



WILLIAM J. BRATTON
CHIEF OF POLICE

As we begin a new year, you, the men and women of the Los Angeles Police Department, have cause to celebrate. Largely because of your efforts over the past year, we have been able to significantly reduce crime in the City of Los Angeles. We have met and exceeded our goals of reducing

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LAPD ANGELS COMMUNITY TOY DRIVE PROVIDES HAPPIER HOLIDAYS FOR MANY L.A. FAMILIES

Keeping up with the tradition of giving, Chief William J. Bratton kicked off the 3rd Annual “LAPD Angels Community Toy Drive” with a news conference held in front of Parker Center on Friday, December 5, 2003. Chief Bratton asked the community to donate unwrapped toys and books that would be distributed to underprivileged children in the Los Angeles area. The Chief asked for donations to be dropped off at any of the 18 community police stations.

Chief Bratton encouraged people to write an inspirational message inside the book for the child who will receive the gift. The “LAPD Angels

Community Toy Drive” is unique from all the numerous organization requests for new toys in that it asks for book donations. “A book does not have to be new for a child to receive the same joy and knowledge as when it was opened for the first time,” said Chief Bratton.

Joining the Chief were children from Hollenbeck Youth Center, South Los Angeles, and 5th graders from Wilshire Elementary School. During the press conference, a representative from each youth group received a book that had a personalized message from Chief Bratton.

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Chief's Message *Continued from page 1*

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homicides by 20 percent and overall violent crime by five percent. Once again, the members of this Department have proven that, even with limited resources, we get the job done.

the Department, I have made Assistant Chief Jim McDonnell my second in command as First Assistant Chief. He will now be responsible for all Department personnel-related matters,

But the job is far from over. We are not where we want to be, or where we need to be.
- Chief Bratton

But the job is far from over. We are not where we want to be, or where we need to be. One reality we must face is that of the current budget situation. Despite the fact that I fought for more resources, we will not be adding any more sworn or civilians to the ranks in the next fiscal year. In fact, it could be several years before we are able to substantially increase our police force. Even so, I don't want to lose our current crime-reduction momentum. So I have decided to reassign some of my top managers to new positions with added responsibilities. This functional realignment will allow our top brass more time to focus and build on the crime reductions that we have all worked so hard to achieve.

In my desire to broaden my Chief Officers' comprehensive experiences in

including training and risk management activities, as Chief of the Office of Human Resources. In this position, Chief McDonnell will utilize his exceptional personnel skills while facing new challenges as he implements the critical new training curriculum mandated by the Consent Decree. Additionally, as one familiar with the political and social nuances of this City, Chief McDonnell will assist me in seeking additional public and



1st Assistant Chief
Jim McDonnell

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RECENT ACTIONS BY THE POLICE COMMISSION



NOVEMBER 5: Approved the 2004/2005 Proposed Departmental Budget. Reviewed the Proposed District Policing Pilot Project for Hollywood, Rampart, and Harbor areas.

NOVEMBER 13: Held a special meeting to review the best practices presentation and training plan which uses the concept of "Managing risk through training." Michael Cherkasky, the Consent Decree Independent Monitor, attended the meeting and lauded the Department's compliance efforts.

NOVEMBER 19: Reviewed the results of the officer survey that revealed a great deal of internal confidence in the future of LAPD. Approved a blueprint for the Blue Ribbon Rampart Review Panel's future.



‘Fight for Life’ in its 10th year of Knocking Out Cancer

The Fight for Life event began in November 1994 after a Los Angeles County Deputy Sheriff on patrol, encountered a young boy diagnosed with cancer. The Deputy befriended the boy and attempted to provide help to his family. Unfortunately, the boy succumbed to the disease.

The Deputy asked his friend, LAPD Officer George Lopez (retired), to help him organize a boxing event between the Sheriff’s Department and the LAPD. The event would be a

fundraiser benefitting the City of Hope. With the support of the Sheriff and the Chief, a committee was formed.

