## LOS ANGELES POLICE





**VOLUME L NO. 8** 

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AUGUST 2004

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WILLIAM J. BRATTON CHIEF OF POLICE

#### CHIEF'S MESSAGE

Consent Decree Update – Conclusion of the 365-Day Plan

n June of 2001, the City of Los Angeles and the Los Angeles Police
Department entered into a Consent Decree with the federal government. As stated in Paragraph 6, describing the intent of the Decree, "The parties enter into this Agreement to

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# Department Participates in Homeland Security Exercise

n August 5-6, 2004, the Los
Angeles Police Department
participated in the Center for
Asymmetric Warfare exercise: Determined
Promise '04. In association with the
California Homeland Security Exercise and
Evaluation Program, and numerous federal,
state, and local agencies, a terrorism
scenario-based homeland security exercise
was conducted at and around the ports of
Los Angeles and Long Beach.
Components of the exercise also took
place in Ventura and San Diego counties.
The event, known as the Asymmetric

Warfare Initiative Exercise for 2004, South, exercised military, city, county, state, and federal authorities, and a small section of the private sector, in a maritime/

The primary goal of the event was to exercise and explore the interaction of participating agencies

coastal terrorism context.

preparing for and responding to terrorism in a maritime/weapons of mass destruction environment. In addition, the exercise was designed to provide a dynamic learning environment at both the management and tactical levels in support of state, local, and national response plans.

In the exercise, the Los Angeles Police Department and the Los Angeles Fire Department responded to an explosion at the Pasha Terminal in the Port of Los Angeles. Members of the LAPD Dive Team covertly swam and gained access to ATLAS Ship at Berth 49, participated in airborne sniper/insertion operations, searched and cleared the ship, and participated in a live-fire exercise throughout the interior of the ship, with sniper assistance.

The exercise goal was met and the evaluations are currently being analyzed to further enhance the Department's ability as a "first-responder" source for an event in Southern California.



#### William J. Bratton

Chief of Police

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# Chief's Message Continued from page 1

provide for the expeditious implementation of remedial measures, to promote the use of the best available practices and police procedures for police management..."

The purpose of the Decree, as defined in Paragraph 1, was to ensure that the parties "join together in entering this settlement in order to promote police integrity, and prevent conduct that deprives persons of rights, privileges, or immunities, secured or protected by the Constitution or laws of the United States."

A priority of the Consent Decree is to emphasize the role of command staff, managers, and supervisors with the intended result of improved and consistent quality oversight and control over daily operations. In many ways, the reforms require a different mindset than the Department leadership has practiced in the past, effectively requiring a proactive "best business practice" approach to supervision. This approach emphasizes consistent efforts to improve the quality in our work and the ability at all times to verify the level and degree of supervision.

On June 15, 2004, after an aggressive year-long countdown, the Department completed its third year of the Decree, having made significant, ongoing, and substantive changes in our practices and procedures. Of the 152 paragraphs or provisions of the Decree that are applicable to the Department, the Federal Monitor believes that as of June 1, 2004, we are compliant (95% or better) with 81 provisions, noncompliant with 54 provisions, and the decision has been withheld on the remaining 17. The Department's assessment indicates that as of June 1, 2004, we are compliant with 118 provisions, noncompliant with 32 (although 16 are 80 % or better), and the

decision withheld on 2 provisions.

Based on these evaluations, I as Chief of Police, am certain that on June 15, 2006, we will be found to be in "substantial" compliance with nearly all provisions of the Decree as required. The exception, provisions that relate to the TEAMS II computerization project, which, because of many factors and complications beyond the control of the Department, the City, or federal government, proved to be incapable of completing by the end of the fifth year.

While clearly much more needs to be done over the next 24 months, I am confident that you, individually and collectively, the men and women of this Department, will continue to work to achieve compliance. I salute you for the effort and commitment that are so necessary to the restoration of the Department's pride, tradition, and image as America's, if not the world's, finest police department – second to none. I know the Decree, the many changes it brings, and the work required makes it unpopular with many of you. It is a reality and, at times, a burden that most of you would like to not have to deal with. It is truly unfortunate that the criminal activity of a few officers and insufficient management practices and oversight caused its creation, but that is water under the bridge.

