

**OCTOBER 1999** 

## A New Role For LAPD's Threat Management Unit Pioneering Program To Help Prevent Violence In Los Angeles Schools

Violence in the schools can have devastating effects on society and the quality of life of students. Many school districts have developed and implemented guidelines that address the immediate response and procedures for critical incidents on school campuses. However, relatively few school districts have developed a policy addressing the prevention of violent acts in schools, such as the Columbine High School shooting incident in Colorado. The warning signs and risk factors involved with school campus shootings are similar, if not identical, to violence in the workplace. Being aware of these similarities, the Threat Management Unit (TMU), Detective Headquarters Division, proposed a partnership with the Los Angeles Unified School District (LAUSD) to implement Threat Assessment Teams (TAT) in Los Angeles schools.

### Chief's Message Get Guns Off Our Streets!

As the debate on gun control continues following the Granada Hills incident, I would like everyone to reflect on the core issue so evident in that tragedy.

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The TAT method of assessing violence in the workplace has been extremely effective and has been adapted by both private and public entities. In the proposal adopted by LAUSD, each team will consist of a representative from the school administration who will act as the team chairperson. Other members will include human resources, mental health, legal services, LAUSD and Police Department representatives.

The primary responsibility of TAT is to develop an immediate and long-term plan of action to resolve bona fide threats or acts of violence from both internal and external sources. Team members provide liaison with the Department and other outside sources. Team members will also be responsible for managing violence prevention programs, including needs assessment and awareness.

Detective III Greg Boles, TMU, and Dr. Kris Mohandie, Behavioral Science Services Section, have developed a Training for Trainers program. Several two-day training sessions, which featured a lecture and hands-on exercises with real-life scenarios, were held in August, 1999. The Threat Assessment Teams in schools commenced operation in September, 1999.

This innovative program is the first of its kind in the country. It is being considered by the United States Department of Education as a model program for every school district in the nation.

By Detective III Greg Boles OIC, Threat Management Unit Detective Headquarters Division (213) 473-7486

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### Chief Seeks End to Gun Violence Through New Laws

(The following is an excerpt of a report submitted by the Chief of Police to the Board of Police Commissioners on August 23, 1999. The next issue will feature the report's attachment on the 1999 state and federal firearms legislation.)

The national outrage which followed the murder of a postal worker and the live television coverage of LAPD officers escorting three, four and five year old children from a day care center after a man attacked that facility with assault weapons has galvanized the public will. The vast majority of this nation is now demanding decisive and proactive measures to stop the killing and many people are looking to their police officials for leadership in that effort. The LAPD accepts that challenge and, consistent with the City's Legislative Policy regarding gunfire reduction, I have taken the following position regarding firearms:

- First and foremost, we must pursue a total ban on assault weapons and cheap firearms. There is no place in today's society for weapons whose primary purpose is the efficient and effective taking of human life or weapons of poor quality. Assault weapons were made to kill people and, just like full automatic weapons and silencers before them, they must be removed from our communities. Some time ago, the Los Angeles Police Academy decided to discontinue selling banned weapons, even though it is not legally required to do so. As a nation, we have danced around this issue long enough and it is time to enact simple but effective laws.
- Given the ease with which firearms are moved about our communities, the best solution to firearm violence is available at the federal level. However, state and local jurisdictions should not be preempted from imposing more stringent gun restrictions than are currently required by federal or state legislation.
- We must continue our efforts to strictly review and evaluate each application for a concealed weapon permit. The issuance of a permit to carry a concealed weapon is and should continue to be a privilege granted to few individuals under circumstances where protection with a lethal weapon is justifiable and necessary. It should continue to fall solely within the purview of the Police Chief/Sheriff