Held on November 14, 2003 at the Olympic Grand Auditorium, the Fight for Life is now in its 10th year. During that time, the event has collectively raised approximately \$350,000 to assist the City of Hope in saving lives and knocking out cancer. Other law enforcement and fire organizations have also participated in this event, and it continues to grow in popularity and support. □



Rudy Barragan, Newton Area, pictured with Assistant Chief McDonnell, won against an L.A. County Sheriff’s Deputy.



Susie Gross, Training Division, pictured with Assistant Chief McDonnell and boxer and trainer Rudy Barragan, lost by a split decision to an L.A. County Sheriff’s Deputy.



Frank Diaz, Newton Area, pictured with Assistant Chief McDonnell, won against an L.A. County Sheriff’s Deputy.



Pernell Taylor, Central Area, pictured with Assistant Chief McDonnell, knocked out an L.A. County Sheriff’s Deputy in the 1st round.



Bobby Hill, Newton Area, pictured with Assistant Chief McDonnell, won against an L.A. County Sheriff’s Deputy.

Chief's Message *Continued from*

financial support for more personnel and resources in the future in order to support your efforts on the streets.

Moving from his current position of Chief of Support Services, Assistant Chief George Gascón will head up the Office of Operations. Chief Gascón's new responsibility will be to reorganize and refocus the resources we do have so that we can continue to make the streets even safer and respond more quickly to 9-1-1 calls.



Assistant Chief George Gascón

As Chief of the Office of Support Services, Assistant Chief Sharon Papa will continue to manage the Department's budget and facilities. Included in her responsibilities will be oversight of the design and construction



Assistant Chief Sharon Papa

of the new downtown police headquarters. Chief Papa will also be tasked with the important responsibility of improving the Department's technology and communications systems. I see Chief Papa's role as critical to the success of the Department as we do more with less. As I refocus my efforts and try to obtain more funding for technology,

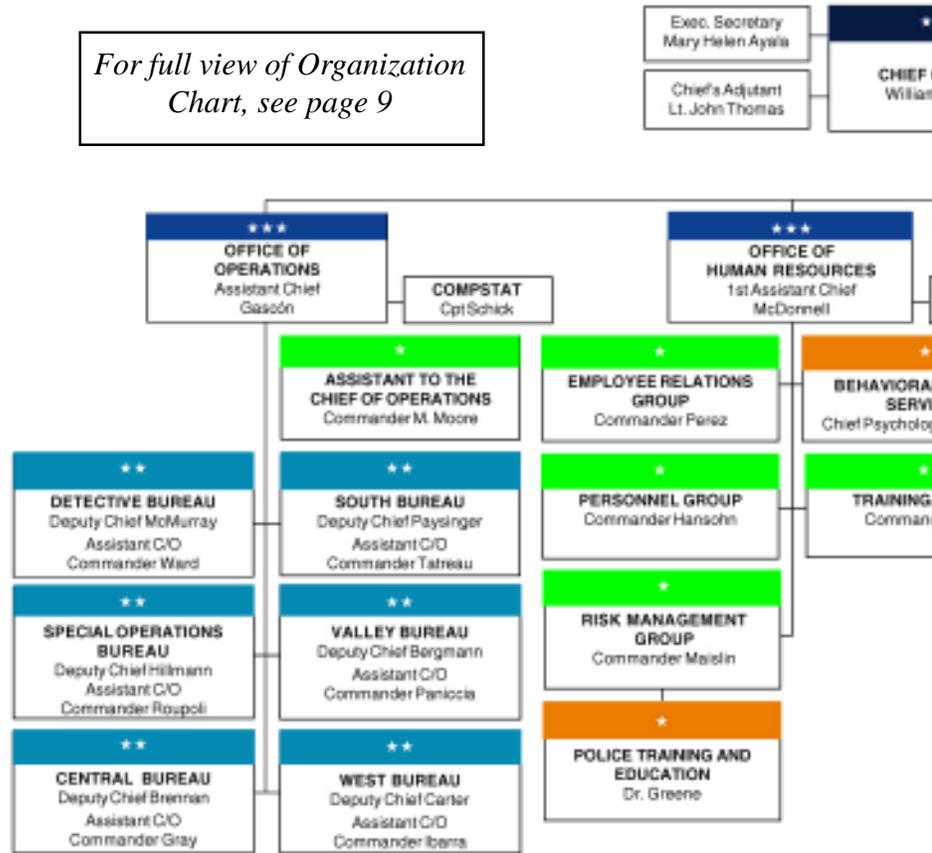
Chief Papa will be responsible for implementing the latest advances that will help us to get out from under mountains of paperwork. That will free up officers and supervisors so they can spend more time in the field expanding upon our crime prevention efforts.

