



CALIFORNIA POLICE CHIEF

Serving as the voice of and resource of choice for California's municipal Police Chiefs

SPRING 2015



*Understanding Police Use of Force:
Getting Your Community Involved*
pg. 12

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SPRING 2015



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About The California Police Chief

The biannual *California Police Chief* is the only magazine that reaches all of California's municipal chiefs of police with information regarding our members and their agencies. The magazine is designed to inform and inspire our members with articles about their personal and professional successes as well as offer updates and information about the association.

The *California Police Chief* is part of our mission of serving as the voice of and resource of choice for California's municipal Police Chiefs. We appreciate and encourage our members and their agencies to submit articles to be used in future issues of *California Police Chief*, submissions can be sent to Sara Dwyer at sdwyer@californiapolicechiefs.org.

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Dear CPCA Members:

Welcome to the Spring 2015 edition of our magazine, California Police Chief. Our magazine highlights some of the new programs successfully implemented by our members that can be of great benefit for other agencies.

We are fully aware the policing environment has significantly changed over the last year. Law enforcement has and will continue to be under the microscope, as the result of several national incidents. The national discussion of policing has led to an increase in proposed new legislation in California; with many challenges on the use of police technology, police-community relations, data collection, and oversight of police investigations. Fortunately, we have a very strong legislative team including an involved Legislative Committee that continues to stay well-engaged at the Capitol. Highlights of our recent efforts are included in our "Cal Chiefs at the Capitol" column.

Our 38th Annual Training Symposium in Riverside was very successful and featured some outstanding speakers and workshops; a summary is included in this issue. Also featured in this edition are articles by our Strategic Partners and a listing of our partners and Corporate Circle Members.

Thank you for the critical role you play in making Cal Chiefs the voice of and resource of choice for California's municipal police chiefs.

Sincerely,

A handwritten signature in black ink, appearing to read "D Bejarano".

David Bejarano, President

California Police Chiefs Association

Membership Update

By Craig Steckler, Retired Chief, Membership Liason

Serving as the voice of and resource of choice for California's municipal Police Chiefs,

is not only our association's mission statement, it is something that the volunteers and staff live up to. Cal Chiefs continues to grow and offer expanded services and information to remain the resource of choice for our members. We have developed a new Cal Chiefs Committee that focuses on emerging issues our members are facing on a daily basis. Under the committee we currently have workgroups that pertain to; Body Worn Cameras, Police Legitimacy and Procedural Justice, 1099 Program, Sequential Line Ups, UAS, Cyber Security, Active Shooter (Warm Zones), Contract Cities, and Self Deployment. Each one of these workgroups has been working on sample policies and procedures for our members to use in their own agencies. All information from the workgroups can be found on the members' only side of the Cal Chiefs website.

2015-2016 membership renewals will be coming out by mail in late May for renewal as of July 1, 2015. If your agency has any remaining funds in your current year's budget, you don't have to wait to pay. Use that money now; we've

even made it easier than ever to pay your invoices by going online. If you need your username and password, please contact Shannon Mahoney, Membership Services and Data Specialist, at smahoney@californiapolicechiefs.org for help.

Succession planning is important now, more than ever. Now is the time to consider having your seconds-in-command join Cal Chiefs. Today's seconds-in-command are the future leaders of tomorrow's police departments. As police chiefs we have the responsibility to develop and mentor our seconds-in-command so they are prepared to become tomorrow's police chiefs. Membership for seconds in command is only \$125 per year. More information and a membership application can be found on our website at www.californiapolicechiefs.org.

Since my last membership update we have had the pleasure of welcoming 30 new chiefs. The names and agencies of the new chiefs are listed below. Please help me in welcoming them all. ■

CONGRATULATIONS NEW CHIEFS!

10/1/2014 Darryl McAllister,
Union City Police
Department

10/9/2014 Kirk Stratton,
Colma Police
Department

10/27/2014 David Carmichael,
Campbell Police
Department

11/1/2014 Eric Wollman,
Burlingame Police
Department

11/12/2014 Albert Pardini,
East Palo Alto
Police Department

11/21/2014 Robert Luna,
Long Beach Police
Department

12/1/2014 Aaron Easton,
Marysville Police
Department

12/10/2014 George Crum,
Cathedral City
Police Department

12/11/2014 Karen Comstock,
Chino Police
Department

12/15/2014	John Incontro, San Marino Police Department	1/5/2015	Ed Dadisho, Bell Police Department	2/2/2015	Neil Dadian, Kingsburg Police Department
12/19/2014	Brad Kaylor, Ontario Police Department	1/5/2015	Tim Mattos, Suisun City Police Department	3/1/2015	Jason Salazar, Visalia Police Department
12/27/2014	Al Davis, Mammoth Lakes Police Department	1/5/2015	Stephen Potter, Napa Police Department	3/2/2015	Gregg Andreotti, Mendota Police Department
1/1/2015	Todd Elgin, Garden Grove Police Department	1/15/2015	Scot Kimble, McFarland Police Department	3/17/2015	Laura Farinella, Laguna Beach Police Department
1/5/2015	Ed Barberini, San Bruno Police Department	1/19/2015	Parker Sever, Hanford Police Department	3/20/2015	Anthony Vairo, San Fernando Police Department

4/6/2015	David Reynoso, El Monte Police Department
4/6/2015	Walter Vasquez, La Mesa Police Department
4/13/2015	Russell Stivers, Avenal Police Department
4/20/2015	Brian Johnson, Upland Police Department
4/20/2015	Erik Upson, Benicia Police Department
4/27/2015	Fabian Lizarraga, Fort Bragg Police Department
5/1/2015	Brain Ferrante, Sand City Police Department

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IS AN OFF DUTY ATHLETIC INJURY AN INDUSTRIAL INJURY?

