



Chief's Message



The LAPD has an extraordinary range and depth of talent. I have been continuously impressed by the sheer quality of people I am meeting

in our Department. But these high-performing individuals are being held back by a low-performing organization.

For whatever reason, the Department has not kept pace with the ever-changing realities of the City we police, and its complex crime problems. We are too mired in paperwork, have been too preoccupied with over investigating our own police officers for minor offenses, and poorly focused on our central mission of crime reduction to fulfill Mayor Hahn's dream of making Los Angeles the safest large city in America.

We have to make a number of dramatic reforms as we aggressively implement the federal consent decree and establish community policing practices and principles throughout the Department.

For the first time, the Staff Officers' Annual Retreat (SOAR), which used to be limited to Chiefs and Commanders, included all Department Captains. I wanted the Department's middle managers involved in the

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**New Appointments and Promotions
Announced by Chief Bratton**



John Miller

On January 16, 2003, at a morning press conference, Chief Bratton announced the appointments of former ABC News correspondent John Miller and prominent Los Angeles Attorney Gerald Chaleff, former President of the Los Angeles Board of Police Commissioners, to new positions within the Department's command structure.

These appointments are among a wave of recent changes in the Department, reflected in the promotions and appointments of sworn, as well as civilian, staff.

Commenting on the appointments Chief Bratton said, "The appointments of Mr. Chaleff and Mr. Miller as key members of my leadership team, are a reflection of my desire to bring together the best, brightest and most creative minds from both outside and inside the Department to fulfill Mayor James Hahn's mandate to make Los



Gerald Chaleff

Angeles the safest large city in America. These appointments are a significant reflection of the re-focused priorities of the Los Angeles Police Department under my leadership. These include the full commitment to reform, the implementation of the Consent Decree, and an increased prioritization and staffing of our

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New Appointments and Promotions

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anti-terrorism efforts. Both Mr. Miller and Mr. Chaleff will work closely with Chiefs Jim McDonnell, Sharon Papa and George Gascón in reorganizing the Department and implementing new crime reduction strategies.”

On December 20, 2002, several promotions were announced at a ceremony held at the Burbank Hilton. Promotions announced at the event included the promotion of Commander Gary Brennan to Deputy Chief. He leaves Community Affairs Group, where he was the Commanding Officer overseeing the public and community relations functions of the Department. Deputy Chief Brennan now serves as the Commanding Officer of Operations-Central Bureau.

Captain Mark Perez, formerly the Commanding Officer of Communications Division, promoted to Commander, becoming the Commanding Officer of Employee Relations Group. There he will oversee various employee relations issues.

Lieutenant Clay Farrell promoted to Captain, and remains at Robbery Homicide Division where he is involved in a variety of responsibilities including homicide investigations and officer involved shootings. Also promoting to Captain was Lieutenant Jeri Weinstein, formerly the Adjutant to Deputy Chief Ron Bergmann. She is now the Commanding Officer of West Valley Patrol Division.

Civilian promotions included Public

Information Director Mary Grady who was promoted to the Commanding Officer of Community Affairs Group, filling Deputy Chief Brennan’s vacated position. She will be responsible for the Department’s media relations and public relations activities.

Steven Johnson, Chief Forensic Chemist, was promoted to Police Administrator, becoming the first civilian to serve as the Commanding Officer of Scientific Investigation Division. He will be heavily involved in a number of major projects including the Department’s implementation of a new countywide Automated Fingerprint Identification System. Nancy Gennusa, Senior Personnel Analyst, the Commanding Officer of Employee Opportunity and Development Division, was promoted to Police Administrator. Yvette Sanchez-Owens, Senior Management Analyst, was also promoted to Police Administrator, where she will continue to oversee all operations of Facilities Management Division as the Commanding Officer. Barbara Taylor, Senior Management Analyst, was promoted to Police Administrator and will work in the Records and Identification Division to support the Department with modern records and information management systems and state-of-the-art identification services and technologies.

