



CIVILIAN APPRECIATION Month

With smoke billowing from the oversized barbeque grill and disco tunes echoing through the courtyard of the Police Administration Building, the Civilian Appreciation BBQ hosted by sworn LAPD employees was in full swing. The line for food extended to the street as the civilian employees of the Department took the time to catch up with

former colleagues now assigned to different divisions.

October in the Los Angeles Police Department is “Civilian Appreciation Month” which serves as an opportunity for the sworn police officers, from the Chief on down, to recognize and thank their civilian colleagues for the work they do throughout the

year. Of the approximately 13,000 employees of the LAPD, roughly 3,000 of those are civilian employees.

Civilian employees work in a supportive capacity, assisting their sworn counterparts in various duties such as clerical work, policy making, mechanical maintenance, information technology, public relations and emergency dispatching. Job titles include Police Service Representative, Auto Mechanic, Store Keeper, Forensic Fingerprint Specialist, Police Administrator, Systems Analyst and Senior Clerk Typist to name a few.

Civilian appreciation events were scheduled to be held by the various divisions and bureaus in the Department throughout the month of October. Many of these events were made possible by generous donations given by sworn personnel.



Sunshine Kids Return to Los Angeles



By Reserve Officer David Bush



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On September 9, 2010, twenty four Sunshine Kids were the special package delivered from the Sheraton Universal Hotel to Raleigh Studio's in a code 3 motorcade with LAPD!. The children, who are seriously ill with cancer, their attending medical representatives and local directors of the sponsoring organization, Sunshine Kids, were in Los Angeles for their annual California Fun Time Fantasy Trip.

Assistant Chief Michel Moore was the Master of Ceremony for the roof top ceremony joined by 65 officers along with the LAPD Band. It is important to mention that the majority of officers in attendance were reserve officers who had taken a day off work to support this event. Several reserve and full time officers were acknowledged by Chief Moore for attending all five years.

When the children arrived they were greeted by cheers from all the officers as the Band played. Assistant Chief Michel Moore welcomed all the guests and thanked the officers, with special mention given to the reserve officers, for taking the time to be there. The Chief then asked each child to raise their right hand as he swore them in as honorary police officers for the day. Each honorary officer was then presented with a junior police badge and a personalized LAPD ID card by officers and then had their picture taken with the officer and Chief Moore. In return, each officer was given a yellow Sunshine Kids pin from the children. At the conclusion of the ceremony everyone was greeted with a "fly over" by one of the Department's air ships.

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Sunshine Kids Return to Los Angeles...Continued from page 2

At approximately 1030 hours a radio call was made announcing a code 3 run, the destination being the Raleigh Studios in Hollywood. The 17 car motorcade, escorted by Officer Dan Gregg and West Traffic motor officers, left the Sheraton Universal Hotel with all 24 children riding in the black and white Sgt. cars. As the motorcade slowly proceeded to the Raleigh Studios, with lights and sirens, it was obvious that spectators along the route were curious as to who the special passengers were.

Meanwhile, at the Raleigh Studios an advance team of LAPD officers and studio employees waited for the motorcade to arrive then cheered as each vehicle pulled onto the Raleigh Studio's lot.

As the Sunshine Kids began their lunch at the studio, they were surprised when Chief of Police Charlie Beck walked in and joined them for lunch. Chief Charlie Beck had lunch with the group and had his picture taken with each child.

This was the fifth year LAPD has supported the annual visit by the Sunshine Kids. This event is another great example of our reserve officers working with the Community Relations Division in supporting community events. Thanks to all the officers that supported this event. You were able to bring additional sunshine to all the children!



Chief's Message... Charlie Beck, Chief of Police



Civilian Appreciation

When you walk into any LAPD facility, there is a clear visible sign that reads 'police.' For visitors and people unfamiliar with law enforcement, it would be easy to dismiss that civilian staff also work, share and make up the Police Department.

Civilians exist at all levels in our Department. Every LAPD success story is made possible due to the significant force of our talented civilian staff. Intended to prevent layoffs, some civilians had to undergo one furlough day per pay period, as others had several hours deducted from their pay. Civilians had to prepare for one year of furloughs, but as the City's financial crisis has not been resolved, civilians have begun a second year of financial sacrifice. With fewer hours in the office and an always

increasing workload, civilians continue to demonstrate the highest level of commitment and strong work ethic. For many civilians this has caused a lot of stress and difficult times at home. In shared sacrifice during these difficult times, I stand in solidarity with our civilian staff and have taken a voluntary 10% pay cut.