By Martin J. Mayer, General Counsel
California Police Chiefs Association

Can an injury incurred during off duty physical activity by a peace officer, activity not approved nor authorized by the employer, be consider an industrial injury? The answer is, “it depends.”

In the recent case of *Young v. Workers’ Compensation Appeals Board and County of Butte*, *Young v. Workers’ Comp. Appeals Bd.*, 227 Cal. App. 4th 472 (2014), the Third District Court of Appeal held that “a county jail correctional sergeant’s off-duty injury, sustained when he was *performing jumping jacks at home* as part of his regular warm-up exercise regimen, arose in the course of his employment under [Labor Code] section 3600(a)(9) . . .” (Emphasis added.)

The Court noted th at “Labor Code section 3600, subdivision (a)(9) forecloses workers’ compensation coverage for an injury that arises out of ‘voluntary participation in any off-duty recreational, social, or athletic activity not constituting part of the employee’s work-related duties, except where these activities are a reasonable expectancy of, or are expressly or impliedly required by, the employment.’”

In the *Young* case, “a departmental order required correctional officers to ‘maintain themselves in good physical condition so that they can handle the strenuous physical contacts often required of a law enforcement officer,’ and . . . the Butte County Sheriff’s Department *required* its correctional *officers to undergo periodic training exercises*, many of which involved physical activity. Consequently, we annul the decision from the Workers’ Compensation Appeals Board (WCAB), which con-

cluded otherwise, and remand for further proceedings.” (Emphasis added.)

LIMITING SUCH EXPOSURE

A different result occurred in the case of *Taylor v. Workers’ Comp. Appeals Bd.* (1988) 199 Cal App. 3d. 211, where the issue presented was “whether the Workers’ Compensation Appeals Board erred in denying the petitioner, a police officer, workers’ compensation for an injury sustained while playing basketball during his lunch period?”

“As a police officer, petitioner was expected (by his employer) to keep himself in good physical condition, particularly as a member of the hostage negotiating team. At the time in question, the Berkeley Police Department did not provide formal physical fitness training sessions or guidelines, and there were no formal physical fitness tests.”

However, “(i)n March 1979, the Berkeley Police Department had issued General Order No. P-24.4 which pertained to personal injuries sustained by employees of the department. That order included the following paragraphs concerning approved training and athletic activities: ‘Officers injured while participating in the Berkeley Police Training Program shall be considered as injured while on duty. Included in the training program shall be field trips to related police agencies and

approved athletics. All field trips must be approved in writing by the Administrative Captain before the trips are taken.’”

Furthermore, the order stated that “Approved athletics shall include only those events specifically approved in advance by the Chief of Police via the Administrative Captain and will normally be limited to inter-agency team competition and specific organized team practice sessions in connection therewith.”

The Court of Appeal concluded that “(w)here an employer expects employees to participate in recreational or athletic activities to maintain certain standards of physical fitness necessary for performance of their work, we think *it reasonable to allow the employer to limit its liability for workers’ compensation to injuries sustained in designated and preapproved athletic activities* as the City of Berkeley Police Department did in this case. To hold otherwise would in effect render the employer potentially liable for any injury sustained in any recreational or athletic activity if the activity contributed to the employee’s physical fitness. Such broad potential liability would be contrary to the legislative intent of section 3600, subdivision (a)(9).” (Emphasis added.)

The Court noted further that, “(i)n *Ezzy v. Workers’ Comp. Appeals Bd.* (1983) 146 Cal.App.3d. 252, we analyzed what is now section 3600, subdivision (a)(9), and explained that the test of ‘reasonable expectancy of employment’ consists of two elements: (1) whether the employee subjectively believes his or her participa-

tion in an (athletic) activity is expected by the employer, and (2) whether that belief is objectively reasonable.”

Petitioner relied on the case of *Wilson v. Workers' Comp. Appeals Bd.* (1987) 196 Cal.App.3d 902, where “an off-duty police officer injured his ankle while running to keep himself in good physical condition. The officer was a member of the special emergency reaction team (SERT), a tactical unit of the city's police department, and running to stay in good physical condition was necessary to pass tests required to remain a member of SERT. The court held that the officer satisfied both elements of the *Ezzy* test, and thus the injury was compensable. The *Wilson* case, however, did not involve a police department regulation . . .” which distinguished it from the facts in *Taylor*.

