



ANOTHER DEPARTMENT FIRST: NATIONAL COUNTER-TERRORISM ACADEMY

Chief Bratton announced the beginning of a pilot program for what is considered to be the first National Counter-Terrorism Academy on Monday, March 10, 2008, at the Ahmanson Recruit Training Center in Westchester. The academy, or NCTA, is a partnership between the Department and the Manhattan Institute think tank, and will give state and local cops the training they need to be a vital tool in the war on terror. The program, which will run through the end of July, is expected to bring world-class counter-terrorism training to nearly 70 members of 27 agencies throughout California and Nevada, including the Los Angeles Fire Department and Federal Bureau of Investigation.

NCTA operates using the belief that the principles of the Broken Windows theory and the COMPSTAT system-empowering cops to prevent, rather than simply respond to, crime- should be applied to terrorism. By creating an

environment hostile to terrorists with improved training among police and strong police-community ties, America's cops have the potential to actively prevent disasters rather than responding to them. The NCTA will tap into the potential of this first preventers-style of policing by training street-level officers to recognize signs of terror-related activity and to properly share and analyze intelligence with the cooperation of federal authorities.

"Police officers are out in the communities every day, gathering critical information and fighting crime. With the proper training, we can apply the skills we already have to the fight against terrorism as well," said Chief Bratton. "This academy will offer standardized, counter-terrorism training that teaches us how to apply the crime-fighting and information-gathering strengths we already have to the issue of terrorism."

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NATIONAL COUNTER-TERRORISM ACADEMY





Chief's Message ... William J. Bratton, Chief of Police

MacArthur Park Update

Since the unfortunate events of May 1, 2007, each of you has worked hard to rebuild our crowd management capabilities and to move past the events of last year, which I appreciate and for which I commend you. In this address I want to discuss what we, the Department, have done and learned since that day. An episode as significant as May Day 2007 does not occur without our learning from and using it, creating new best practices for ourselves and raising the bar for our peers. And that is exactly what we are doing.

Immediately after the incident, a historically comprehensive review was conducted on the events of May Day

2007. What we learned was that, despite the obvious, most of that day went smoothly and our operations were conducted properly. As the march and rally at MacArthur Park went on, however, a small number of fractures led to failures at important junctures, which resulted in our inappropriate crowd management and crowd control actions. The review included an in-depth analysis of points of failure in what happened on that day. The contents of this report were published and presented to the Police Commission and to the Department. We were brutally honest and self-critical in the report.

One of the principal recommendations made by the report was the creation of the new Incident Management and Training Bureau- IMTB- led by Deputy Chief Michael Hillmann. IMTB was responsible for developing and coordinating a set of universal and highly refined critical incident management strategies, tactics and training for the Department to employ for the present and the future. IMTB then began conducting 21st Century Mobile Field Force Doctrine Training, beginning

on July 10, 2007. Conducted by Metropolitan Division for each Area, on-site at the Joint Forces Training Base in Los Alamitos, these training sessions feature both classroom instruction and practical application in

the field. By the end of this month, every uniform officer of this Department will have attended this training, along with some 300 members of other departments including General Services and LAUSD, and even some members of the media.

In addition to these training sessions, IMTB also conducted 4-hour training sessions for every member of our command staff.

Another recommendation was the establishment of Incident Management Teams. The team concept uses select individuals with specific skill sets and interests to be incident managers. With a total of 27 members- 3 commanders and 24 captains- these teams have proven to be very effective. The benefit of the team approach is uniform, consistent incident management knowledge among the members, which will deliver uniform, consistent results every time. With an incident management team at the helm, large-scale events in Los Angeles will be policed the same way every time, no matter which team is managing it, no matter what the event is. Our incident management teams have overseen

In 2007, LAPD reduced gang homicides by 26.5%.

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The BEAT

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multiple events, including the recent Oscar and Grammy ceremonies. Of particular pride for us, the pre-Super Tuesday Democratic party debate held at the Kodak Theater was a significant success for the Department. With 2 national-level political dignitaries and hundreds of high profile individuals in attendance, the possibilities and implications were numerous. We structured this event with an incident management team in place, and we unified command with our colleagues from the FBI, the Secret Service, and LAFD, who were all present. We created one singular incident management plan that included all these agencies, with each participating equally in the planning. Cooperation and preparedness of this level is a first for this combination of agencies, and it showed in the execution. This represents major strides in a short period of time from May 2007. Eventually, in future phases, all captains and above will be trained to become members of these teams.

