's reputation as the finest police organization in the world. I'm looking forward to a great year with this great Department.



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