CONCLUSION

It is understandable, and beneficial to the officer and the agency, for a law enforcement agency to want its officers to maintain physical fitness and to encourage it. What must be noted is that explicit policies must be enacted, setting forth the type of activity which is approved and, even where such activity can be undertaken. Without such a policy, liability can arise based upon the reasonable belief of the employee that he/she is expected to engage in off duty physical fitness exercises.

In the *Young* case, although no policy was in place, the agency required officers to take physical fitness tests. That mandate, notes the court, justified the officer's belief that he was obligated to engage in physical fitness activity. Furthermore, the agency established no guidelines as to

what type of activity was approved, nor when and where officer could participate in such activity.

In the *Taylor* case, the court pointed out that since the Berkeley Police Department articulated the types and locations for such activity, as well as the need for prior written approval, it protected the agency from workers' compensation liability. The best of both worlds can be obtained, maintaining physical standards for officers, and reducing liability for agencies, through the implementation of policies. ■

Martin J. Mayer is a named partner with the public sector law firm of Jones & Mayer and has served as General Counsel to the California Police Chiefs Association for approximately 30 years.

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CPCA Legislative Update

By Chief David Swing,
Chair of the Law and
Legislation Committee



Thus far, the 2015 legislative year has reminded us that a lack of an election in a year does not equate to a lack of political activity.

The atmosphere for the 2015 legislative session was set on August 9th, 2014, in Ferguson, Missouri. Since then, the Legislative Committee has dedicated itself to striking a balance between working collaboratively with legislators to highlight the accomplished work of California's police chiefs, expressing well-reasoned concerns to onerous and counter-productive legislation, and proactively defining Cal Chiefs as a national leader when it comes to many of the policy issues raised after the events in Ferguson.

To this end, we have been challenged and ultimately enor-

mously successful. Cal Chiefs has become the "go to" organization for legislators with body worn camera policy questions and proposals, community-based organizations with sponsored legislative proposals and others. Our open door policy during this debate has resulted in

over-zealous proposals transforming into workable solutions that promote best practices and avoid unfunded mandates. Unfortunately, we are still in the midst of working to find solutions on a shrinking number of bills that would be counterproductive to our mission.

Joining us on these efforts is Tom Sheehey, Cal Chiefs' new lobbyist. Tom joins us as a senior director at Greenberg Traurig, LLC and brings with him over 25 years of experience in California State government. Tom joins Lauren Michaels, our in-house Legislative Affairs Manager, and John Lovell, our Senior Legis-



lative Policy Advisor, bringing our Sacramento legislative team to three.

In addition to collaborating on legislation addressing community-law enforcement relations, we are also the sponsors of four bills this year:

AB 266 (Cooley) concerning medical marijuana will:

- Protect local control by providing that the state may issue a conditional license only; the actual license to operate would be issued by the local government;
- Protect public safety by establishing detailed security measures and inventorying procedures for transport to prevent diversion.
- Protect public health by establishing uniform health and safety standards, including quality assurance standards promulgated by the Department of Consumer Affairs.

SB 262 (Galgiani and Anderson) concerning law enforcement use of unmanned aircraft systems will:

- Apply what is currently required by the Fourth Amendment to the use of unmanned aircraft. This allows for the utilization of plausible vantage points in compliance with the Fourth Amendment.
- Apply privacy regulations that are currently applied to

manned aircraft to unmanned aircraft. We do not find it appropriate to apply conflicting regulations to manned and unmanned aircraft systems.

AB 529 (Jones-Sawyer) concerning armed prohibited persons will:

- Require the DMV to access the Prohibited Armed Persons File in connection with the registration of vehicles and the issuance and renewal of driver's licenses and registration of vehicles.
- Require the DMV to refuse to issue or renew the license or registration of a person in the APP file.

AB 1118 (Bonta): This bill establishes the Procedural Justice Task Force

- Would provide for grant funding to be awarded to local law enforcement departments for the purpose of implementing and enhancing procedural justice training.
- Would also require the task force to manage these programs, monitor their implementation and serve in an advisory capacity to sites leading implementation.

It was a pleasure to see many of you in Sacramento for Cal Chiefs' Legislative Day, where we were able to collectively voice our support for the aforementioned bills. ■