- who is responsible for the safety of their specific jurisdiction and not with any outside entity.
- We must regulate the private sales of guns to mirror the regulations for retail sales. Optimally, this would include a complete ban on gun shows; but at a minimum, firearms sold at those shows must be regulated much more stringently.
- Gun purchasers must be required to attend education and training courses prior to taking possession of a firearm.
- A fingerprint(s) must be obtained before anyone can pawn a firearm and a criminal record check must be conducted before anyone is allowed to redeem or purchase a pawned firearm.
- Fingerprint identification must be obtained prior to the purchase of ammunition.
- An annual inspection must be conducted of all gun stores and gun dealers including the inspection of all documentation.
- We must require the inclusion of a gun safety device with each firearm purchase or transfer. In addition, we must demand continued research by the federal Department of Justice (DOJ) and gun manufacturers to develop "smart gun" technology. (This is very similar to the motion recently introduced by Councilman Mike Feuer.)
- Each gun manufactured should be test fired by a DOJ certified independent laboratory and the ballistic information from that test stored in a national data bank before the firearm is delivered to its primary owner.
- The national ballistic data bank should be queried before a firearm is sold or transferred to any secondary owner.
- We must continue to emphasize and expand ATF tracing of all guns involved in crimes and establish compatibility between the two federal ballistic data banks (FBI/ATF).

Cumulatively, these initiatives, including the complete removal of assault weapons from our communities, will greatly improve public safety throughout the nation and certainly in our large cities. Noticeably absent from this list are gun buyback programs. Generally, we have found those programs to be ineffective for a number of reasons including the money and paperwork required for such programs. However, we

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#### Chief's Message

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During the 10 years the United States officially had combat troops in Vietnam (1965 to 1975), nearly 57,000 young soldiers were killed. The photographs, news clips and reporters' accounts of those young men dying, their remains being placed in body bags for the return home to their grieving parents, wives and children, literally brought this nation to its knees. However, over the past 10 years (1987 to 1997), four times as many people (217,853), mostly our children, have been murdered on our nation's streets. Over 65% of those murders (143,000) were committed with firearms.

Where's the public outcry? Where are the marches on our state capitols, college campuses or Washington D.C. to demand relief from this senseless carnage of our sons and daughters? If there is one legacy every generation owes the next, it is to protect their safety and security and we, as a nation and as a people, have failed our children miserably! There is simply no place in our cities for weapons designed for the efficient and effective killing of people. Some claim it is impossible to draft legislation which fully and accurately describes these anti-personnel weapons in order to prohibit their public possession. Garbage!

We have no problem enacting and enforcing laws prohibiting automatic weapons, parts that facilitate such conversions, and other military ordinance. Fish and game laws have been on the books for decades prohibiting the use of these weapons for hunting animals. So, why is it so difficult to find the language prohibiting the use of these weapons to hunt and butcher our children? It is not difficult at all. What is difficult is forging the public will to simply do what must be done to protect our children from the slaughter we see all too often on the nightly news. Until we take that action, we cannot and should not look our children in the face and try to tell them we have done the best we can to provide for their fundamental safety. As a people who claim to be world leaders, we should all be ashamed! Oh, when will we ever learn!

BERNARD C. PARKS Chief of Police

(The preceding re-worded letter was published in the Los Angeles Times, Metro Section on August 13, 1999.)

#### **Gun Laws**

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believe there may be a more effective solution which we will discuss during the Commission meeting.

Clearly, many local, State and federal legislators have taken a leadership role in actively pursuing gun violence reduction strategies. Nowhere has that leadership been more evident than in the City of Los Angeles which has enacted several benchmark ordinances regulating firearms at the local level. However, the most effective solution to gun violence reduction is only available at the federal level which has the authority to enact laws transcending municipal and State boundaries. Our legislators at the federal level simply must step up and do what must be done to protect our families and our children.



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## Raquelle de la Rocha Named To Board of Police Commissioners

On June 22, 1999, Raquelle de la Rocha was appointed to a five-year term as a Los Angeles Police Commissioner by Mayor Richard Riordan. She assumed her post in July 1999.

A second generation resident of Los Angeles, Commissioner de la Rocha is an experienced labor attorney, university and law professor, prolific lecturer and award-winning community leader. She is a graduate of the University of California at Los Angeles (UCLA), where she received her law degree as well as her BA degree, *cum laude*. She is currently counsel to the firm of Ballard, Rosenberg & Golper, where she practices labor and employment law on behalf of management.

Commissioner de la Rocha, 41, is one of the City's most dedicated public servants, recently serving as a Commissioner with the Los Angeles City Ethics Commission, serving as President from 1995 to 1997, and Vice President from 1998 to 1999. Previously, de la Rocha served on the California Fair Political Practices Commission, the Los Angeles Board of Civil Service Commissioners, and the Los Angeles City Commission on the Status of Women.