I want to thank each and every civilian Department employee for all you do, which is why this October the Department will celebrate civilian employee appreciation week with events at each Bureau and PAB. The LAPD has always been a family and it is extremely important we recognize our civilian staff. Please refer to the LAN for event details.

A woman who serves as inspiration to all is Ms. Marlene Greenfield. Ms Greenfield is the most senior civilian member of the LAPD as she served the men and women of this Department for six decades. Ms. Greenfield started working for the City in May 1950 and ended her career at Pacific Division as a Principle Clerk Police II on July 31, 2010. Throughout her 60 years she has remained a dedicated and loyal professional, earning the esteem and gratitude of the men and women of the LAPD.

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Charlie Beck
 Chief of Police

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Chief's Message... Continued from page 4

Financial Disclosure

When I became your Chief, I asked one very important thing of you, to always do the right thing. By doing the right thing, you earn trust. Now I ask you to trust what I am going to tell you about an issue that is of concern to many of you; financial disclosure. I want to set the record straight and dispel rumors floating around that are simply not true.

The City of Los Angeles agreed to the Federal Consent Decree mandates that the Department require regular and periodic financial disclosures by all officers who routinely handle valuable contraband or cash. The financial disclosure requirement was instituted to serve as a tool to assist in the prevention of police corruption. If the Department does not comply with the financial disclosure process, we will most likely be back under a Federal Consent Decree.

Officers at the rank of lieutenant or below assigned to a Gang Impact Team, Gang Enforcement Detail, Community Law Enforcement and Recovery Unit, Narcotics Division, and Narcotics Enforcement Detail must complete and submit an updated financial disclosure every two years after completing their initial confidential disclosure. As of March 29th, 2011,

anyone assigned to any of those details will have to complete the financial disclosure.

I worked Southeast CRASH as a cop and a supervisor for five years. Working CRASH was probably some of the best times of my career. The financial disclosure should not be the cause of you not achieving what I had as a young P2.

The Financial Disclosure Process is Fairly Easy:

Make an appointment with the Confidential Financial Disclosure Program Administrator to review the completed financial disclosure documents. The Confidential Financial Disclosure Program Administrator will review the documents for financial stability. Basically evaluating whether the financial picture make sense.

The Confidential Financial Disclosure Program Administrator will accept the financial disclosure and provide you with a receipt that documents the date and time your financial disclosure was submitted to Internal Audits and Inspections Division. If you would like to pick up the original financial disclosure, you should indicate on the receipt the date and time you would like to pick it up (within 7 days). Otherwise the original will be destroyed (shredded) after it is scanned

onto a CD-Rom.

The Commanding Officer of Internal Audits and Inspections Division reviews and approves the financial disclosure. The Special Assistant for Constitutional Policing then reviews and approves the financial disclosure and gives the Chief a recommendation for approval. I will make the final determination as to whether you are eligible to be selected into the unit.

Once the financial disclosure is approved, it is secured in my office. Only three people have access to the financial disclosures (myself, and the aide's who report directly to me, currently a Sergeant II and a Detective III.)

The information on the financial disclosure is self reported. There is no specific information, just general financial information. There are NO social security numbers, bank account numbers, etc. The only number on the form is your serial number. All financial numbers are estimates. We recognize that these are tough economic times, so we look at the big picture.

The financial disclosure process is audited by the Office of the Inspector General. On March 18, 2010, the Office of the Inspector General conducted an

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Chief's Message... Continued from page 5

audit of the financial disclosure process and all five audit objectives were 100 percent compliant. That includes one very important objective that determined the financial disclosures were appropriately locked and secured in my office.

According to Special Order No 20, Internal Audits and Inspections Division will randomly select officers for an annual audit and will be required to provide a self-generated credit report. If the officer does not comply with the audit, there is no corrective action. However, the officer shall be removed from the unit immediately; and there is no guarantee for retention of pay-grade advancement when the officer is removed from the unit. The Confidential Financial Disclosure Program Administrator will not retain the credit report or any copies. All documents provided to the Confidential Financial Disclosure Program Administrator at the time of the audit meeting will be returned to the officer.