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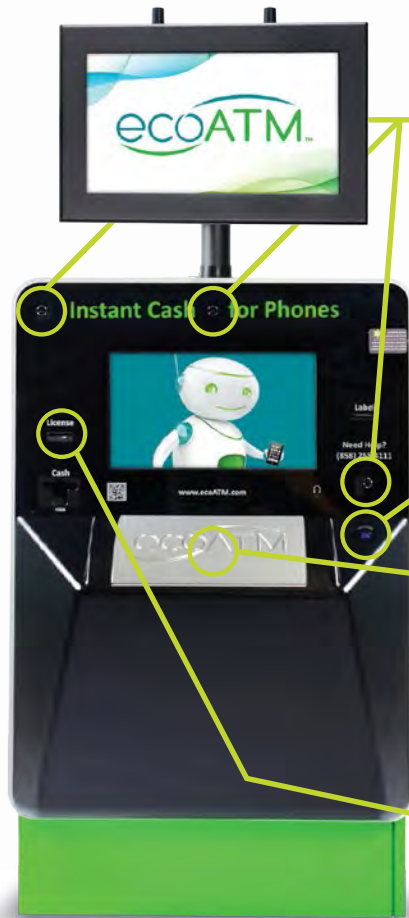
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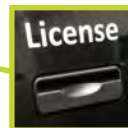
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Buena Park	El Dorado Hills	Los Angeles	Orange	San Francisco	Vacaville
Burbank	Elk Grove	Marina Del Rey	Oxnard	San Jose	Ventura
Campbell	Encinitas	Mill Valley	Palm Desert	San Leandro	Victorville
Capitola	Escondido	Milpitas	Panorama City	San Rafael	Visalia
Carlsbad	Eureka	Miramar	Perris	Santa Clara	West Covina
Carson	Fairfield	Mission Viejo	Placerville	Santa Ana	West Los Angeles
Chico	Fresno	Modesto	Pleasant Hill	Santa Cruz	Westminster
Chula Vista	Goleta	Montclair	Presidio Of Monterey	Santa Maria	Yuba City



Understanding Police Use of Force: Getting Your Community Involved

The discussion of police use of force has been in the news now more than ever. With everyone focusing on what the police should and shouldn't do based off of what the media reports, the Buena Park Police Department knew they needed to do something to educate their community. For several months, Chief Corey Sianez and his two Captains, Gary Worrall and Gary Hendricks, worked tirelessly brainstorming on the best platform to use for education. This is where the Buena Park Police Department's *Understanding Police Use of Force* program was born. "We knew that we had to get ahead of what the media was reporting," said Chief Sianez. "We value how our community portrays us and knew this program was just the platform we needed to educate them."

Captain Hendricks assembled a committee of 11 people which included officers, command staff and professional staff. The committee realized that this *Police Use of Force* program needed to be specific to the Buena Park community whose diverse population is made up of over 82,000. They also enlisted a Buena Park resident to assist them as a participant in a videotaped use of force scenario. It was decided that the video, along with the program, should be presented at a community meeting scheduled for February 18, 2015. Given the sensitive nature of this topic, the planning committee struggled with divulging specific information and techniques associated with the Buena Park Police Department's use of force, thus, making the department extremely vulnerable. Under the chief's direction, the committee members took the risk.

Captain Hendricks facilitated

the presentation and Chief Sianez provided statistics on the Buena Park Police Department's use of force incidents. He was pleased to report his department's impressive use of force statistics. In 2014, the Buena Park Police Department responded to approximately 46,000 calls for service. From those calls, officers made 3,600 arrests and less than 1% resulted in officer use of force. The presentation also went into detail on areas such as what an emergency call is, when

"We value how our community portrays us and knew this program was just the platform we needed to educate them."

— Chief Corey Sianez

City of BUENA PARK

Buena Park Police Department
COMMUNITY MEETING
"Understanding Police Use of Force"

Join Chief Corey Sianez and members of the BPPD for this timely and vital presentation

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- What techniques are used and why
- When SWAT becomes involved: split-second decision making; and community involvement

COME and SEE

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Chief Corey Sianez and his two Captains, Gary Worrall and Gary Hendricks presenting at the community meeting focusing on the Understanding Police Use of Force program.

a suspect is considered compliant vs. non-compliant, what type of training officers receive for specific incidents, weapons used (lethal and non-lethal) and the ever growing challenges that each officer faces on a daily basis. In addition, the presentation included the use of force video scenario that featured the enlisted member of the community. The reaction from the audience was to be expected. "When you see someone you know from the community placed in the position we as officers are in daily, it

is extremely humbling" added Chief Sianez. The presentation ended with Captain Worrall answering over a dozen questions from the community members in the room.

Buena Park Police Department was not sure how many people from the community would attend and aimed low, estimating attendance at 20 people. The final attendee count was 92. In addition to the public, those in attendance included Buena Park City Council members, the Orange County Fire Authority, police chiefs from surrounding agencies, PTA members and the media. According to one of the community members attending, "It was evident that a lot of thought and planning went into this program. It was so professionally done, and in a format that really connected with those who were there. I kept looking around the audience and everyone was so engaged."

The presentation was extremely well received by the community members attending, more so than the Buena Park Police Department had expected. Community members flooded the chief's inbox with feedback regarding the evening, with examples including the following, "What an excellent program last night, with a great turnout. I am glad it was filmed, and I am going to encourage all my staff to watch it. I learned much, but more importantly, I left with such a great sense of pride for our police department. Please pass along my congratulations to your team for a great job!"

Buena Park's outreach to the community to help educate them about police use of force and to allow them the opportunity to ask questions of officers helped strengthen the department's relationship with the community in a very positive way. ■



CONFERENCE WRAP-UP

Police chiefs from all over the state gathered February 22nd-26th for this year's 38th Annual CPCA Training Symposium held in Riverside, CA.

