



**WILLIAM J. BRATTON**  
CHIEF OF POLICE

## CHIEF'S MESSAGE

Last month, I spoke about the goals I have set for the Department for 2005, with the first and most important being the reduction of overall crime by ten percent. When setting this year's goal, the command staff and I had to factor in our current staffing level to come up with something realistic and achievable. An additional 10 percent reduction over 2004's 10.5 percent reduction is what we came up with. We believe this is a doable stretch goal.

To meet this goal, we need to remain flexible and creative, and focus on efficiencies as we did in 2004. Bottom line, we need to find ways to get more people in the field. We will continue this year with several of the initiatives that we used last year to help us do more with less, supported by additional new initiatives and programs.

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## LAPD Uses New Technologies to Fight Crime

The Los Angeles Police Department is utilizing three new technological systems to fight crime in Los Angeles. Earlier this year, Rampart Area deployed a remote camera surveillance system in the MacArthur Park area. This system was developed by the General Electric and Hamilton Pacific companies. The remote camera surveillance system has been used to identify, track, and record criminal activity in MacArthur Park as part of Rampart Area's Alvarado Corridor Project.

Since the installation of the system in January 2004, crime in MacArthur Park and the area immediately surrounding it has been dramatically reduced without the increase of any police officers. Additionally, property values and business revenues have risen, and MacArthur Park is once again a family destination. The project has become

a model for public-private cooperation in addressing the needs of municipal police authorities, where the demand for services is outpacing available staffing.

The camera surveillance system is equipped with "intelligent" video capabilities that will assist with the enforcement of laws in and around the public areas of MacArthur Park. The "intelligent" software identifies human movement within designated areas, thus enabling officers to remotely identify and monitor suspicious activities. If criminal activity occurs, the suspect is kept under remote surveillance while police officers are immediately dispatched to take appropriate action.

The second technological application to law enforcement within Rampart Area is an automatic license plate-recognition system. This system, called PlateScan, was developed by Civica Software. The license

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*Patrol vehicle from Rapart Area equipped with both forward and rear facing video cameras, as well as a mobile data computer. This system has the ability to scan, recognize, and process the license plates of several hundred cars within a 15-minute period.*



## Chief's Message *Continued from page 1*

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*The BEAT deadline for material submission is the 4th of each month for the following month's publication.*

Submit your materials to:  
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First, we are considering changes to the Force Multiplier Program that was initiated last year. We are currently discussing a new initiative with the Police Protective League. Instead of deploying officers in administrative positions to patrol assignments one or two days every four weeks, we are looking to deploy these officers to supplement patrol officers for a full deployment period, once per calendar year. We are also considering including officers on limited-duty administrative assignments for one-month redeployment to Area command administrative assignments to free up full duty officers for enforcement assignments. Fewer exemptions from the program are also being considered. If added, that will mean officers working in Professional Standards Bureau and other previously exempted units may also be redeployed to support the Force Multiplier initiative. You will be hearing more specifics about this in the future.

Additionally, command officers assigned to administrative functions (Captains and above), with the exception of those already in the Office of Operations, may also be redeployed to field assignments for a tour of duty each month. For example, Deputy Chief Paysinger and I will soon be participating in bicycle training that will allow us to be out in the field with our bicycle units. As your commanding officers, we cannot ask you to do something that we ourselves would not do, so expect to see more of the command staff out in the field working with you. This will allow us to experience firsthand the challenges and

issues that you are facing.

Another strategy that we are considering is a modification to the training schedule. Through a combination of postponing and eliminating some of the nonessential training, we could free up the equivalent of 133 additional officers to serve in the field. When I say nonessential training, I mean training that is discretionary, and not involving resident safety or officer safety issues. Freeing up of this non-essential training time will also help us to provide additional use of deadly force training, which I referenced when the Police Commission voted to adopt new policies relative to shooting at or from a moving vehicle.