If discrepancies are found during the audit, the Confidential Financial Disclosure Program Administrator will discuss the discrepancies with the officer who may be able to provide additional information to resolve the concern. I will make the final determination as to whether an officer is de-selected from the process. There will be no

corrective action for any identified discrepancies. It is comparable to the Polygraph, if you do not pass, there is NO corrective action.

If individuals in these specialized units elect not to complete the financial disclosure, we will just have a lot more officers in patrol or detectives working area tables. We will not try to circumvent this agreement.

The gang and narcotic units play a major role in reducing crime in our city. Decide on your own whether or not you will complete the financial disclosure. Do not let someone else pressure you into making a decision. There will always be peer pressure. I hope that you make the decision that is right for you, and one that does not let all your hard work be in vain.

Myths and Rumors about Financial Disclosure

Are social security numbers on the disclosure? **NO**

Are bank account numbers on the disclosure? **NO**

Do I need to include my pension or deferred compensation information? **NO**

Is my personal address on the disclosure? **NO**

How often do I have to update the information? **Every two years per Special Order #20, as long as you are in an applicable assignment.**

Is this information discoverable via pitches motion? **A Judge has to find that the financial information is pertinent to the charges. The information on the form is too general to be worthy of disclosure. If the financial information is requested via pitches motion, we will fight to protect your financial information. In reality, you can find much more information on "Google" or a public database search of yourself.**

Is the financial disclosure attached to my personnel file? **NO, the financial disclosure is kept locked in my office.**

Do my spouse's personal assets have to be disclosed? **NO, only if the assets are jointly owned.**

Do I have to disclose my spouse's income? **No**

If officers do not comply with an audit, will there be corrective action? **No, however, the officer shall be immediately removed from the GIT, GED, CLEAR, ND, or NED.**

Is the financial information kept in a database? **NO**

If I'm up-side down on my home mortgage, will I be deselected? **NO, we are**

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IN MEMORIAM

Raymond Tetzlaff
Sergeant I
Retired
Serial No. 10581
EOW 09/11/10

Anthony Pfalzgraf
Detective III
Retired
Serial No. 11892
EOW 09/28/10

Charles Duke Jr.
Sergeant II
Retired
Serial No. 16491
EOW 10/10/10

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aware of the current economic climate and every financial situation is different. We evaluate every financial situation independently.

If an officer has 30, 60, or 90 day late payments, foreclosure, and/or bankruptcy, on his/her credit report would they be rejected or deselected? **NO, every financial situation is different and evaluated independently.**

How is the financial disclosure secured? **There are only three people who have physical access to the information... Myself and aids who work directly for me, currently a Sergeant II, and a Detective III. If you would like to come by and see where the financial disclosures are kept, please call my office to schedule a visit.**

Will Professional Standards Bureau use the financial disclosure forms in its investigations? **NO, financial complaints are investigated via other means. Pertinent financial information for a complaint will be available outside the financial disclosure forms (subpoena and third party records warrant for example) financial disclosures will NOT be used as a tool to investigate or adjudicate complaints.**

Does the federal judge have access to the disclosure? **NO, only the Office of the Chief of Police, the Confidential Financial Disclosure Program Administrator, and for auditing purposes, the Office of the Inspector General, have access to the disclosures.**

What happens to the disclosure if an officer leaves the unit? **The disclosure is retained for two years, then given back to the officer.**

Is the financial disclosure information in TEAMS? **NO**

Will the Department pay for the cost of my credit report if it is requested during an audit? **Yes**

What happens if you are removed from a unit, do you keep your pay-grade advancement? **There are no guarantees. There has to be a vacancy and you may have to compete for it, similar to a vice assignment.**

TWICE-A-CITIZEN BANQUET: LAPD RESERVE OFFICERS OF THE YEAR HONORED

The annual Twice-a-Citizen Banquet, which recognizes and honors Los Angeles Reserve Police Officers and community leaders, was held on April 24, 2010, at the Peterson Automotive Museum. Assistant Chiefs Earl Paysinger and Sandy Jo MacArthur were on hand to recognize the honorees.