As a UCLA lecturer and professor since 1991, Commissioner de la Rocha has taught numerous courses, including Trial Advocacy, Employment Discrimination, Professional Responsibility, and Jurisprudence of Sexual Equality. She has lectured in the U.S., Mexico, and Japan on sexual harassment, legal ethics, campaign finance ordinances, and the legal profession.

Commissioner de la Rocha has received honors and awards for her voluntary contributions, including the prestigious Woman of the Year award by the Mexican American Opportunity Foundation. She currently serves on the Governing Board of Encino/Tarzana Regional Medical Center, and is a former Board Member of the Mexican American Bar Association of Los Angeles, the Leukemia Society of

America, and Tree People.

She is married to Daniel Bussel, a Professor of Law at UCLA, and is the mother of two daughters and a son.

By Ken Ferber Public Information Director

# Excerpt from a letter by Edith R. Perez, Former President, Board of Police Commissioners to Mayor Richard Riordan:

The most significant moments of the job were attending the monthly evening community meetings in one of the 15 City Council Districts, another initiative of this Commission. To leave Parker Center and be in the heart of various Los Angeles communities to hear first-hand residents' public safety concerns -- this was time extraordinarily spent. The saddest moments of the job were attending the too often funerals of officers killed in the line of duty and telling their children that this Commission could not bring their parent back to our world.

As we enter into the next century, the public can be proud of the new LAPD as it has become a 21st Century community-based police organization. In addition to experiencing more than 13% decline in crime overall for last year, this Commission ensured that the LAPD of today is more representative of the community it serves and makes a greater effort to promote gender and racial diversity in the selection of candidates to the Police Academy, and in promotional opportunities within the LAPD, all in an effort to provide the highest quality of service possible.

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# Career Path: College As Option Or Step To Promotion

Law enforcement has undergone major changes in recent years making it an increasingly sophisticated profession. As the profession changes, Los Angeles Police Department (LAPD) employees have been required to spend an increasing amount of time in continuing education. The education requirements have expanded as a result of three changes—revised state requirements, revised Department requirements, and general changes in law enforcement. All future trends point to the need for law enforcement officers to possess complex skills to deter and solve crimes. As a result, officers will continue to be enrolled in specialized courses to keep their skills updated and all levels of officers will increasingly possess advanced certificates and degrees.

For those officers considering completing a college degree or beginning a new degree program, the following guidelines apply:

#### Deciding whether to return to school

- Determine your time and lifestyle commitment based on your personal needs. Recognize that all of us have "stages" in our lives when specific activities dominate. Don't compare your needs and values with those of your co-workers.
- Assess your short-term versus long-term priorities.
- Consider revising your job assignment while in school.
   LAPD job assignments vary greatly in the ease with which they can be combined with the demands of a degree program.
- Remain aware of the qualifications of competing candidates for any promotions. The Department sets the minimum requirement; the competition sets the standard.

#### Assess Your Current Status

- Gather transcripts from all the schools you have attended.
- Review information available at the LAPD Career Development Centers (CDC). Also, obtain a formal

- evaluation of your credits from the admissions counselor at the school that awards your degree.
- Research financial aid or loan programs through the college financial aid office, the LAPD CDC, or the Internet at <a href="https://www.finaid.org">www.finaid.org</a>.

#### Choose a Major

- Choose a subject area that reflects your personal interests and strengths.
- Remember, LAPD has the need for many different skills.
- Examine the required course listings to be sure your objectives are met.
- Ask yourself, "Would I choose this same major if my life circumstances changed?" and, "How does this (degree, major) fit in with my plans for retirement from the LAPD?"

# Get information and advice from the LAPD Career Development Section

- Research several colleges by reviewing college catalogs or look for updated local college information on the Internet at www.at-la.com.
- Obtain counseling about your choice of major and college.
- Obtain information about degree and non-degree programs with flexible scheduling geared to working adults.
   Check California's Virtual University at www.vudesign.ca.gov.
- Obtain referrals for strengthening a particular skill. The LAPD CDC and your college counseling office can assist you with this information.