Under this functional realignment, Deputy Chief Mike Berkow of the Professional Standards Bureau will take on added responsibilities as my Chief of Staff. Also added to his command are the Public Information Office, Community Relations



Deputy Chief Mike Berkow

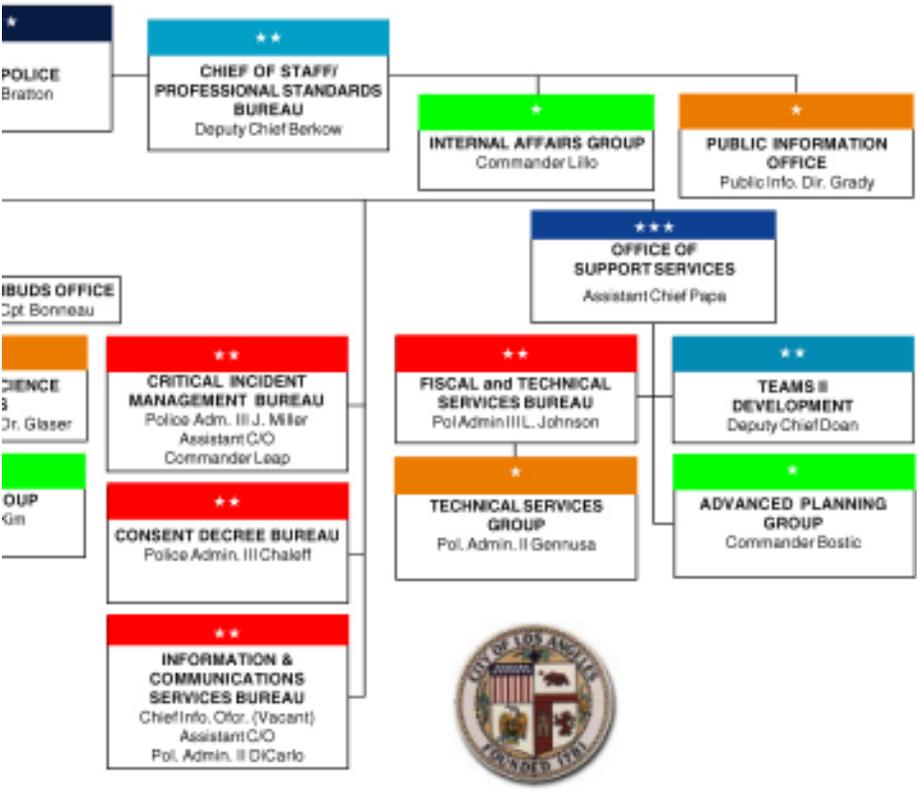
For full view of Organization Chart, see page 9



Section, Governmental Liaison Section, and the Critical Incident Investigation Division that investigates all Use of Force incidents.

This was done to free up more of my time. Chief McDonnell and I will be reaching out to political and community leaders and to the people of this City. We will tell them the story of your success and we will focus our efforts on convincing them of the need to support a permanent source of funding for public safety.

The Department's Counter-Terrorism Bureau, headed by Police Administrator John Miller, will undergo a name change. The Critical Incident Management Bureau is reflective of increased responsibilities that include surveillance functions, as well as bomb and hazardous materials threats. The Special Investigation Section will be



ORGANIZATION OF THE LOS ANGELES POLICE DEPARTMENT
CHIEF OF POLICE WILLIAM J. BRATTON
January 1, 2004

it takes to make the LAPD successful; and that if you had the chance to do it all over again, 83 percent of respondents would choose to be LAPD officers. Asked about job satisfaction, 73 percent felt more satisfied with their jobs now than they did just one year ago. A similar survey is being designed for our civilian employees and will be distributed in the new year.