The Riverside Police Department, under the leadership of Chief Sergio Diaz, did an incredible job hosting and making it a memorable event. The Training Symposium kicked off on Monday, February 23rd with the opening ceremonies where Attorney General Kamala Harris spoke. This was followed by an especially moving fallen officer ceremony, honoring the thirteen fallen officers who lost their lives in the line of duty in 2014. The Orange Police Department was honored as the recipient of the James Q. Wilson Award at the President's luncheon.

Wednesday's inspirational

breakfast featured former Major League Baseball Manager Tommy Lasorda and attendees had a once in a life time opportunity to meet as well as listen to his inspirational story. "The training this year was exceptional. I especially loved getting to listen to baseball legend Tommy Lasorda speak. Truly inspiring." The Recognition Luncheon recognized 47 new chiefs throughout the state and chiefs ranging from 5-30 years of service received their years of service pins.

The CPCA & Motorola Technology Innovation Award which recognizes a California municipal police agency's

superior achievement and innovation in the field of information technology was awarded to the Torrance Police Department. The Torrance Police Department developed a gang detail data analysis platform that allows comparison of various data sets from different evidence collecting sources such as call records, text messages, social media, field interviews, crime trends, police reports and traditional records management information. On numerous occasions during the past two years, Torrance Police Department Detectives have picked up cases that were non-fileable, DA rejects, and unwanted by other detectives; only to use the software and some investigative techniques to locate crimes, victims, and defendants. The CPCA & Motorola Technology Innovation Award recognizes a California municipal police agency's superior achievement and innovation

in the field of information technology.

At Wednesday evening's Installation Banquet, Chief Christopher Boyd was honored for his leadership as the outgoing Cal Chiefs' president. Chief Boyd was instrumental in strengthening the association's legislative efforts, improving the image of law enforcement through media outreach and ensuring additional funding for city police departments. The association welcomed Chief David Bejarano from the Chula Vista Police Department as the 50th President and Chief Ed Medrano from the Gardena Police Department was elected as 3rd vice president. Governor Jerry Brown attended and emphasized to attendees how much he values the relationship he has with the association. He is looking forward to working together in the upcoming year.

Retired Chief Scott Seaman from Los Gatos/Monte Sereno Police Department received the Joe Malloy award which is presented to a Cal Chiefs' member based upon

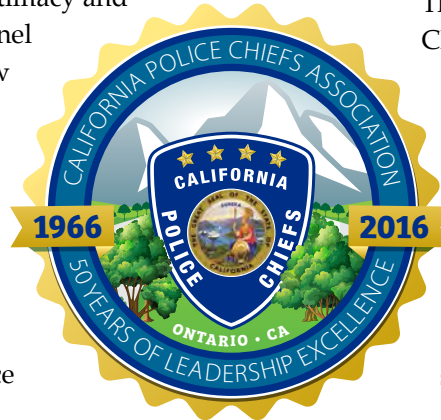
the recipient's professionalism, leadership, energy, and commitment to the mission of the association.

Throughout the entire symposium attendees heard from experts in the fields of cyber security, crisis communication, body worn cameras and medical. In addition, the Cal Chiefs trade show featured more than 120 vendors displaying the latest in police technology, products and services. "Cal Chiefs is one of the only conferences I go to where the training is timely and important." The event wrapped up Thursday morning with a powerful, informative and relevant session on Police Legitimacy and Procedural Justice. Panel members included law enforcement experts from the Chicago Police Department as well as members of the Oakland Police Department, Salinas Police Department and the Gardena Police

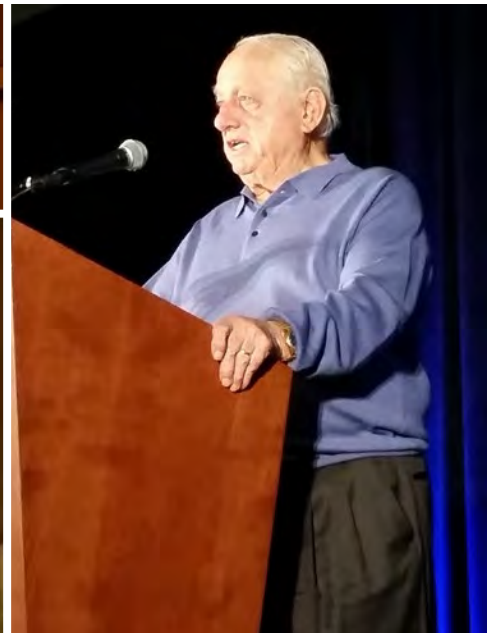
Department.

We would like to thank our Training Symposium Sponsors: IBM, American Military University, Motorola Solutions, Taser, ecoATM, Harris Corporation, Liebert Cassidy Whitmore, Verizon, Jones & Mayer, Atkinson Andelson Loya Rudd & Romo, and Target. In addition, we would also like to thank the CPCA Training Committee for their outstanding job in selecting the training for the Symposium, as well as our gracious host, Chief Sergio Diaz and the members of the Riverside Police Department.

The 39th Annual CPCA Training Symposium will be held in Ontario, March 13-16, 2016. It will be a special year as we celebrate 50 years as Cal Chiefs! We hope to see you all there! ■



"The training this year was exceptional. I especially loved getting to listen to baseball legend Tommy Lasorda speak. Truly inspiring"





“Cal Chiefs is one of the only conferences I go to where the training is timely and important.”