Much of our training over the past two years has focused on Consent Decree issues and best practices. At times, personal frustrations and even unprofessional humor has been bantered during training sessions. I find

# $Office \ Of \ Human \ Resources \ {\tt By Assistant Chief Jim \, McDonnell}$

Ithough the Department has been reorganized several times over the last few years, the responsibility of Human Resources has remained the same—to take care of our people. The Office of Human Resources is unique in that it works for all Department employees, both sworn and civilian, regardless of rank and assignment.

The Office of Human Resources oversees the following Department entities:

- Employee Relations Group
- Personnel Group
- Risk Management Group
- Training Group
- Behavioral Science Services Section
- Ombuds Office
- Use of Force Review Section



I would like to take a moment to highlight some of the benefits and assistance available through the above-mentioned entities, and also touch on the goals for this year.

#### **Employee Relations Group**

Two important functions of Employee Relations Group are to

review all formal grievances filed by employees or their representatives and to maintain copies of all employee Memoranda of Understanding. Currently, the staff of Employee Relations Group is working to develop standardized training to ensure appropriate and consistent employee evaluations.

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# Chief's Message Continued from page 2

that unacceptable. The classroom environment is where discussion and debate should be embraced, but never at the expense of professionalism. I am very confident that you will eventually see and experience that the benefits in terms of improved practices, procedures, technology, citizen respect, and officer safety will have been well worth the effort.

I am very proud of the story that you are giving me to tell of a reinvigorated Department that while significantly understaffed and underresourced, is achieving Consent Decree compliance, significant crime reductions, and significant improved relations with this City's diverse population. You are doing it all because of who you are and how good you are. Over the next several years, building on the best practices

being developed by Consent Decree compliance, improved technology that in many instances the City is forced to buy because of the Decree, and your dedicated and courageous efforts, the Los Angeles Police Department will be, in reality and reputation, once again without equal in law enforcement.

I would like to give special thanks to the men and women of the Consent Decree Bureau: Commanding Officer Gerald Chaleff, Captains Scott Kroeber and Ron Sanchez, and Lieutenant Len Hundshamer. I would also like to thank Commanders Richard Roupoli and Michel Moore, Chief David Doan and his TEAMS II Unit, along with the many other members of the Department and City family (the Consent Decree work group), who have helped us to move forward successfully to meet or exceed

the mandates of the Decree. In that regard, not only are we "promoting the use of best available practices" as the Department did for so many years, we are once again creating the best practices and policies for others to follow.

To the best cops any Chief would be privileged to lead and the 3,000 dedicated civilians who support them, I say thank you for all that you have done over the last three years, all that you are doing, and all that I am confident you will do as we move forward toward full compliance—doing it constitutionally, consistently, and compassionately, while enhancing our reputation as a community police department that embraces partnership, problem solving, and prevention of fear, crime, and disorder.

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# Categorical Uses of Force and the Office of the Inspector General



he Office of the Inspector General was created as a result of the Christopher Commission reform recommendations. One of the recommendations was to have a civilian oversee the Department's disciplinary system. Although still overseeing the disciplinary system, the Office of the Inspector General's functions have expanded tremendously. With the implementation of the Consent Decree, the role of the Inspector General, as well as the functions of the office, has taken on a greater role in the reform of the Department. The office is now responsible for conducting audits, as well as reviewing Categorical Uses of Force

Although the Office of the Inspector General is tasked with many responsibilities as being the civilian overseer for the Department, one of the most important duties of the Inspector General is responding to Categorical Uses of Force.

Whenever a Categorical Use of Force occurs the Inspector General is notified immediately. Upon receipt of the notification, the decision is made by the Inspector General to respond to the scene of the incident. If the Inspector General decides to respond, upon arrival at the scene the Inspector General receives a briefing, a walk through, and monitors the activity at the location. Whether the Inspector General responds to the scene or not, a second briefing is provided within 10 days of the incident and, at the Inspector General's discretion, from the investigating personnel.

Once the Categorical Use of Force investigation is completed, the report is distributed to the appropriate entities, including the Office of the Inspector General. Upon distribution of the report, a Use of Force Review Board convenes to discuss the incident. The Inspector General, or

one of his staff members, attends each Use of Force Review Board session. During the session, the Inspector General is able to ask questions in order to clarify certain issues. After the completion of the Use of Force Review Board, the recommendations are then forwarded to the Chief of Police. The Chief of Police has the option to adopt, reject, or modify the Use of Force Review Board's findings. The Categorical Use of Force report, along with the recommendations, are then submitted to the Police Commission via the Inspector General for review.