“We are at a crucial time in this Department’s history, and it is important that we utilize the strengths and talents of our civilians, as well as sworn,” added Chief Bratton.



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Chief of Police

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Commanding Officer
Community Affairs Group

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Los Angeles Kings LAPD Discount Night

Kings vs. Phoenix
February 5, 2003 - 7:30 PM
Staples Center

\$21 upper concourse
\$36 lower concourse, 200 level ends
\$62 lower concourse, 100 level

Call (213) 742-7196 for discounted tickets. Deadline to order is two days before game.

The Pipe Band Continues a String of Unbroken Victories

By Sergeant Bruce Bogstad

The Los Angeles Police Pipe Band swept aside all challengers in 2002, continuing unbroken a string of victories begun in 2001. That was the year the Band began competing again following a five-year rebuilding effort.

From its initial 2002 outing at the Queen Mary in February, to its final competition at the Pleasanton Highland Games during the Labor Day weekend, appreciative crowds cheered as they spotted the Los Angeles Police pipers and drummers marching onto the field dressed in the familiar and

respected Los Angeles Police tartan.

The Band drew consistently high praise from judges for its tone and musicianship, a combination which other bands, including the legendary Pipes and Drums of Britain's 1st Battalion Scots Guards, found impossible to beat.

However, winning competitions were only part of the Band's effort this past year. In addition, Pipe Band appearances included the "Los Angeles Remembers" parade on September 11, 2002, honoring Police and Firefighters lost in the September 11, 2001 terrorist attacks; the Price is

Right television show; two graduations for the Devil Pups at the Camp Pendleton Marine Corps Base; and sadly, the funerals of retired police officers.

One of the proudest moments of the Band came this past year when they participated in the Swearing In Ceremony for newly appointed Police Chief William Bratton at the Elysian Park Police Academy. The Band was also in attendance at the blessing of the Chief at a recent interfaith service held at the new Cathedral of Our Lady of Angels.



The Los Angeles Police Pipe Band with Chief Bratton. Left to right: Bill Saul, Allison St. Clair, Semus Coyne, Chief Bratton, Glen Kividall, Sergeant Bruce Bogstad, Kyle Lumsden, Charlie Lumsden, Patrick Connely, Grant Martin, Aaron Shaw, Steve Steward, Callum Hannah, Forrest Cormany,

What Part Should Education

By Career Development Section

At some point in time, every adult faces a decision whether to return to school, regardless of the amount of their previous education. Simply put, unless you are constantly building new skills, the world, especially the world of policing, is changing so rapidly that the cutting edge skills of today are soon obsolete.

Generally, there has been a trend to increase the education requirements at all ranks.

One of the most frequently asked questions in the Career Development Centers is whether an individual should return to school for a degree. Two other frequently asked questions are, "What should I take as a major?" and "Do I need a degree to take an examination?"

First of all, let us offer some basic information about education requirements in the Los Angeles Police Department and in other police departments. Generally, there has been a trend to increase the education requirements at all

ranks. Nationally, many agencies now require a minimum of a two-year degree and some require a four-year degree for their recruits.

For employees aspiring to promotional positions within the LAPD, the minimum bulletin requirement for an examination should be viewed as just that—the minimum to qualify for an examination. In reviewing requirements for an examination, you should be asking yourself, "What education do I need to be competitive with my peers for this promotion?" In other words, if you aspire to be a Lieutenant and most of the candidates have a minimum of a bachelor's degree, you are putting yourself at a serious disadvantage if you have not completed an equivalent amount of education by the time you are interested in promoting to that rank. The same competitive rule also holds true for civilian positions.

In addition to degree programs, specific skills can open opportunities to work in specialized areas and increase promotional opportunities. These specific skills may be developed in short certificate programs offered at the college or graduate level, or they may be specialized certificate programs offered by professional groups or academies, such as the FBI Academy. What is important

is that each employee be alert to classes of interest whether they are part of a degree program or offer a different type of challenge.