We are also going to continue to closely monitor and enforce Injured-on-Duty and sick time to control any abuses of those benefits. The Department made some significant progress in this area last year. New Injured-on-Duty claims declined approximately ten percent in 2004. The reduction of Worker's Compensation claims, Injured-on-Duty claims, and the use of sick time continues to be one of Mayor Hahn's Citywide initiatives. We will do our part to continue to find efficiencies in this area in order to make as many officers as possible available for field and patrol duties. We will continue to aggressively investigate personnel who are abusing these benefits. Their conscious decision to abuse these benefits directly impacts your safety.

All of these strategies are intended to put more officers in the field to reduce crime and improve the quality of life in Los Angeles. The direct benefit to you, the men and women of this Department,

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## The SLO Mentor Program: A Career-Enhancing Opportunity

By Officer Joe Buscaino, Community Policing Unit

As the newly-selected Senior Lead Officer (SLO) in the Department's newest Area, Officer Karen Reade now finds herself in a most unique position. As she prepares for the opening of Mission Area as part of their transition team, she credits the SLO Mentor Program and her mentor, Devonshire Senior Lead Officer Tim Falco, for the opportunity to gain a better understanding of the community problem-solving process. "Officer Falco showed me how the community is willing to help and the resources that are available," said Officer Reade. "As a patrol officer, you don't see that side of the community because they are calling on you to help them. However, with the SLO Mentor Program I learned how to empower the community and include them in the solution."

The SLO Mentor Program was formally unveiled in July 2002, and has two primary components: SLO transition and SLO mentoring. The Senior Lead Officer transition component seeks to ensure a smoother, more seamless transition between a departing SLO and their replacement. This is achieved when the departing SLO is loaned back for up to two weeks for the purpose of familiarizing the new SLO with current projects, key community leaders, and problem locations.

The second component is SLO mentoring. Senior Lead Officers are training officers, peer leaders, community mobilizers, and problem solvers. They are also the "face of the Department" in the eyes of the

community. To prepare officers to assume this important role, SLO mentoring was developed to provide aspiring SLOs with exposure to the position through an opportunity to participate in problem solving and community-mobilization efforts with current SLOs. Participant officers are afforded the opportunity to attend community meetings, to work on problem-solving projects, and to interact with the Area's Community-Police Advisory Board. Through this opportunity, officers can determine their own suitability for this demanding position, and the Area can get a look at the potential an individual has for success.

An example of a recent SLO Mentor Program success is Senior Lead Officer Mark Ro in West Valley



Senior Lead Officers working with community member.

Area, who says the SLO Mentor Program was a valuable experience for him. A nine-year Department veteran, Ro was recently selected for the SLO position, in part because of his participation in the SLO Mentor Program. "The program allowed me to establish good contacts with various community members. I eventually earned the community's trust which was one of the reasons why I believe I was chosen to be the permanent SLO of my Basic Car Area," said Ro. He added, "The program also gave me an opportunity to better prepare for the SLO oral interview, especially when asked, 'How did you prepare yourself to become a SLO?'"

Community member Page Miller, co-chair of "Save our Senior Lead Officers" praises the SLO Mentor Program for its potential to positively impact a patrol officer's mindset of community policing. "The SLO Mentor Program allows officers to experience what real community policing is as opposed to just giving it lip service," said Miller, who added, "The program also familiarizes an officer with what a SLO really does and the major impact they have on crime. Senior Lead Officers provide the community with education, which helps people to become an officer's eyes and ears."

Not surprisingly, SLOs Reade and Ro are strong proponents of the program. "I definitely recommend the SLO Mentor Program to other officers. I think if we (SLOs) took the time to teach officers at an early stage in their careers everything that I learned during

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## Los Angeles Police Commission Significant Accomplishments – 2004

The following are the major accomplishments of the Board of Police Commissioners during the 2004 calendar year.

### *Eliminated Code Two High Dispatch*

To more effectively manage the calls for service, the Police

Commission eliminated the “Code Two High” dispatch classification.

This allows the dispatcher to determine if a call falls into the “Emergency” or “Urgent” classification. This action has contributed to the Department’s

decrease in response time.