The Office of the Inspector General conducts an independent review and analysis of the Department's investigation. The Office of the Inspector General prepares and submits a separate report, which includes the Inspector General's recommendations, to the Police Commission for review.

The Board of Police Commissioners is the final authority on whether a Categorical Use of Force is in or out of policy.



#### RECENT ACTIONS BY THE POLICE COMMISSION

#### JUNE 8.

- ★ Approved the revitalization of the Reserve Corps. Presented the first Level Two Reserve Officer badges in the Department's history. Introduced new Executive Director Richard Tefank.
- ★ Re-stated support of concept of merging the Los Angeles Police Department and the Los Angeles World Airport Police.

#### **JUNE 15:**

★ Held a community meeting in Northridge with special guest Councilmember Greig Smith.

#### **JUNE 23:**

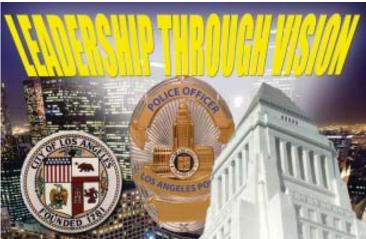
★ Awarded 77 SWAT officers with the Police Commission Unit Citation in a special ceremony.

# Women's Leadership Conference 2004

n Thursday,
October 14, 2004,
the Department will
hold the Women's
Leadership Conference
2004 at the Hyatt Regency
Los Angeles Hotel, 711
South Hope Street, from
7:30 a.m. to 4:00 p.m.
Titled, "Leadership Through
Vision," the conference is
intended to encourage,
motivate, and inspire the

women of the Los Angeles Police Department to actively seek leadership positions at work, and in every aspect of their lives.

Emceed by Public Information
Director Mary Grady, the event
guarantees to be an exciting array of
influential and powerful women who
are making a difference. Scheduled to
address the attendees are Los Angeles
City Councilmember Cindy
Miscikowski; Assistant Chief Sharon
Papa; Captains Debra McCarthy and
Jeri Weinstein; Dr. Faustina Nevarez,
Chief of Obstetrics and Gynecology at
Southern California Permanente



Medical Group; and Ms. Fran Zone, President of Zone Communications. The keynote speaker will be Chief Bratton.

This year's event promises to be both informative and inspiring as evident by the diversity of the conference speakers and topics.
There will be a Chief of Police
Discussion Panel which will include
Chief Ella M. Bully-Cummings of the
Detroit Police Department, and Chief
Heather S. Fong of the San Francisco
Police Department. There will be sessions regarding the balancing of career and family, taking interviews,

and public speaking.

Pre-registration is imperative in order to insure inclusion in our ever increasing list of attendees. The hotel will charge \$7.50 for onsite parking. Those attendees wishing to arrange hotel accommodations at the Hyatt Regency Los Angeles Hotel may do so at a discounted rate.

Employees are encouraged to carpool, or they may utilize the Metro Red Line, which stops at the 7<sup>th</sup> Street Metro Center, or the Department of Transportation DASH buses on Routes B, C or E, that will take you directly to the hotel. The appropriate dress for the conference is business attire.

The Women's Leadership
Conference is underwritten by the Los
Angeles Police Foundation. For
further information on the conference,
please contact the Office of Support
Services at (213) 485-4018. □

### Benefit Barbecue For Sergeant Kelly Shea

n Thursday, July 29, 2004, a benefit barbecue was held for Sergeant Kelly Shea, Pacific Area, Community Relations Office. The barbecue was put on by the Community Relations Office with the help of the Senior Lead Officers. The idea came about when friends and co-workers of Sergeant Shea learned that she had a serious illness.

With the help of community members, donations were collected to support the barbecue. An estimated 500 - 800 people came to have lunch with Kelly, which boosted her spirits tremendously!

Over \$7,500 was raised, which will help with Kelly's medical expenses. To all those that attended the event, personnel from Pacific Area thank you for your support, and the love shown to Kelly.  $\Box$ 



Sgt. Kelly Shea, center, surrounded by her friends at a barbecue held in her honor at Pacific Area.



# Office Of Human Resources - Continued from page 3

#### Personnel Group

Along with the standard functions associated with Personnel Group, (recruitment, production of the transfer, notification of paygrade advancement and transfer opportunities, etc.) this Group is also home to the Retirement Counselor and the Awards and Decorations Coordinator. The Retirement Counselor, Sergeant Don Keith, is available by appointment Monday



Sergeant Don Keith Retirement Counselor

through Friday during business hours. The Awards and Decorations Coordinator handles all commendations nominating employees for service medals. One of Personnel Group's goals for this year is to recruit and hire 150 Reserve Officers.