# Keep in mind requirements for coveted or promotional positions

 Promotional positions within the LAPD require excellent writing skills. If you are planning to work in positions which require writing and research skills, enroll in

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#### **Excerpt**

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Of course, there is always room for improvement, and days when the LAPD must answer hard questions for which it may not always have the best answer.

The only real measure of police reform, however, is whether or not the LAPD's customers and its boss - the public - believe the quality of service has improved. From the dramatic reduction in violent crime, far exceeding the national average, to the comments we have heard at monthly Commission community meetings, it seems apparent that the LAPD has regained public confidence and support.

I am confident that my fellow Commissioners will continue to aggressively monitor the effectiveness of reform and will work with Chief Bernard Parks to keep the LAPD on a progressive track. It is a noble challenge for the 9,600 LAPD officers to cover 465 square miles and serve nearly four million people every day and every night of every year. It is a challenge that I believe the LAPD, and this Commission, have effectively met and are capable of continuing to effectively meet.

Thank you again Mayor Riordan for the opportunity to serve the people of Los Angeles.

(Edith Perez has been appointed to serve in the Defense Advisory Committee on Women in the Military Services by Secretary of Defense William Cohen in April 1999.)

#### **Career Paths**

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these courses first if taking a degree program. Courses in writing and analysis are useful in preparing for many coveted and promotional positions. Areas such as Internal Affairs Group, all adjutant positions, all staff positions, and many other positions require superior writing skills.

• Promotional positions and many community-oriented positions require good presentation skills. Positions as senior leads, DARE officers, and media representatives, to name a few, all require officers to have excellent speaking skills. In addition, the ability to present your personal qualifications during the oral interview stage is a critical skill for promotion. Whenever possible, schedule course work in oral presentation skills in the early part of your degree program.

<u>Don't focus on degree programs as the only solution</u>
More than ever, many options exist for employees to increase their skills and to obtain education while employed.
Using an Internet connection, employees can now build specific skills during periods when attendance in a degree

program is not possible. Employees can build computer skills, learn about potential programs, degrees, and future careers in online chat rooms, and build valuable research skills. Success is finding the right option for <u>you</u>.

By Ray Crisp, Brenda Thompson and Sylvia Landis Employee Opportunity and Development Division

October is Halloween Crime Prevention Month. The Community Liaison/Crime Prevention Unit has a circular for distribution to help educate the public regarding Halloween Crime Prevention and to impart basic crime prevention techniques for increasing the security of children during Halloween. Halloween is an exciting time of the year and a particularly special treat for children. However, on this day, mean tricks and unnecessary hazards sometimes occur. Questions regarding the circular should be directed to each Area's Community Relations Section Officer or the Community Liaison/Crime Prevention Unit at (213) 485-3134.



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# **BEATS** & PIECES...

Do you have an interesting tidbit to share? A little known historical fact about the Department? Lighthearted and informative stories of interest to all? Then submit your material to Public Affairs Unit (PAU) for consideration. Submissions can range from a sentence to a three-paragraph story. The deadline is the first Friday of each month for the following month's publication. Please provide either a hard copy and/or a disk in Word or Word Perfect formats to Room 731, Public Affairs Section, Mail Stop 400, Parker Center, (213) 485-3281, fax (213) 485-1952

#### Did you know that...

Edith Perez was the first Latina president in the history of the Los Angeles Police Commission since it was established in the 1920s. She served a five-year term that ended in June 1999.

The first Medal of Valor Award was given to Frank F. Harper on June 30, 1925.

# Excerpts from e-mails to <a href="https://www.lapdonline.org">www.lapdonline.org</a> after the August 10, 1999 Granada Hills Shooting:

We wanted to congratulate the outstanding police officers who were so gentle and protective of the little babies they walked across the street to safety. The images of the officers carefully tending to those little ones with such calm, caring demeanor will forever be etched in our memories!!! Great job!! Thank you.