The next phase for IMTB is the unifying of planning methods among the Areas and Bureaus. There must be seamless singular incident management

planning and continuity of understanding of incident management planning for events. A strict, universal, uniform standard has been created, and all incident managers must apply these methods the same way. Our city is growing, and in the near future we will have entertainment mega-complexes like LA Live!, where large concentrations of people will gather for events, conventions, concerts, and movies. Incident management is essential now, and will be even more so in the future. The timing for our reform has been fortuitous.

Since the incident at MacArthur Park, the Department has been examining our protocols with respect to the media and looking at how best to work with them. We have met with members of the media to discuss changes the Department should consider making with regards to policing public demonstrations and protecting the First Amendment rights of the media. We have opened the lines of communication on issues such as media access at crime scenes, media credentialing, and ways to improve our overall relationship. We now include

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the media in our event planning process, so they are involved and have a vested interest in proper incident management. These steps have shown the media that we are being collaborative and seeking input, which was not necessarily a priority in past eras of the Department. As I have stated before, we must have a positive working relationship with the media. This relationship is an ongoing responsibility and a work in progress. We must care for it regularly.

May Day 2008 is going to be executed proficiently and professionally and will provide a venue for the Department to demonstrate to the community, and our critics, how far we've come in a year. Chief Hillmann, who will serve as the incident commander, began planning in February and his efforts have entailed communicating and forging relationships with community groups and event planners, as well as the media. The event will be managed solely on principles from the 21st Century Media Field Force Training doctrine, which states that it is our responsibility to facilitate First Amendment rights and to manage crowds at meetings, marches and rallies. Unlawful activities will not be tolerated, obviously, and we will take the necessary enforcement action,

including surgically making arrests where needed, to protect lawful activities in progress.

This time around, and going forward, we will involve the community in supporting our responsibility to help them exercise their rights while keeping the peace and maintaining public order. We will also facilitate the media, enabling them to get what they need for their reporting duties. You will see some of our more visible improvements as well: Public Information Officers- PIO- will be wearing LAPD PIO-branded vests and officers wearing helmets will feature the new fabric helmet covers, both of which will make all Department personnel more individually identifiable. You will also see our 4 new critical incident utility vehicles, which feature digital signage and speaker systems that broadcast messages audibly up to a quarter of a mile away. Most importantly, what you will see is an event managed professionally, effectively, and in such a way that the community, our peers, and all other interested parties will see a marked change from a year ago.

Our standards and practices in the area of incident management are changing the "best practices standards" for us and for our profession. Every

one of us has been recently trained and is now on the same page in terms of how we handle major events. We will be better able to serve the public and enhance our professional image and reputation. We have also used this opportunity to improve our points of contact and relationships with the city's large and diverse Latino population and the historically difficult to reach immigrant sector of that population. We now enjoy an improved level of access and communication with this very diverse community. Additionally, our improved relationships and communications with the media will further our agenda of transparency with the public.

We have taken an unfortunate event and used it for growth, learning, and improvement. The lessons learned have informed our protocols and become new best practices to such an extent that, once again, the men and women of the Los Angeles Police Department will lead the way in modern crowd control and management. We are committed as a Department to fulfilling all the recommendations contained in the MacArthur Park after-action report. That commitment will be reflected in our successful policing of the May 1, 2008, marches and rallies. □

CRIME WATCH CITYWIDE (YEAR TO DATE - 4/1/08)					
Homicide	24.1%	▲	Burglary	- 9.8%	▼
Rape	- 2.4%	▼	Burglary/Theft from Vehicle	- 12.2%	▼
Robbery	- 8.3%	▼	Personal/Other Theft	- 10.7%	▼
Aggravated Assault	- 2.4%	▼	Auto Theft	- 13.6%	▼
Total Violent Crime	- 5.1%	▼	Total Property Crimes	- 11.7%	▼
			Total Part I Crimes	- 10.4%	▼

Source ITD, LAPD

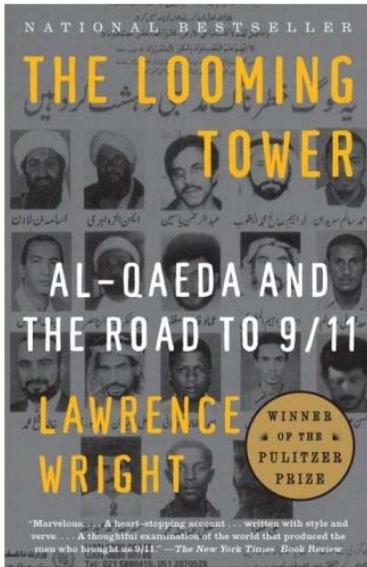
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“Although protecting Americans from acts of terror is the principal responsibility of the federal government, we know painfully well that it is the first responders who are on the front lines,” Mayor Villaraigosa said. “The National Counter-Terrorism Academy will become a cutting-edge training facility where officers will receive basic homeland security education based on curriculum specifically tailored to their needs. There is no better place than Los Angeles to serve as the hub of the wheel in this effort.”