#### Risk Management Group

Risk Management Group assists
Department employees through the
civil-litigation process. Risk
Management Group also hosts a
quarterly workshop for employees
involved in civil litigation called
Professional Resource for Officer
Assistance in Civil Trial (PROACT).
This workshop is designed to increase

knowledge and reduce anxiety for Department employees and their significant others. The goal of Risk Management Group is to reduce civil liability to the City and the Department.

#### **Training Group**

Training Group personnel have been working on creating a curriculum and certifying instructors to train Department personnel on the use of the Pursuit Intervention Technique (PIT) and the use of tire deflation devices (spike strips). Once the use of the PIT and spike strips are approved as Department policy, employees will begin training in these areas. One of this year's Training Group goals is to implement more in-service decentralized training.

#### Behavioral Science Services

The Employee Assistance Unit is an entity within Behavioral Science Services. The Employee Assistance Unit is traditionally known for assisting the families of officers killed in the line of duty. Although this is one of the Unit's responsibilities, it is not the only one. The Employee Assistance Unit is also available to provide guidance to Department employees when they experience a death in their family.

#### **Ombuds Office**

The Ombuds Office is home to the Military Liaison Officer Program. The Military Liaison Officer, Officer Dennis DeNoi, is dedicated to providing enhanced quality of life services to Department employees and their families who are serving in the United

States Armed Forces Guard and Reserve. The Military Liaison Officer receives calls for assistance from



Officer Dennis DeNoi Military Liaison Officer

employees, their dependents, Department entities, and outside agencies. The Military Liaison Program celebrated its first anniversary on June 9, 2004.

#### Use of Force Review Section

The Use of Force Review Section reviews all categorical and non-categorical Use of Force reports. Special Order No. 13, *Non-Categorical Use of Force Reporting – Revised*, was published on May 26, 2004, to streamline the reporting process. The Department is making every effort to make the reporting process more efficient while still capturing all necessary information.

The employees of this Department are our most valuable resource. It is of utmost importance to ensure the well being of all employees. Therefore, the Office of Human Resources will continue to do all it can to take care of you.



#### The Following Personnel were Commended by the Community in the Month of June 2004

#### **MANAGEMENT ANALYST II**

Wanda Epps

#### **RESERVE POLICE OFFICER**

Ann Brunzell

#### **POLICE OFFICER I**

Justin Chi Matthew Eastman Aldo Esquivel Justin Freibrun Johnny Han Robert Longdon Craig Majors Jonathon Pasillas Stephen Selberg Gilberto Tovalin

#### POLICE OFFICER II

Pete Acosta Ramon Alatorre Eduardo Alvarez **Brandy Arzate** Ramona Beaty Marco Bolanos Cole Burdette Holly Capra Warner Carias Manny Dickerson Michael Dickes Dennis Diviak Scott Ferguson Gabriel Gaxiola Kevin Giberson Mike Goldstein Daniel Hadfield Daniel Hankins Robert Harkins Robert Harrell Gordon Helper Jose Herrera Steve Hillmann Alexander Howell **Brent Jones** Debra Kickbush

Richard Larson

Sean Laule Sean Malachi John Mardesich Gregory MacDonald Ryan Nguyen Gina Onweiler Albert Ornelas Dennis Orris Jeremy Ortiz Kris Owen Helen Pallares **Ken Phillippe** Steve Plunkett Kimberly Ratliff Raul Rodriguez Rolando Rodriguez Joseph Rubalcaba Jack Schonely Timothy Scully **Brian Shipstad** John Stafford Steven Tannert Anthony Trovato Christopher Van Horn Hector Villanueva Kevin Webb

#### **POLICE OFFICER III**

James Weigh

Carl Williams

Bob Williamson

George Wilson

Stephen Yurochko

Kathy Bell Donald Bender James Breslin Julie Carpenter Jim Carroll Oscar Casini Steve Cooper Alfred Corso Ossie Crenshaw Laselle Culpepper Petrona Cummings Doug Datria Reggie Dickerson Clinton Donta Irmina Dumaplin