Each employee should view their background and interests in a way that focuses on their unique interests and abilities. For example, if everyone in the LAPD had a four-year degree in criminal justice, it would be very boring. Instead, the LAPD offers so many opportunities to pick and choose among career opportunities, that each employee, whether sworn or civilian, can focus on their unique strengths and interests.

Nationally, many agencies now require a minimum of a two-year degree and some require a four-year degree for their recruits.

Employees should look at emerging areas of policing to see the needs of policing in the future. For example, the employee with an undergraduate degree in chemistry

Play in Your Professional Goals?

may become the Lieutenant with expertise in bio-terrorism. Another employee with a background in banking, may become a member of a multi-agency task force on white-collar crime.

There are many avenues to explore in pursuing educational opportunities. Consider the following:

1. Take advantage of mentors in the Department to become aware of specific courses and academies that might be of interest. Mentors are listed on the Peer/Network Mentor list available at the career centers and on-line under Career Development on the Department's LAN.
2. Develop skills in a second language and obtain special reimbursement. See details in the Human Resources Bureau Notice dated December 27, 1999, titled "Scholarships for Foreign Language Training" available from the Career Development Centers and Continuing Education Division.
3. Obtain tuition reimbursement (at the state college rate) for undergraduate and graduate college courses. See details in the Human Resources

Bureau Notice dated July 1, 2001, titled "College Tuition Reimbursement Program" available from the Career Development Centers and Continuing Education Division.

Specific skills may be developed in short certificate programs offered at the college or graduate level, or they may be specialized certificate programs offered by professional groups or academies.

4. Anticipate changes in bulletin requirements or increase your promotional opportunities by establishing long term goals that

include education. Use that plan to develop assignments and experiences, both on and off the job, which will work well with balancing your individual time demands.

5. Spend time evaluating any long-term educational commitment such as a degree program. Is the school accredited? What is the program's reputation? Are classes offered at convenient times for working adults? Is there an on-line version or component? Does the course content for your major support your personal goals—i.e. if you are interested in business banking, does the business degree program have extensive courses with a banking emphasis?

Employees should contact staff in the Career Development Section for assistance with any education related question.

Staff are available at the downtown civic center location at 250 E. 1st Street, Suite 1412, (213) 485-8777, and also at the Ahmanson Recruit Training Center, 5651 W. Manchester Boulevard, Westchester, (310) 342-3172.

Join LAPD “Code One” Toastmasters Club

If you are interested in improving your public speaking skills and confidence in front of an audience, the LAPD “Code One” Toastmasters Club is just the place for you. Join Department members, both sworn and civilian, who meet twice each month in a friendly, non-threatening environment, to work on both impromptu and prepared speaking skills. LAPD “Code One” meets in Room 618, Parker Center on the following dates:

February 12th
February 26th
March 12th
March 26th
April 9th

April 23rd
May 14th
May 28th
June 11th
July 9th

July 23rd
August 13th
August 27th
September 10th
September 24th

October 8th
October 22nd
November 12th
November 26th
December 10th

All meetings begin at 7:30 a.m. and last one hour. Your membership also entitles you to a manual with 10 speeches and a monthly magazine. If you have any questions about “Code One” or Toastmasters in general, please call Barbara Taylor, Police Administrator, at (213) 485-2601, or Sergeant Vic Dennis at (213) 847-4882.

LAPD Centurions 2003 Game Schedule

The LAPD Centurions Football team, formed in 1978, is made up entirely of Los Angeles police officers who play and practice on their own time to be a part of the team. In 2001, the team won the National Public Safety Football League Championship, defeating the Gunners from the Houston Police Department.

The “LAPD Centurions play football for kids.” All proceeds from each season go to support the Blind Children’s Center of Los Angeles.

Come out and support your football team! Additional information is available at www.lapdcenturions.com.