Enhancing Public Safety Together



Cal Chiefs Launches Strategic Partner & Corporate Circle Programs

Cal Chiefs recently launched a Strategic Partner and Corporate Circle program as well as the Corporate Circle link website.

The Strategic Partner Program was designed to create partnerships with leading organizations whose objectives include the support of the profession and the broader law enforcement community.

Corporate Circle members are listed on our new Corporate Circle link on the website and members are encouraged to visit the link as a reference when they are in the market for police products and services. The link will serve as a centralized resource for agencies that are looking for cutting edge products and services in the law enforcement sector. ■

Cal Chiefs welcomes the following Strategic Partners:



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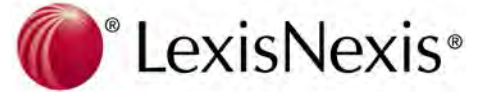


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Gardena Juvenile Justice & Intervention Program



Gardena PD Brings Juvenile Justice Home

By Chief Ed Medrano, Gardena PD

Juvenile Justice Policy Landscape

In recent years, there has been significant reform in the criminal justice system in California. In Los Angeles County, these reforms had the further consequence of closing the entire informal juvenile justice courts. For Gardena, and all of Los Angeles County, these changes have had many real and unfortunate impacts; vast amounts of youth cited for misdemeanors or status offenses

receive limited services and are largely falling through the cracks of an overburdened County Court and Probation system. Most cases are given nominal attention and court mandated diversion, which existed for misdemeanors and status offenses, is now completely absent. Juvenile citations are either dismissed with minor consequences, reduced, or are assigned to probation officers who already carry large caseloads.

Historically, low-level youth offenders will continue down the wrong path and commit higher-level offenses when the underlying reason for their poor decision-making is not being addressed. Moreover, juveniles don't commit offenses in a vacuum; rather, a host of issues are well-known contributors to juvenile delinquency. The list of contributing factors include poor attitude, lack of parental supervision, broken homes, antisocial tendencies, peer influence, and violence at home. It should then be no surprise that many youth continually reoffend and become deeper entrenched in the system.

What can be done to help these low-level offenders from becoming higher-level offenders later in life?

An unconventional approach that Police Chiefs may consider is creating a juvenile diversion and intervention program to help identify youth in need of additional assistance. Although these programs are not new, the advent of a local program working in close collaboration with the local police agency helps increase success and provides for a community centered approach to at-risk behavior.





Gardena's New Perspective

The City of Gardena is working to address these problems prevalent in the community and collaborated with the USC School of Social Work to partner with Master of Social Work interns to create the Gardena Juvenile Justice and Intervention Program (GJJIP). The GJJIP provides accountability and structure for youth in Gardena that has been cited for a low-level misdemeanor or status offense, as well as any at-risk youth with behaviors likely to lead to criminal conduct. This program functions through six main components: case management service plans, restorative justice sanctions, life skills workshops, community referrals, writing workshops, and mentorship. When cited, the juvenile goes through a vetting process by juvenile detectives to see if they are suitable to participate in the program. If selected, the juveniles are diverted into the GJJIP. Alternatively, non-cited youth can be referred directly into the program by community members, educators, police officers or relatives.

Social workers, working under the supervision of a Licensed Clinical Social Worker (LCSW) in the GJJIP, will serve as mentors and conduct clinical assessments of youth to develop service plans tailored to the youth's need. Through these service plans, juveniles are held accountable for their actions via minor sanctions and proactive life skills workshops. In addition, youth are also assigned to restorative justice sessions to help them better understand the impact of their actions on the community and

victims. These methods have been proven to be effective and efficient in ensuring that our youth receive the care and resources that they need.

Additionally, special cases that involve substance abuse, mental health concerns, or traumatic experiences are referred out to a select group of non-profit agencies for intensive, direct services. If cited youth complete the program successfully, there will not be charges filed on their citation/arrest and will thus keep the youth from having any juvenile criminal record. By going beyond the traditional sanctions, the Gardena Police Department intends to find a holistic approach to keep our youth from entering the criminal justice system and to help build critical skills necessary to be successful in life.

Immediate Impact

In the first months of operation the response has been extraordinary—over 75 kids have been referred or diverted into the program. The GJJIP is focused on finding alternative solutions to breaking the cycle of crime and delinquency for the youth of Gardena. As law enforcement professionals working in an environment of constant justice reform, it is important to take the initiative to ensure that our youth do not continue to fall through the cracks. Developing unique approaches such as the GJJIP will ensure we do our part towards reducing delinquency in our communities. ■



CrossFit Vision Comes to Life

By Lieutenant Will Deplitch, Hayward PD

Dictionary.com defines “vision” as a vivid, imaginative conception or anticipation.

Three and one half years ago when Chief Diane Urban was hired as the City of Hayward’s police chief, she set her sights on turning vision into reality. As a former three-time Division II NCAA champion in the discus, competing at the 1984 Olympic Trials, as well as being a 30-year law enforcement veteran, Chief Urban knows the benefits of fitness on physical, emotional, and spiritual well being. CrossFit has provided her the roadmap to keep her competitive spark alive as well as providing her a setting to share her passion for CrossFit with her Hayward Police Department family and the greater LEO community.