### *Revamped Reserve Corps*

Under the leadership of the Police Commission, the Department enhanced the Reserve Corps by improving recruitment techniques, creating additional ranks, and adding additional responsibilities. The Reserve Corps is more important than ever right now due to City budget shortfalls. These officers, who hold the same authority as paid officers, offer an incredible service to the Department and the City of Los Angeles.

### *Oversaw substantial compliance with the Consent Decree*

Under the leadership of the Police Commission, the LAPD achieved substantial compliance with the Federal Consent Decree on June 15, 2004.

Substantial compliance must now be maintained for two years after that date.

The Consent Decree has created an improved Department that now sets standards nationwide in terms of law enforcement best practices.

### *Hired Executive Director Richard Tefank*

Richard Tefank served as the Assistant Inspector General and also held the position of Chief of Police in Pomona and Buena Park.

### *Responded to the June 23, 2004, Southeast Area Use of Force incident with an effective Plan of Action*

In response to the “Stanley Miller” incident, the Police Commission issued a Plan of Action which was designed to address all possible concerns, internally

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Left to right, front row: Commission President David S. Cunningham, III, and Vice President Alan Skobin. Back row: Commissioner Corina Alarcon, Commissioner Rick Caruso, and Commissioner Rose Ochi



## Recent Actions by the Police Commission

- JANUARY 4** The Commissioners outlined their individual goals for 2005. Goals included improvement regarding retaliation issues, improved officer safety, elimination of red tape, enhanced community policing, and improved intake of complaints.
- JANUARY 11** Approved the new Flashlight Policy. The policy basically states that the use of a flashlight as an impact device is discouraged.
- JANUARY 18** Commissioner Caruso announced the poll results for the probability of a half-cent sales tax measure passing on the Citywide May ballot.  
Reviewed the schedule of community meetings regarding Pedestrian and Motor Stop Data Analysis.
- JANUARY 25** Reviewed the report on efforts to recruit openly gay and lesbian police officers.

## Accomplishments – 2004

*Continued from page 4*

and externally. The document includes review of extensive dialogue with the community and a critical analysis of related policy. This effort has already resulted in the creation of a “Flashlight Policy.”

*Directed the production of “The Status of Domestic Violence in Los Angeles” report*

In cooperation with the Los Angeles Commission on the Status of Women, the Police Commission

directed the production of a research report which will be a comprehensive and current study of domestic violence in Los Angeles. This topic continues to be of the utmost importance in law enforcement as a large percentage of calls for service are related to domestic violence. The report is expected in early 2005.

*Reinvigorated Recruitment*

The LAPD is hiring and the Police Commission helped to get the word out. The Police Commission assisted in the creation of the Recruitment Advisory Committee to target individuals of color for an exciting career at the LAPD. □

## The SLO Mentor Program: *Continued from page 3*

my loan, the Department and the community would benefit greatly,” said Reade. Ro also noted, “A unique job like this is not for everyone. A temporary loan to the SLO Mentor Program allows an interested officer to see if they think it is right for them.”

Officers who think the SLO Mentor Program might be right for them are asked to submit an Employee’s Report, Form 15.7, to their Area commanding officer. In their selection process,

commanding officers should consider an officer’s history of problem solving and working well with other officers and the community.

For those like Reade or Ro who are selected, officers soon learn community-policing essentials. As Page Miller put it, “Technical gadgets and advancements are great, but what really engages the community is the one-on-one experience with a real officer who cares.” Or, as she also

observed, “Partnerships must be built and trust takes time.”

In an ongoing effort to promote and strengthen the SLO position, the Community Policing Unit is making strides in educating officers about the SLO Mentor Program. If you would like more information about the program, please contact the Community Policing Unit at (213) 473-4530. □

## National Police Week

In October 1962, a joint resolution became public law authorizing President John F. Kennedy to proclaim May 15 of each year as Police Officers’ Memorial Day, and the calendar week of each year which May 15 occurs as National Police Week. The Los Angeles Police Department will commemorate National Police Week with the following events: *LAPD Candlelight Vigil on Wednesday, May 18, 2005, at 7:30 p.m., at the Ahmanson Recruit Training Center, 5651 West Manchester Avenue in Westchester.* This event will include a brief service in front of the facility. The names of the officers killed will be displayed during the event. This promises to provide a unique opportunity for the Department, community, and family members of fallen officers to gather together and continue our promise to “Never Forget” those who have made the ultimate sacrifice. For more information, contact Sergeant Maltez at (213) 485-0703.