Over 30 officers were honored as Reserve Officers of the Year, from Areas and Divisions throughout the Department.

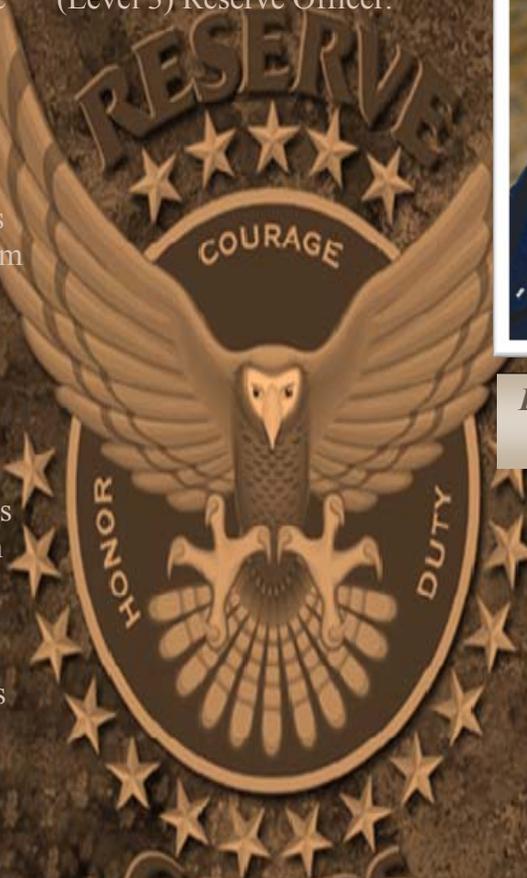
Reserve Officer Cheryl Giffis, of Valley Traffic Division, was named the Department Reserve Officer of the Year. Officer Giffis coordinated a City-wide program in which assistance and comfort is provided to children injured in traffic collisions, and to children of parents who have been victims in T/Cs. For the past year, she has worked almost every week, totaling 550 hours for the year 2009.

After hearing the news of the Amtrak train collision, she immediately responded to the Command Post, where she helped in the triage area and in the coordination of assets at the scene.

Reserve Officer Giffis joined the Department as a Specialist Reserve in 1990 and in 1992 attended the Academy graduating as a Technical (Level 3) Reserve Officer.



Department Reserve Officer of the Year Cheryl Giffis



The Bureau Reserve Officers of the year named were:

For Personnel and Training, Reserve Officer Rudy Crusat. Officer Crusat has been the

Reserve OIC of Reserve Recruitment. His leadership and mentoring of candidates resulted in over 20 new reserve officers appointed in 2009. He has set a high standard for community service, and has continued to participate in multiple charity events throughout the year.

Reserve Officer Jacqueline Franklin, of Newton Area, was named for Central Bureau. Officer Franklin has a long history of service to the

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By Reserve Officer Michael Sellars

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TWICE-A-CITIZEN BANQUET: LAPD RESERVE OFFICERS OF THE YEAR HONORED...Continued from page 8

Department. She started as an Explorer and entered the Academy and graduated as a Technical Reserve Office.

in 1983. She has worked the front desk, Community Relations, the “George Car,” and the award-winning Illegal-Dumping Task Force. During the recent staff shortages, she has worked countless hours “filling the gap.”

Three Specialist Reserves received Bureau honors:

For West Bureau, Specialist Reserve Max Kerstein, who passed away last November. Specialist Kerstein began his service to the Department in 1978. Most recently of Olympic Area, he developed a specialty of utilizing law enforcement databases to search for outstanding warrants on suspects. His work resulted in the capture of over 20,000 felons.

For Counter-Terrorism and Criminal Intelligence Bureau, Specialist Reserve Ken Arlidge. He has provided his skills and experience in the motion-picture industry for Department projects, including creating and directing the iWatch Public Service Announcement and the Preventing Violent Extremism (PVE) video.

For Specialized Operations Bureau, Specialist Reserve Glenn Grossman, who is the principal aerial photographer for Air Support Division. His vital work

has included documenting the crash of an LAPD helicopter with over 1,200 photographs.