One of the pressing issues brought to light by the responses to the survey was the perception of poor relations between officers and command staff. When asked if top brass were more concerned with what is politically acceptable than with running the Department effectively, 88 percent of respondents agreed. Eighty-three percent agreed with the statement, "In the eyes of the command staff, officers are guilty until proven innocent." This is one of my challenges over this new year, to work on those relationships between the rank and file and command staff. Without the trust, support, and confidence of your superiors, we cannot reach Mayor Hahn's goal of making Los Angeles the safest large city in the nation.

The LAPD is all about change and constant improvement. We will continue to improvise and challenge ourselves as we embrace the best practices that will once again make this Department the worldwide leader in policing. While we should all be proud of the strides we've made, just doing better should never be enough. Our momentum is building, our opportunity is now. □

transferred from the Detective Bureau and assimilated into the Critical Investigation Section of the Critical Incident Management Bureau.

Moving on to another subject, I want to thank all of the officers who took the time to complete the Officer Assessment Survey. We had diverse representation across the board. More than 2,200 completed surveys were submitted.

Although many of the responses validated that the management of the Department is on the right course, other responses illustrated that the Command



Bureau Chief
John Miller

Staff needs to improve its relationship with the rank and file.

In your responses to the survey, what was most encouraging for me as your Chief was your desire to get the job done. Ninety-four percent of respondents indicated that they wanted to find and apprehend criminals, with 91 percent wanting to reduce crime, fear, and disorder. Noting organizational deficiencies, 70 percent of respondents agreed that the paperwork requirements deter officers from making arrests, and 92 percent of respondents felt that field supervisors spent more time on paperwork than supervising patrol officers. I was impressed with the fact that 84 percent of respondents are confident that I, as your Chief, am leading you in the right direction; that 83 percent of respondents are willing to do whatever

More than 750 attend LAPD Holiday Celebration

More than 750 Department employees, civic leaders, and friends, gathered for holiday camaraderie and fellowship at the Department's annual holiday celebration on December 12, 2003, at the Century Plaza Hotel in Century City. Entertainment featured at the event included the LAPD Chorus, singing a variety of holiday songs; dancing to music provided by the band, The Basix; and NBC4 Weather Anchor Fritz Coleman served as Master of Ceremonies.

The event was hosted by the Los Angeles Police Foundation.



The Basix



LAPD Chorus



Los Angeles Police Memorial Foundation Scholarship Grant Contest



- Five \$5,000 grants are available to the child of current, full-time LAPD employees.
- The child must be enrolled or accepted at an accredited college or university and must not have completed more than their sophomore year.
- Call the Los Angeles Police Memorial Foundation for more information and for applications at (213) 847-4239 or (213) 847-4240.
- Deadline to turn in completed applications is Monday, March 15, 2004.

Holiday Celebration Sponsors & Donors

The Los Angeles Police Department expresses a sincere thank you to the following organizations for their generous support to the Los Angeles Police Department 2003 Holiday Celebration.

SPONSORS

Ullman Investments	Los Angeles Police Protective League
CAST Real Estate	Paramount Studios
Larry Worchell	Parker, Milken, Clark, O'Hara & Samuelian
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Galpin Motors	The J.E.S. Land Company
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Hollywood Community-Police Advisory Board	Yorkbury Investments, LLC
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Ciudad Restaurant	Portofino Hotel
Cloud "7" Hotel	Prego Ristorante
CLS Limousine	Redken Products
Connie Stevens Garden Sanctuary	Reflect Cosmetics
Crustacean Restaurant	Regent Beverly Wilshire
Encounter Restaurant	Ritz-Carlton Hotel and Spa
Engine Co. 28	Rocky's Custom Clothes
Four Seasons Hotel	See's Candy
Future Brands	Sephora
Gelson's Market	Shutters on the Beach
Glen Ivy Hot Springs Spa	Spa Mystique
Hotel Bel-Air	Sunset Room
Interscope, Geffen, A&M Records	Toscana Restaurant
Juan Juan Centre	Twin Palms Restaurant
Lawry's Prime Rib	Universal Studios
Los Angeles Clippers	Viceroy Hotel
Los Angeles Kings	"W" Hotel
Los Angeles Police Foundation	Water Grill
Maggiano's Little Italy	White Lotus
Manhattan Beach Marriott	Whole Foods Markets
Mastro's Steakhouse	Wolfgang Puck Worldwide
Melisse Restaurant	Yamashiro Restaurant