Chief Urban assembled a group of like-minded men and women, from all ranks, to join her in developing a wellness program aimed at educating personnel on the benefits of physical fitness, lessening work place injuries, minimizing workers compensation claims, and encouraging a lifetime dedication to physical fitness. The cornerstone of this vision was a Crossfit based training facility. Through a collaborative effort between Chief Urban and Hayward’s Human Resources Department, an 8,000 square foot state of the art training facility was funded to further her vision.

On May 3rd, 2015, the official Hayward Police Department “Barbells and Badges” CrossFit affiliate opened its doors and celebrated turning an imaginative concept into reality. The LEO community, along with their family and friends, were invited

to celebrate the opening of our new training facility. The Open House event included Hayward Police Department’s first annual “Barbell and Badges Throwdown” for a little friendly competition between law enforcement agencies. The only requirements were that competitors be active duty LEO and the teams be comprised of at least one man or women. Twelve three-person teams, which had officers traveling from as far as San Diego, competed for the crown during the event. Chief Urban’s daughter, San Diego Police Officer Christine Jones, came to show her support as well as compete in the event.

Greg Amundson, CrossFit Headquarter’s Law Enforcement Liaison, provided an inspirational speech, which set the competitive atmosphere for the event. Jordan Gravatt, from CrossFit Headquarter’s Media Division, was in attendance as well. Brandon Gardner and Sam Capogrossi, both representing the International Association of Chiefs of Police, traveled from Alexandria, Virginia to support the event along with the additional 150 local attendees, family members, friends, and spectators.

After three grueling workouts, two teams from the Alameda County Sheriff’s Department, and one team from the California Highway Patrol, battled it out in a final “winner takes all” workout for top dog bragging rights. The honor was awarded to the Alameda County Sheriff’s Department Eden Township Team. The Open House and competition was a much-needed positive event for our LEO community during these challenging times. We hope to see you at next year’s event, which promises to raise the bar for our LEO community. ■

Strengthen Your Agency by Planning for Your Replacement

By Leischen Stelter, editor of *In Public Safety*, AMU

As a police chief, if you got hit by a bus tomorrow, would someone in your agency be ready to step into your role?

Police chiefs must take the time to develop robust short- and long-term succession plans to ensure their agency does not experience a leadership crisis upon their departure.

“Your value as a chief is leaving your department better than you found it. Too

many chiefs retire with little to no notice and leave their agency rudderless,” said Richard Kreisler during an educational session at the 38th annual California Police Chiefs Association (CPCA) training symposium. Kreisler retired as the chair of the public safety employment practice

group with Liebert Cassidy Whitmore (LCW), a law firm specializing in advising public safety agencies across California. He was joined by two colleagues to share the firm’s succession planning strategy and how this strategy can be used by law enforcement agencies.





Be Open and Honest About Your Retirement Plans

Succession planning is a constant process and it takes a minimum of five years to develop a robust plan. Because succession planning is such an involved and lengthy process, chiefs must be willing to disclose their retirement plans. This request is often extremely difficult for chiefs to accept, said Kreisler, but one that is critical to the strength of the department.

"Succession plans aren't something you plan in a month," said Kreisler. "Yes, some of you could get screwed by doing this, but it will likely only be a minority of you. Do not wait to tell people when you plan to retire."

One benefit of informing your agency about your retirement plans is that it gives you an opportunity to mentor a

successor. "In many departments, when it comes time for transition and a chief to step down, it often falls to human resources to hire a recruiter and conduct a search. There often isn't much participation by the retiring chief," said Morin Jacob, current chair of LCW's public safety practice group.

Taking this new approach of sharing retirement plans enables chiefs to take an active role in identifying officers to replace them, preparing them for the role, sharing experiences with them, and supervising their development.

Make Succession Planning a Team Effort

"It's relatively easy to forget to do succession planning, it's not something in your job description," Jacob said. Fortunately, chiefs don't have to do it alone.

The panelists recommended starting a committee that's devoted to succession planning comprised of command and supervisory level officers. This ensures others are invested in succession planning and agency talent development. Be sure to write the plan down so the committee can review it periodically. Meet regularly (monthly, if possible) and update the written succession plan on an annual basis.

How to Develop Successors in Your Agency

Think about succession planning as a way for you to coach and develop those who will lead the agency into the future. Once again, this requires a shift in mindset for many chiefs. "You need to put your ego aside and devote your attention to creating colleagues who can take your place," said Kreisler. It's important to identify

rising stars in your agency, put them into challenging positions, and supervise them as they take on greater responsibility.

Delegation

Delegation is an important component of succession planning. Delegation is not abdicating work, it is an opportunity for rising stars to do the work while under your supervision. "Your colleagues can't improve if you don't delegate work," emphasized Kreisler. "This all seems to run counter to your ego and sense of security. LCW acknowledges you operate in a political world that is different than a law firm. While there can be repercussions, we want to provide tools that encourage you to think outside the box and push the envelope."