For Central Bureau, Specialist Reverend Joyce Randall. As a member of the LAPD’s Chaplain Corps and a Specialist, she has dedicated countless hours to the

Department, its officers and civilian employees, and families – participating in fundraisers for fallen officers, and providing support during times of crisis.

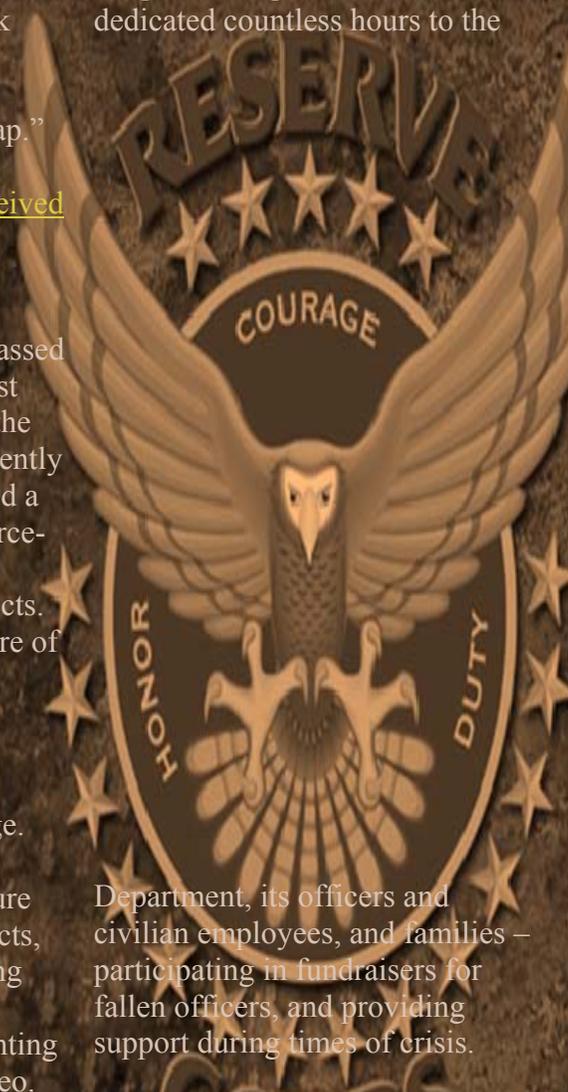
The banquet also honored three couples, as community leaders: District Attorney Steve Cooley (a former LAPD Reserve Officer) and his wife Jana Cooley; Reserve Officer Andrea and (her husband,

Albert Friedman, who is a Specialist Reserve with the LAPD, and Fabienne and J.P “Rick” Guerin, of the Guerin Foundation.

Chief Charlie Beck, who started his career with the Department as a reserve officer in 1975, was interviewed by *The Rotator*, the newsletter for LAPD Reserve Officers. He said, “Anybody that has the wherewithal, desire, and public commitment to be a Reserve Officer is somebody that is very, very special. I appreciate their families sharing them, not only with the Los Angeles Police Department but also with the City of Los Angeles.”

Chief Beck said the reserve program “is so effective on a number of levels. First, it goes back to the very roots of policing, when everybody was expected to be the constable. And that’s an important message, that police officers are not just a bunch who are paid to do the job, to protect the community, they are also members of the community, who do the job because it’s the right thing to do. So they are very special people; they deserve to be treated with the utmost respect and deference by everybody, because they are a cut above.”

The annual banquet is presented by the Los Angeles Reserve Police Foundation.



SWAT Sergeant Steve Gomez Retires from Supervisory Post

Los Angeles Police Department held a special retirement ceremony on September 24, 2010, for the senior supervisor of the Department's SWAT team, Sergeant Steve Gomez. He is the last active SWAT officer who directly confronted the suspects in February 1997, during the historic North Hollywood Bank of America Shootout.

A veteran of the Department with over 30 years of service, retiring SWAT supervisor, Sergeant Gomez, has been awarded two prestigious Medals of Valor during his career. The first was awarded in 1985 for his actions during a hostage rescue, and the second was for his heroic actions during the North Hollywood Bank of America Shootout. Sergeant Gomez is the last of three SWAT

officers who directly engaged in a close-combat gun battle with one of the suspects.