Gerry Molella Savannah, Georgia

I completely agree with your (Chief Parks) statement (published in the Los Angeles Times, August 13,1999)... Your article was very eloquent. We must ban these assault rifles and rapid fire handguns. During the 1950s and early 1960s

when I was growing up, any argument that proceeded to actual conflict was limited to hand- to-hand combat (or on some rare occassions with knives). The MEANS to inflict certain death and serious wounds to others was limited to one person at a time, and it usually depended upon the relative size and physical strength of the combatants. Today, modern technology and the availability of weapons designed for war have changed everything. Now a puny kid (or a puny insane adult) can compensate for the lack of size, strength and mental maturity to obliterate human beings in much greater numbers. These weapons can not logically be said to be useful for hunting animals. They are designed and used for killing people. Police men and women are in the front line trenches of this carnage. I am amazed at their restraint in the face of such weapons. I am pleased that someone of your stature has decided to take a strong leadership role in this endeavor. We must follow your lead. How can we help?

> James L. Farber Mission Viejo, California

#### Chief Leads AIDS Walk City Team

This year's team leader for the City of Los Angeles, Chief Bernard C. Parks is inviting all Department employeees to support the 1999 AIDS Walk Los Angeles on Sunday, October 17, 1999. The City's team will join thousands of individuals and hundreds of teams to raise money for the fight against AIDS. The 15th annual event, a 10K (6.2 mile) fundraising walkathon, which benefits AIDS Project Los Angeles (APLA), will be held at Paramount Pictures in Hollywood. For more information, call Anna Russo, Personnel Group at (213) 485-8890.



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## **Commendations**

The Chief of Police received the following personnel commendations from August 1-25 from outside the Department.

Rank	Name	Assignment
Captain III	Joseph Curreri	Devonshire
Captain II	Donald Charles Floyd	Financial Crimes
Lieutenant II	Charles Gregory Roper	Uniformed Support
Lieutenant II	Ronald A. McCall	Metropolitan
Detective III	Alicia Wolin	Valley Bureau, CRASH Unit
Detective III	Anthony R. Moreno	Detective Support
Detective III	Michael Lee Woodings	Burglary-Auto Theft
Detective III	Gregory J. Schwien	Financial Crimes
Detective III	Mark Steven Zavala	Burglary-Auto Theft
Detective III	Larry Richard Dolley	West Valley
Detective III	Rene Lacasse	Financial Crimes
Detective III	Lyle C. Prideaux	Harbor
Detective III	Matthew Vincent Mahoney	77 <sup>th</sup> Street
Detective III	Harold Craig Rhudy	Van Nuys
Detective III	Richard C. McElroy	Organized Crime & Vice
Detective III	Dolores M. Spradling	Northeast
Detective II	Brent R. Josephson	South Bureau Homicide
Detective II	Belinda Gomez	Financial Crimes
Detective II	Duane Lee Burris	West Valley
Detective II	John Philip	Van Nuys
Detective II	Dave Eugene Harned	Financial Crimes
Detective II	Clarence William Speer III	Robbery-Homicide
Detective II	John E. Miller	Hollywood
Detective II	Jerry J. Greenfield	Rampart
Detective II	Martha G. Herrera	Rampart
Detective II	Thomas J. Murrell	Rampart
Detective II	Eric Kendall Sage	Juvenile
Sergeant II	Francine Paulette Spada	Community Relations
Sergeant II	Danny F. Mastro	Devonshire
Detective I	Daniel Jaramillo	Hollenbeck
Detective I	Julie Marie Sullivan	Harbor
Detective I	John Rodriguez	Financial Crimes
Detective I	Wayne J. Carrey	Detective Support
Detective I	Luis Ernie Torres	Financial Crimes
Detective I	Olivia D. Joya	South Bureau Homicide
Sergeant I	Sanford M. Rosenberg	Northeast
Sergeant I	John C. Amendola	Rampart
Sergeant I	Kelly Kristine Arnett	Southeast
Sergeant I	Ellis Imaizumi	Southeast
Sergeant I	Wesley Tad Buhrmester	Foothill
Sergeant I	Mark Joseph Arneson	Pacific
Sergeant I	Steven L. Cook	Uniformed Support
~		* *



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### 1998 Medal of Valor Recipients Honored

This year's Medal of Valor Awards Luncheon was held on Wednesday, September 15, at the Regal Biltmore in Downtown Los Angeles. Chief Bernard C. Parks presented the prestigious award to 18 police officers who have distinguished themselves by conspicuous bravery or heroism, above and beyond the normal demands of police service. To be awarded the Medal of Valor, an officer must have performed an act of extreme courage while consciously facing imminent peril. Stage, television and film actor Tony Danza, best remembered for his lead role in the television series, "Who's the Boss?," served as narrator.