The academy will provide courses that teach “how to understand a threat and determine its origination, how to counter that threat,

and how to develop an intelligence-led policing plan for the threat,” LAPD Deputy Chief Michael Downing said. Courses include lessons on religious extremism, homegrown terror groups, the evolution of al-Qaida and reading assignments from Lawrence Wright’s “Looming Tower,” an in-depth look at the events leading up to 9-11 and the breakdown of American intelligence.



The pilot program was funded primarily by the Ahmanson Foundation, along with state funding.

The LAPD plans to seek additional

funding for the academy in order to expand the course offerings over the next year and, eventually, to accommodate students from across the country and around the world. □



RECENT ACTIONS BY THE POLICE COMMISSION

FEBRUARY 5: Received update on the recommendations made in the report, “An Examination of May Day 2007.”

Asked the Department to return with a report on the feasibility of changing the motorcycle specifications to allow the purchase of different brands of motorcycles.

FEBRUARY 9: Office of the Inspector General held a community information session at the Lucy Florence Coffee Shop.

FEBRUARY 12: The Commissioners marked the tragic loss of Officer Randal Simmons with a moment of silence.

Received annual report from the Southwest Area Community Police Advisory Board.

Approved all Medal of Valor candidates.

Approved the Inspector General’s Complaint Investigations Audit for Fiscal Year 2007/2008.

FEBRUARY 19: Approved the Gang Enforcement Detail Command Accountability Performance Audits for both Harbor and Hollenbeck Areas.

Approved the Hunter-La Ley Second Quarter Report, Fiscal Year 2007/2008

FEBRUARY 26: Received annual report from the Hollywood Area Community Police Advisory Board.



MORE PROMOTIONS AND MOVEMENT OF COMMAND STAFF THIS MONTH

On March 12, 2008, Chief Bratton announced the promotions of three new captains to the Department's Command Staff. Among the promotions, the first Latina Captain in the Department's history, and the promotion of a 20-year veteran who is Japanese American.

"I am pleased to promote into the ranks of the Command Staff three individuals who are all truly deserving of this honor," said Chief Bratton. "Each has worked hard and prepared himself to take on the responsibility of a leadership role in the organization."



Lieutenant II Tina Nieto was promoted to Captain I, becoming the first Latina Captain in the Department's history. She will be assigned to

Hollenbeck Area as the Patrol Captain. Captain Nieto was born and raised in Southern California. She has served as the Officer in Charge of Audit Division, a District Lieutenant in Hollywood Division, a Watch Commander in Pacific Division, and has patrol experience in Pacific and Hollywood Divisions. She also served eight years with the United States Army Reserve as a commissioned officer, leaving at the rank of Captain. Captain Nieto has taught the West Point Leadership Program, has been a guest speaker at Leadership Conferences, and currently instructs for the Supervisory Leadership Institute, a program designed to enhance law enforcement supervisor's personal growth, leadership, and ethical decision-making. She has a Bachelor of Science in Criminal Justice from California State University, Fullerton, and is currently completing her Masters

Degree from the University of La Verne in the area of Leadership and Management. Captain Nieto is a Certified Fraud Specialist and a Certified Fraud Examiner.



Lieutenant II Duane Hayakawa was promoted to the position of Captain I and is assigned to Patrol Captain of Mission Area. Hayakawa was born in Los Angeles and

was raised in the city of Downey, where he graduated from Downey High School in 1979. He received his Associate of Arts degree from Cerritos College, his Bachelor of Arts degree in Business Administration from the California State University at Fullerton, and his Master of Business Administration degree from the California State University at Long Beach. Hayakawa joined the Department in 1988 and has worked a variety of patrol and administrative assignments. He is also a graduate of the Supervisory Leadership Institute, West Point Leadership Program, and the FBI National Academy.