February 28, 1997, is a date that will forever be etched in the history of LAPD as one of the most violent encounters Department officers ever endured. Commonly known as the North Hollywood Bank of America Shootout, the incident quickly unfolded on news channels throughout the nation. Over 300 law enforcement officers from various divisions responded to what became a citywide tactical alert. By the time the shooting stopped, the two suspects, who were wearing protective body armor, had fired about 1,300 rounds of ammunition at officers.

Joining Sergeant Gomez at his retirement ceremony were Chief Charlie Beck and numerous Department personnel, along with family members who included his wife of 32 years

Jeri, his son Matthew with his wife Adriana and his daughter Jamie. Sergeant Gomez son, Steve, is currently serving in the United States Navy was unable to attend the ceremony.



Sergeant Gomez's family attends his retirement ceremony



Sergeant Gomez is the last active Officer who confronted the dangerous suspects during the NoHo Bank of America Shootout



Chief Charlie Beck praising Sergeant Gomez accomplishments during his successful career

**The Following Personnel Were Commended By The Community
 During The Month Of September**

LIEUTENANT II

John Del Vecchio
 Michelle Richards
 Carlos Velez

LIEUTENANT I

Armand Carranza

DETECTIVE III

Jeanne Franco
 Deborah Gonzales
 Mike Lomeli
 Marc Zavala

DETECTIVE II

Lorenzo Barbosa
 Michael Binford
 Teresa Irvin
 Luke Magee
 David Mejia
 Matthew Sabayan
 Lawayne Stift

DETECTIVE I

Andy Aguayo
 Steven Aguilar
 Adam Altamirano
 Marla Ciuffetelli
 Rafael Mora
 Michael Perez
 Jeannette Santos

SERGEANT II

Timothy Surette

SERGEANT I

Manuel Botello
 David Craig
 Ricardo Ortega

POLICE OFFICER III

Allison Ashnault
 Kathy Bell
 Susan Carnahan
 Alison Cate
 Wayne Edwards
 Robert Organ

Garrett Peyton
 Leopoldo Rey
 Daryl Scoggins
 Andrew Taylor
 James Wirth

POLICE OFFICER II

Russell Elkins
 Antonio Enriquez
 Michael Geitheim
 Karla Gomez
 Henry Guardado
 Ricardo Hernandez
 Richard Ramirez

**SENIOR POLICE
 SERVICE REPRESENTATIVE**

Todd Austin

**POLICE SERVICE
 REPRESENTATIVE 2**

Amy Case

CRIME WATCH CITYWIDE (YEAR TO DATE – 9/25/10)			
Homicide	-11.6%	Burglary	-8.3%
Rape	-9.0%	BTFV	-3.4%
Robbery	-9.9%	Personal/ other theft	-7.0%
Aggravated Assault	-14.1%	Auto Theft	-7.9%
Total Violent Crimes	-11.8%	Total Property Crimes	-6.3%
		Total Part I Crimes	-7.5%

RECENT ACTIONS BY THE POLICE COMMISSION



SEPTEMBER 28: Management Analyst II Corey Blake of Charitable Services Section was named the Police Commission Employee of the Month for September 2010. He has been instrumental in identifying improvements in regulating charities in Los Angeles.

The Commission approved the Classification and Investigation of Head Strikes. This document allows the distinction between an inadvertent head strike and a non-inadvertent head strike. The Commission agreed it was a good policy to make this distinction clear, and that obvious inadvertent head strikes should not be investigated as Categorical Uses of Force.

OCTOBER 5: Received follow up report from Detective Diane Webb relative to the procedures related to Concentrations of Residential Locations of Register Sex Offenders. There are approximately 5,100 sex offenders in the City of Los Angeles and 25% of those individuals are under formal regulations.

ROLL CALL OF EVENTS

LAPD Health Fair

October 07, 2010
0800—1400 Hours
Police Administration Building
100 West First Street
Los Angeles, California 90012

2010 True Blue Event

October 09, 2010
1700 Hours
LA Live
1005 Chick Hearn Court
Los Angeles, California 90015

Recognition Day Awards

October 13, 2010
1000 Hours
Ronald F. Deaton Civic Auditorium
100 West First Street
Los Angeles, California 90012

Randy Simmons 5K Challenge Run

October 16, 2010
0800 Hours
1880 North Academy Drive
Los Angeles, California 90012



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