Officer Jack Parker and Reserve Officer Debra Fairchild received the Medal of Valor for bravery displayed during the pursuit of a suspect armed with a semi-automatic handgun. Both officers were off-duty at the time.

Officers Bruce Hunt, James Veenstra, Louis Villalobos, Ossie

Crenshaw, David Rodriguez, Joseph Kalyn, Chris Dunn, Chris Yzaguirre, Craig Hewitt, Ryan Clark, Andrew Azodi, John Constable, Jude Bella, and Kevin Foster received the Medal of Valor for bravery displayed during a deadly incident with an armed barricaded suspect.

Officers James Edwards and Rex Yap received the Medal of Valor for bravery displayed during a pursuit involving two armed gang members.

Established in 1925, the Medal of Valor Award recognizes acts of heroism, bravery and self-sacrifice. It is the Department's highest award signifying courage above and beyond the call of duty. This year's recipients bring the total to 486 Los Angeles police officers whose fearless acts exemplify the Department's best and finest.

> By Steven Reifel Public AffairsUnit

#### Commendations

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Rank	Name	Assignment
Sergeant I	Michael L. Marco	77 <sup>th</sup> Street
Police Officer III	Randall Michael McCain	Central
Police Officer III	Bart Richard Landsman	Southeast
Police Officer III	William George Hallett	Pacific
Police Officer III	Stanley Arthur Wiedenhaupt	Foothill
Police Officer III	James Roland Cypert	Crime Prevention
Police Officer III	Randy Deon Canister	Wilshire
Police Officer III	Dennis J. Lynch	Narcotics
Police Officer III	Luis Carlos Contreras	Rampart
Police Officer III	Craig Dickson Kitchener	Van Nuys
Police Officer III	Thomas Ewell Bibbs	Van Nuys
Police Officer III	Ernest D. Caldera	Southwest
Police Officer III	Perry L. Griffith	77 <sup>th</sup> Street
Police Officer III	Michael B. Shea	77 <sup>th</sup> Street
Police Officer III	Maria C. Marquez	77 <sup>th</sup> Street
Police Officer II	Gregory Al Espinosa	Rampart
Police Officer II	Arturo Rico	Rampart
Police Officer II	Lee Jay Jensen	Transit Bus
Police Officer II	Stacy Dolores Pierce	Transit Bus
Police Officer II	Allen B. Daines	Detective Headquarters
Police Officer II	Scott G. Davis	Burglary-Auto Theft
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#### **Commendations**

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Rank	Name	Assignment
Police Officer II	Kevin M. Kirsch	Pacific
Police Officer II	Dean Russell DiPaola	Van Nuys
Police Officer II	Tanya Marie Hanamaikai	Crime Prevention
Police Officer II	Cynthia Deinstein	D.A.R.E.
Police Officer II	Hilda Mae Kendricks	Pacific
Police Officer II	David Lee Mock	Pacific
Police Officer II	Carlos Garcia	Central
Police Officer II	Edward Hulbert	Detective Support
Police Officer II	Roger F. Johnson	Newton
Police Officer II	Todd P. Burns	77 <sup>th</sup> Street
Police Officer II	Joe D. Garcia	Rampart
Police Officer II	Armand M. Perez	Rampart
Police Officer II	Robert Calzadillas	Rampart
Police Officer II	Sean Parker	Rampart
Police Officer II	Fidel Gonzalez	Hollywood
Police Officer II	James E. Hoffman	West Bureau, CRASH Unit
Police Officer II	Armand M. Perez	Rampart
Police Officer I	Mario Barillas	Foothill
Reserve P.O. Technical	Suzanne L. Caron	Van Nuys

The BEAT is published by Public Relations Unit, Community Relations Section. Please direct suggestions or comments to Lt. Anita McKeown or Henry Ong, Editor, Public Affairs, Room 731, 150 North Los Angeles Street, Los Angeles, CA 90012. Telephone (213) 485-3281. FAX (213) 485-1952. Web site is http://www.lapdonline.org. Reprinting of this publication for educational and non-profit purposes is permitted.