*LAPD Memorial Ceremony on Thursday, May 19, 2005, at 10 a.m.* The ceremony takes place at the Los Angeles Police Memorial in front of Parker Center, 150 North Los Angeles Street, in downtown Los Angeles. This somber ceremony of remembrance honors every fallen officer who wore the LAPD badge. The public is welcome to attend this event as we remember our past heroes.

*Interfaith Day of Prayer on Sunday, May 22, 2005, at Saint Michael’s Catholic Church, 1016 W. Manchester Blvd. at 4 p.m.* This non-denominational service will again be held to acknowledge and support the commitment to public service that the men and women of the Los Angeles Police Department uphold daily. The public is invited to join us on this momentous occasion as Department members affirm our mission to “enhance public safety while working with the diverse communities to improve their quality of life.” □

*Have a success story from your Unit, Section, Division, or Area? Submit it for publication in The BEAT. Send it to Editor, The BEAT, Public Communications Section, Mail Stop 400, or call (213) 485-3281. Be sure to list a contact person with a phone number.*

## Chief's Message *Continued from page 2*

is improved officer safety. More officers means more back up, more quickly, when you need it.

On the issue of promotions, we have resolved issues involving the 2000 through 2002 Sergeant's list. Thirteen officers will be promoted to Sergeant on March 6 from that list. Additionally, it is expected that the existing Sergeant's list will be certified by Deployment Period 3. From April through June, and dependent on the availability of funds and additional retirements, an additional 24 Sergeants will be promoted, as will five Lieutenants, one Captain, and one Commander. This will complete the filling of 184 promotions and paygrade advancements the City Council provided for during this fiscal year.

Regarding the political discussion surrounding the 3-12 work schedule, the simple fact of the matter is that it works for this Department. It's not the best schedule in the world, nor is it the worst, but it makes us competitive with other police agencies, and helps to retain personnel. Along with your union, I will continue to support it as part of our comprehensive staffing plan, while closely monitoring it for improvements and the prevention of abuses.

As part of our continuing effort to be recognized as a law enforcement leader in designing and implementing procedures, protocols, and practices, the Department will be involved in sponsoring three major conferences. The Development Conference for the LAPD Leadership Institute will take place in early April; the National Gang Executive Session II, which is part of a three-part series, is also scheduled for

April; and the Major Cities Internal Affairs Conference will take place in the spring. Each of these events will help strengthen our reputation as a major player in international policing circles, helping us to enhance our stature as the premier law enforcement organization in the nation, if not the world, recognized for our innovation and best practices.

You have all worked hard to make

this a dynamic, creative, and efficient organization. As we stretch further to reduce crime, comply with the Consent Decree, and strengthen our defenses against terrorist attacks, we should all feel proud of the dynamic changes that are occurring in this great Department. I know I'm proud to be a part of it, and proud to lead you, the men and women of the LAPD. I hope that you share that pride. □

## New Technologies to Fight Crime

*Continued from page 1*

plate-recognition system has also been deployed in Rampart Area. A patrol vehicle has been equipped with both forward and rear facing video cameras, as well as a mobile data computer. This system has the ability to scan, recognize, and process the plates of several hundred cars within a 15-minute period. The license plates are automatically cross-checked in real time against a number of local and national database to identify vehicles that are of interest to law enforcement. The Rampart Area patrol vehicle had been deployed for six days and automatically detected ten stolen vehicles.

The third major technological innovation within Rampart Area involves facial-recognition software. This system was developed by Neven Vision, and it works with the camera surveillance system. Facial-recognition software has the ability to analyze images of human faces for the purpose of comparison and identification. This software works by digitally capturing images of human faces, and then comparing those facial images with images previously stored in a database.