Promoted to Captain I, and assigned to Central Area as Patrol Captain, is Lieutenant II Rick Wall. Captain Wall joined the Department in

1981. As a police officer, he worked patrol, Major Crimes, Vice, and Training Division as a Field Training Officer, during which he was awarded the Police Medal. Captain Wall also served as an instructor in the Crisis Intervention Unit. He has worked as a Detective in Narcotics Group, Southwest Area, and the Office of the Chief of Police, Inspection and Control Section. As a Sergeant, Captain Wall worked Rampart Patrol, and Pacific Division's Beach Detail, where he was awarded his second Police Medal. He continued to work as a sergeant assigned as an Assistant Watch Commander, Employee Relations Investigator, and Internal Affairs. Upon his promotion to Lieutenant in 2001, he was assigned to Pacific Division as a Watch Commander. In 2002, Captain Wall was awarded a Fulbright Fellowship and spent six months studying law enforcement ethics in England at the National Police Staff College at Bramshill. While attending Bramshill, Captain Wall also completed the Family Liaison Course and the International Commanders' Programme. In 2003, Captain Wall was assigned as the Project Manager for the Department's Mental Illness Project, tasked with identifying, developing, and implementing "best practices" for law enforcement responses to persons suffering from mental illnesses.

See Page 7 for additional promotions and movement within the Department

O T H E R P R O M O T I O N S

Commander **TERRY HARA** promoted to Deputy Chief, assigned to West Bureau.

Captain III **JOSE PEREZ** promoted to Commander, assigned to the Employee Relations Group.

UPGRADES

Captain II **JOHN INCONTRO** upgraded to Captain III, remaining at Training Division.

Captain II **JOSEPH MARIANI** upgraded to Captain III, remaining at Recruitment and Employment Division.

Captain II **JERILYN WEINSTEIN** upgraded to Captain III, assigned to the Ombuds Office.

Captain I **THOMAS BRASCIA** upgraded to Captain II, assigned to Professional Standards Bureau.

Captain I **ERIC DAVIS** upgraded to Captain III, assigned to Wilshire Area.

Captain I **MICHELLE VEENSTRA** upgraded to Captain II, assigned to Training Division.

REASSIGNMENTS

Deputy Chief **CHARLES BECK** reassigned to Detective Bureau.

Deputy Chief **KENNETH GARNER** reassigned to Operations-South Bureau.

Commander **DAVID DOAN** reassigned to Operations-Central Bureau.

Commander **PATRICK GANNON** reassigned to Detective Bureau.

Commander **ANDREW SMITH** reassigned to Operations-South Bureau Criminal Gang Homicide Group.

Commander **HARLAN WARD** reassigned to Valley Bureau.

Captain III **WILLIAM MURPHY** reassigned to Northeast Area.

Captain I **TODD CHAMBERLAIN** reassigned to Rampart Area.

Captain I **BEATRICE GIRMALA** reassigned to Hollywood Area.

Captain I **THOMAS MCDONALD** reassigned to Southeast Area.

Captain I **KELLY MULLDORFER** reassigned to Van Nuys Area.

Captain I **STEPHEN RUIZ** reassigned to Devonshire Area.

Captain I **WILLIAM SCOTT** reassigned to the Office of Operations.



A D D I T I O N A L P R O M O T I O N S

HOLLY DANIEL Lieutenant I Mission Area	RHOLDAN REALICA Sr. Systems Analyst I Information Technology Division	ANITA CARTER Mgmt. Analyst II Risk Management Group	MARTHA MILITELLO Crime & Intel. Analyst I Northeast Area	JEFFREY SPANGLER Sergeant I Harbor Area
LEON MIMS Lieutenant I North Hollywood Area	JANNETTE ALLEN Sr. Mgmt. Analyst I Records and Identification Division	MARGUERITE FOURNIER Mgmt. Analyst II Risk Management Group	SHAWN HAVICAN Sergeant I 77 th Street Area	GUSTAVO BARRIENTOS Sergeant I North Hollywood Area
ROLANDO SOLANO Lieutenant I Southwest Area	MIU LEE Sr. Mgmt. Analyst I Records and Identification Division	KRISTIN KOENIG Mgmt. Analyst II Risk Management Group	DAX MARTIN Sergeant I Devonshire Area	ANDREW SMITH Sergeant I Pacific Area
RICHARD MARUOKA Superv. Criminalist Information Technology Division	SAUL AVILES Chief Clerk Police I Records and Identification Division	NICHOLE TRUJILLO Mgmt. Analyst II Risk Management Group	HABIB MUNOZ Sergeant I Devonshire Area	JAMES LINDER Sergeant I Southeast Area
COLLIN YAMAUCHI Superv. Criminalist Information Technology Division		RICHARD COWGILL Police Surveillance Specialist I Major Crimes Division	SCOT WILLIAMS Sergeant I Harbor Area	

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Congratulations on your Promotions