- ☐ **March 15, 2003 - vs. Dallas Police Department, in Dallas, Texas**
- ☐ **March 29, 2003 - vs. LAFD Heat, at Culver City High School**
- ☐ **April 11 & 12, 2003 - vs. NYPD at Baker to Vegas. Location to be announced.**
- ☐ **May 3, 2003 - vs. Orange County Lawmen. Location to be announced.**
- ☐ **May 17, 2003 - vs. South Bay Blue Knights. Location to be announced.**
- ☐ **May 31, 2003 - Championship game. Location to be announced.**



The Following Personnel Were Commended by the Community During the Month of November

CLERK TYPIST

Benton, Brenda

MANAGEMENT AIDE

Bevel, Rena

**POLICE SERVICE
REPRESENTATIVE**

Danko, Dawn

Lepre, Susan

Thomas, Latanya

DETENTION OFFICER

Sellers, Gary

POLICE OFFICER I

Case, Jerald

POLICE OFFICER II

Acosta, William

Bohlen, Michael

Brown, Ricky

Campos, Gilbert

Capra, Larry

Colenzo, Dominick

Fischer, Jeffrey

Garrett, Lillie

Gomez, Rosendo

Hernandez, Ricardo

Iiams, Rosalind

Kershaw, Douglas

King, Frank

McCoy, Shands

Perez, Yvette

Pollack, Joseph

Ramirez, Rodolfo

Vasquez, Ofelia

Washburn, Dale

Wienckowski, Timothy

POLICE OFFICER III

Almaraz, Julian

Biggs, Sharon

Carpenter, Julie

Castellanos, Jose

Dutton, Michael

Falco, Timothy

Franco, Juan

Gomez, Daniel

Green, Janine

Gutierrez, Guillermo

Henley, Michael

Hernandez, Joel

Hinman, Dennis

Nichols, Deborah

Obrien, Michael

Oconnor, Phillip

Pinto, Jonathan

Ragsdale, Christopher

Rivera, Joey

Salazar, Sam

DETECTIVE I

Annas, Monica

Bashara, David

Capra, Ronald

Korne, Cristina

Martinez, Maria

McKinney, Chris

Schweitzer, Frank

Seybert, Linda

Tiefenberger, Sonya

DETECTIVE II

Alviani, John

Bancroft, Vincent

King, Ronald

McGee, William
Rodriguez, Rodney
Sanchez, Carlos**SERGEANT I**

Bixler, Eric

Gallagher, Brian

Hernandez, Joe

Valois, Raymond

SERGEANT II

Heredero, Andy

Mills, Lydia

Moen, Ronald

Moore, Stephen

Ramirez, Rafael

Segura, Luis

DETECTIVE III

Barracrough, Donald

Elroy, Richard

Pau, Joseph

Robbins, Ronald

Woodings, Michael

LIEUTENANT I

Dyer, Richard

LIEUTENANT II

Coulter, Eric

Frank, Horace

Hernandez, Emmanuel

Incontro, John

Justice, Joel

Sanchez, Ruben

Chief's Message

Continued from page 1

discussions and the reforms we designed there. Also for the first time, the Police Protective League and civilian union representatives were asked to participate. If we're serious about unions helping shape the future, what better place to start than at the Department's central management planning meeting. Following SOAR we will be initiating a significant reorganization of the Department.

We will be convening Crime Strategy teams to develop practical strategies for addressing street violence, gangs, and narcotics. The Compstat system will be established to drive Department operations and implement crime

strategies. We will be conducting an allocation analysis of the entire Department to staff current operations and build the case for more police in the future.

Additionally, we will convene reengineering teams, drawn from all ranks and areas of the Department, to make recommendations for reforming procedures, policies and practices.

I am eager to see what the high performers of the LAPD can accomplish in an organization built around the Compstat principles of timely, accurate intelligence, effective tactics, rapid deployment, and relentless follow-up assessment.

Working together we can transform a low performing

Department into one whose reputation for excellence, effectiveness and professionalism is second to none.

Roll Call of Events

**February 5
Los Angeles Kings
LAPD Discount Night**

**March 2
Los Angeles Marathon**

**March 31
"Tea with the Women
of the LAPD"
Police Foundation Fundraiser**
*Call Public Affairs Section at
(213) 485-3281 for additional
information.*



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