This software allows for the scanning of fugitive suspects within the target area. It can also be deployed in a patrol vehicle to assist in the efficient identification of members of criminal street gangs who have been served with permanent gang injunctions. Arrests, however, are not made solely upon the automatic facial-recognition software. The software is used merely as a tool to browse more quickly and efficiently through a potentially large database of facial images. The responsibility to conduct an investigation to confirm the identity of persons who have been preliminarily identified by the software, remains with the investigating officer. To date, there have been 19 arrests made with the assistance of facial-recognition software.

The use of these technological innovations are part of the Los Angeles Police Department's continuing commitment to employ the latest and most efficient law enforcement tools in order to protect all persons within the City of Los Angeles from criminal threat. □

**THE FOLLOWING PERSONNEL WERE COMMENDED BY THE COMMUNITY IN THE MONTH OF JANUARY 2005**

**POLICE SERVICE REPRESENTATIVE**  
Pattie Service

**POLICE OFFICER I**  
Landon Dorris  
Mark Fassam  
Paul Ricchiazzi

**POLICE OFFICER II**  
Davir Abdalian  
Richard Acosta  
Christy Adriano  
Paul Ahn  
Jesse Audelo  
Patrick Beighly  
Tracey Black  
Leroy Block  
Francis Boateng  
Paul Bowser  
Alonso Canche  
Brenda Castro  
Ryan Cooper  
Sandra Escalante  
Lyle Estanol  
Sara Faden  
Chris Formby  
Douglas Gerst  
Jaime Gonzales  
Michael Grant

Marie Grebinski  
Ruth Hawkins  
Mark Holbrook  
David Hopkins  
Alex Howell  
Edward Hulbert  
Jose Hurtado  
Daniel Johnson  
Steven Johnson  
Angela Krieg  
Jimmy Linder  
Chris Martinez  
Glen Maughan  
Gary Miller  
Hamed Mohammadi  
Javier Montenegro  
Carlos Moya  
Sean Murtha  
Paul Quan  
Jeffrey Quinlan  
John Redican  
Ronald Roberson  
James Sannon  
Tim Scully  
Harry Sims  
Jorge Torres  
Herman Van Twist  
Raymond Wong  
Juan Zendejas  
Chris Zine

**POLICE OFFICER III**  
Ernest Avila  
Melissa Ayala  
George Chavez  
Joshua Chong  
John Collyer  
Jhoel De Jesus  
Ron Dewyke  
John Dohle  
Arturo Espinoza  
Carla Ford  
Marcus Gibbens  
Mike Goosby  
Patricia Guessferd  
Steven Hennigan  
Lin Hom  
Ernest Ignacio  
Daniel Kemble  
Sean Kim  
Joseph Kuns  
Tony Ljubetic  
Thomas Loera  
Julie Munson  
Tony Lopez  
Anthony Pack  
Eva Perry  
Mike Peters  
Robert Peters  
Floro Pinzon  
Armando Ramirez

Steven Rausch  
Christopher Razo  
Don Reuser  
Lou Reyes  
Mike Rippe  
Eric Rogers  
Domingo Sanchez  
Ralph Sanchez  
Mark Sauvao  
Dave Stambaugh  
Fred Starkey  
Jeff Stewart  
Justin Stewart  
Richard Suviate  
Phillip Tate  
Don Thompson  
Philip Thompson  
Raymond Villalobos  
Thomas Wong  
Don Wynne

**DETECTIVE I**  
Michael Brox  
Michelle Diaz  
Robert Dinlocker  
Lee Ann Jones  
Terrie Lujan-Illsley  
Michael Majors  
Paul Miller  
Bourbon Quijano

**DETECTIVE II**  
Gilbert Escontrias  
David Wentworth

**SERGEANT I**  
Michael Arminio  
James Canales  
Richard Duran  
Ietia Eston  
David Ferry  
Bryan Lium  
Michael Mattox  
Michael Morisseau  
Brian Morrison  
Derek O'Donnell  
Allen Seegert  
Carlos Solano