THE FOLLOWING PERSONNEL WERE COMMENDED BY THE COMMUNITY IN THE MONTH OF NOVEMBER 2003

POLICE OFFICER I

Joseph Barr
Paul Espinoza
Mauro Morales

Anna Izzo
Aaron Korth
James Miller
Carol Sawamara

POLICE OFFICER II

Matthew Barrick
Vincent Degl'Innocenti
Antonino Giambruno
Mark Hernandez
Danny Jones
Andy Leuridan
Victor Lopez
Isaac Moreno
Jeremy Nadeau
Stacy Pierce
Irma Salazar
Jack Schonely
Karima Tahir
Esther Vasquez
Ryan White
Tracy Wolfe

DETECTIVE I

Katie Burns
Mario Mota
Robert Solorza

DETECTIVE II

Armando Bernal
Gerald Holtz

SERGEANT II

Evan Martin

SERGEANT II

Dave Dolan
Dave Riemen
Walter Teague

DETECTIVE III

Mark Zavala

POLICE OFFICER III

Gabriel Ahedo
Robert Benavidez
Joe Chacon
Vincent Chan
Ronald Dewyke
Edwin Dominguez
Al Hammond

LIEUTENANT I

Tina Nieto

LIEUTENANT II

Carl Frank

CRIME WATCH CITYWIDE

YEAR TO DATE - 1/31/04

Homicide	-14.6%	▼
Rape	-2.3%	▼
Robbery	-7.1%	▼
Aggravated Assault	-16.8%	▼
Domestic Violence	-26.2%	▼
Total Violent Crime	-15.7%	▼
Burglary	-9.0%	▼
Burglary/Theft from Vehicle	-6.6%	▼
Personal/Other Theft	-18.0%	▼
Auto Theft	-6.3%	▼
Total Property Crime	-9.8%	▼

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To add to the holiday joy, an in-kind donation of 10,000 children's activity books was made to "LAPD Angels Community Toy Drive" on behalf of Alan Atkins, Executive Director of the Los Angeles Police Memorial Foundation. The Memorial Foundation assists the families left behind from officers who have been killed in the line of duty, and provides financial grants for officers who have been severely injured or disabled while performing their duties.

These coloring books teach kids important public safety and traffic tips. The back cover of the coloring book has a contract for children and their parents to sign encouraging children to

keep safe and have respect for law enforcement officials. Each police station received approximately 400 books from the staff of the Los Angeles Police Memorial Foundation to distribute in their areas.

Earlier this year on June 25, 2003, Community Relations Section facilitated the delivery of the largest single toy donation received in the history of the Department. The generous donation of 16,000 toys came from the Russ Berrie Company, a major nationwide toy distributor. Approximately 800 toys went to each community police station to distribute to needy families during the holidays.

□

ROLL CALL OF EVENTS

FEBRUARY 21 - 7:30 PM

**MEDAL OF VALOR NIGHT
WITH THE L A KINGS**

Staples Center

FEBRUARY 26 - 10:00 AM

RECOGNITION DAY

Elysian Park Academy
Gymnasium

MARCH 3-5

**CALIFORNIA HOMICIDE
INVESTIGATORS ASSOCIATION
CONFERENCE**

Sheraton Universal Hotel

Call Special Events Section
at (213) 847-4882
for additional information.



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