Daryn Dupree Yvonne Enriquez Ivan Gallegos Timothy Grabe Eric Hagerty David Ham Chang Kim John Long Francisco Lopez Jose Lopez Lawrence Martinez Ben McPheeters James Miller Jeffrey Miller Mark Nee Jesus Ortiz **Bridget Pickett** Robert Plourde Chris Ramirez Thomas Rogers Scott Schube Gloria Snipes Carlos Sutton Kathleen Talbot Donna Tuk Jason Wagner Craig White

#### **DETECTIVE I**

Eugene Arreola George Chen Diana Herron Randy Rico Stanley Young

**DETECTIVE II** Anthony Avila Christopher Brazzill Robert Binder Robert Bub Donald Christensen Victor Corella Dean Gizzi Robert Kraus James Harris James Martin Ralph Morten

Michael Pelletier

Rick Plows John Rodriguez George Selleh George Shake James Toma Charles Varner

#### SERGEANT I

Richard Boyle Daniel Bunch Mark Chong Rafael Hechavarria John Hunt Sean Karmody Eric Lee Kieth Moreland Sally Ann Procaccini Steve Richards

#### **SERGEANT II**

Dana Berns Mike Delgadillo Ray Maltez Mike Marsolek Catherine Plows Nick Titiriga Rudolph Velasquez

#### **DETECTIVE III**

Charles Bennett Jerry Brooks

Joe Callian **Brian Davis** Marc Fleishmann John Helms Thomas Lee Yvette Moreno Brian Tyndall Keith Williams Mark Zavala

#### LIEUTENANT I

Richard Dyer **Gregory Jones** 

#### LIEUTENANT II

Adam Bercovici Freddie Booker Horace Frank Regina Scott

#### **CAPTAIN I**

Patrick Findley Fabian Lizarraga

#### **CAPTAIN II**

David Baca

Source ITD, LAPD

#### CRIME WATCH CITYWIDE

**YEAR TO DATE - 8/14/04** 

Homicide 1.8% Rape - 5.2% Robbery - 17.1% Aggravated Assault - 13.6% Child/Spousal Abuse -12.3% Total Violent Crime - 14.7%

> - 7.4% Burglary

Burglary/Theft from Vehicle - 8.2% - 6.8% Personal/Other Theft

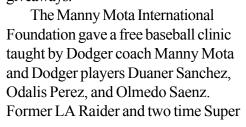
Auto Theft - 10.5%

Total Property Crime - 8.2%

# Centurions baseball event a big hit!

he LAPD Centurions baseball team hosted their 4<sup>th</sup> Annual Celebrity Swing-A-Thon on Saturday July 24, 2004, at El Cariso County Park in Sylmar. Children,

community members, elected officials, and celebrities all joined together to celebrate America's favorite pastime. Youth organizations from all over the City attended this free annual event which promotes positive life choices, good health, and physical activity. The kids all had the time of their lives as they were treated like royalty with food vouchers, games, contests, and giveaways.



Bowl champion Rod Martin hosted a free football clinic with his guests Charles White and Anthony Davis.

The event also included an interactive game area, public safety

displays, free health screening, radio station tents, community booths, and digital finger printing station.

Special guests included Chief Bratton, Senator Richard Alarcon, County Supervisor Zev Yarovslavsky, Council President Alex Padilla, Councilmember Greig Smith, Councilmember Dennis Zine, Councilmember Tony Cardenas, and Assemblywoman Cindy Montanez.

The game between LAPD and NYPD ended with New York defeating Los Angeles 11 to 4. Even though our LAPD Centurions lost the game, they won over the hearts of hundreds of children and community



Dodger great Manny Mota coaches an aspiring future Dodger on his swing.

#### **ROLL CALL OF EVENTS**

SEPTEMBER 8, 2004 11:30 AM

#### POALAC LAPD Day Luncheon

Quiet Cannon Restaurant Montebello (213) 847-4882

OCTOBER 11, 2004 11 AM

#### **March on Crime**

Elysian Park Police Academy (213) 741-4550

OCTOBER 14, 2004

7:30 AM - 4:00 PM

#### Women's Leadership Conference 2004

Hyatt Regency Los Angeles Hotel 7111 South Hope Street (213)485-4018

members. Proceeds from the Swing-A-Thon will be used to purchase toys for the Centurions annual holiday toy give-a-way on December 18, 2004 at the police academy.



1.1.3 P.O. Box 30158 Los Angeles, California 90030