**SERGEANT II**  
Vance Bjorklund  
Edward Dadisho  
Raymond Maltez  
Alfred Pasos  
Bob Riebolt  
Douglas Roller  
John Russo  
Francine Spada  
Walter Teague  
Robert Teramura  
Mark Tharp

Mike Ventura  
Natalie Williams

**DETECTIVE III**  
Ricky Green  
Anthony Moreno

**LIEUTENANT I**  
William Scott

**LIEUTENANT II**  
Bob Green  
Bill Hart  
Duane Hayakawa  
Emmanuel Hernandez  
Ron Spicer

**CAPTAIN II**  
Jim Bower  
Greg Meyer  
Charles Roper  
Bill Williams

**CAPTAIN III**  
Wally Graves  
Thomas Runyen  
Ron Sanchez

**West Valley's Eye in the Sky**

“Out of the clear blue of the western sky comes Sky King.” That was the opening of the popular television series that many of us remember from our youth. Presently, in West Valley Area, that phrase carries new meaning.

Officer Brent Rygh, of West Valley Area, converted his radio-controlled airplane into a flying eye in the sky, by attaching a digital camera to



Pilot Brent Rygh (right) and Co-pilot Ron Owen with camera airplane that has become West Valley's eye in the sky.

the aircraft. The plane can be used to map out tactical locations in the West Valley Area.

Using a battery-operated motor, it has the ability to take numerous photographs during a flight. The radio-controlled plane, that was designed to be used as a trainer for new pilots, was modified by Officer Rygh to hold a digital camera. It can fly for roughly 30 minutes and take approximately 180

digital photographs while in the air. The Department is investigating this idea for other possible applications. □

**CRIME WATCH CITYWIDE**

**YEAR TO DATE - 2/26/05**

Homicide	1.2%	▲
Rape	30.0%	▼
Robbery	14.5%	▼
Aggravated Assault	29.5%	▼
Total Violent Crime	23.5%	▼
Burglary	9.4%	▼
Burglary/Theft from Vehicle	21.2%	▼
Personal/Other Theft	20.0%	▼
Auto Theft	13.4%	▼
Total Property Crime	17.0%	▼

Source ITD, LAPD

## Chris O'Donnell serves as Celebrity Host for Los Angeles Police-Celebrity Golf Tournament

The 34<sup>th</sup> Annual Los Angeles Police-Celebrity Golf Tournament will be held on Saturday, May 21, 2005, at Rancho Park Golf Course in West Los Angeles. This year's celebrity host will be Chris O'Donnell, from the critically acclaimed movie, "Kinsey."

For those who have never attended the event, it is more than just a golf tournament and fundraiser for the Los Angeles Police Memorial Foundation. The Tournament is filled with entertainment for celebrity watchers, children, golf enthusiasts, and those looking for a family fun day. More activities for children have

been added as have new food vendors, and new LAPD equipment displays. Tickets are available from your divisional ticket coordinator at \$5 per person.

If you are a current Department employee, and would like to play in the tournament, please send a request on a 15.7 to the Golf Tournament Coordinator, Los Angeles Police Memorial Foundation, Stop #412. The deadline to request to play is April 4, 2005. Those who have not played in the past will be given priority consideration.

The Golf Tournament is the only fundraising event for the Los Angeles



*Chris O'Donnell  
Celebrity Host*

### ROLL CALL OF EVENTS

**MARCH 14, 2005  
10:00 AM**

#### **RECOGNITION DAY AWARDS CEREMONY**

Elysian park Academy Gymnasium  
(213) 847-4882

**APRIL 6-8, 2005  
10:00 AM**

#### **EXECUTIVE SESSION ON GANGS**

Downtown Marriott  
333 South Figueroa  
(213) 847-4882

Police Memorial Foundation, which provides more than \$400,000 to sworn and civilian employees and their families experiencing catastrophic circumstances resulting from death, illness, or injury.

For additional information, please call the Los Angeles Police Memorial Foundation at (213) 847-4239. □



13.6  
P.O. Box 30158  
Los Angeles, California 90030