Shadowing

Bring selected people into closed-door or difficult meetings so they can see the situations you deal with and how you handle it. It's the only way they can learn what you do. "It's never too early to start positioning that person and start matriculating them into the role of future chief," said J. Scott Tiedemann, managing partner with LCW.

Share Your Experiences, Good and Bad

As you educate others about your job, be sure to share both your professional successes and failures so others can learn from your gains and shortcomings. Sharing both the good and bad is a way to prepare future leaders by allowing them to learn from all of your experiences.

Write Down Your Job Description

Take the time to document your job responsibilities. By doing so, you are creating a roadmap for your successor and providing them something tangible to prepare them for the job ahead. Be sure to update this document annually so it accurately reflects your job, said Jacob.

Police chiefs need to start thinking of succession planning as a critical function of their job. Take the time to identify and develop future leaders within your agency so there isn't a leadership crisis upon your departure. ■



THE IMPACT OF REALIGNMENT ON PROPERTY CRIME:

Did we fight crime with one hand tied behind our back?

By Chief Daniel S. Llorens, Fountain Valley Police Department

California's latest prison reform effort known as Public Safety Realignment or **AB 109** was the culmination of generational court proceedings and public policy lethargy. Effective in 2011, the law only just preceded a United States Supreme Court ruling forcing California to reduce its prison population so inmates could secure constitutionally permissible levels of medical care.

Although not designed as an early release program, the net effect of realigning non-serious, non-violent, non-sexual offenders to counties was decarcerative. Within two years

of implementation, over 18,000 offenders found their way into local communities by virtue of displacement in local jails or other dynamics already at work before AB 109 (Lofstrom & Rafael, 2013). Many of these offenders had previous convictions for property-related crimes. The Attorney General reported that from 2007 to 2012 California agencies shrunk their sworn officer contingents by over 4,500 positions (CJSC, 2014). In light of the drop in resources to hire and maintain officer staffing,

smaller California cities especially were precariously positioned to withstand an increase in new offenders. Could a correlation be made between Realignment and property crime in smaller California cities? And what about the police chiefs of those cities? What factors did they judge as impactful related to property crime, and how quickly or effectively did they employ response strategies? A recent study sought to answer some of these questions, providing information that could help police chiefs and others as California faces another round of reform in Proposition 47.

Looking at 56 California cities with a population of between 25,000 and 50,000 and their own police departments, the study sought to identify differences in property crimes reported to the police and sworn officer staffing in the year immediately preceding Realignment, 2010 and the year after, 2012. Data gleaned from the FBI's Uniform Crime Report showed a nearly significant increase in property crime as well as a statistically significant decrease in officer staffing. Additional analysis could not identify a statistical correlation between the increase in property crime and the decrease in officer staffing in those cities.

An electronic survey administered to chiefs of these cities was designed to tease out which factors chiefs of these cities believed were most impactful to property crime in their cities. The chiefs rated Realignment as most impactful, followed by jail overcrowding, the recession, and their own officer staffing levels. Although Realignment was rated high, the difference between that factor and the one rated lowest, officer staffing, was not significant. The chiefs appeared divided as to which of these four factors was most influential to property crime in their jurisdictions.

Next, chiefs reported the level of progress made on strategies enacted in response to Realignment. By a statistically significant margin, chiefs reported they had made the most progress "increasing partnerships with allied law enforcement agencies". Other strategies in order of progress made was "creating or re-tasking specialized units", seeking "alternative funding", and engaging with "non-law enforcement partners" to impact their AB 109 population. The final survey question produced a similar result, with chiefs rating "increasing partnerships" more effective by a significant margin than other strategies in responding to Realignment.

These findings reflect the diverse opinions of scholars; some arguing increased crime did not covary with Realignment, while others finding a strong correlation between Realignment and property crime (Lofstrom & Rafael, 2013; Males & Buchen, 2013). The increase in property crime between 2010 and 2012 was

certainly meaningful from a law enforcement standpoint, but the inability to show a correlation with Realignment could be because crime increases were far from widespread. Almost 40% of the 56 cities enjoyed a decrease in property crime; one city saw an enviable 30% decrease over that period. Based on survey responses, it is possible chiefs of these cities recognized the need to collaborate with allied agencies and wasted little time in creating effective

partnerships, especially since 85% of these cities saw their sworn officer contingent shrink. Other variables such as improved high-tech monitoring capabilities or more effective offender treatment than previous reform efforts may have also moved the dial.

As California police chiefs grapple with Proposition 47, which reduces penalties for a host of crimes previously considered felonies, one strategy seemingly left behind may provide insight. The study demonstrated chiefs had little confidence and made little if

any progress in "engaging with non-law enforcement partners to impact or serve realigned probationers." Most police executives probably agree fewer officers and more offenders on the street invariably result in higher crime without the benefit of exhaustive scholarly discernment. In adapting to an ever-changing criminal justice landscape, public safety in the Golden State could benefit from enlisting help from non-traditional, non-law enforcement partners; people of good will just as committed to a safer California as her sworn police officers. ■

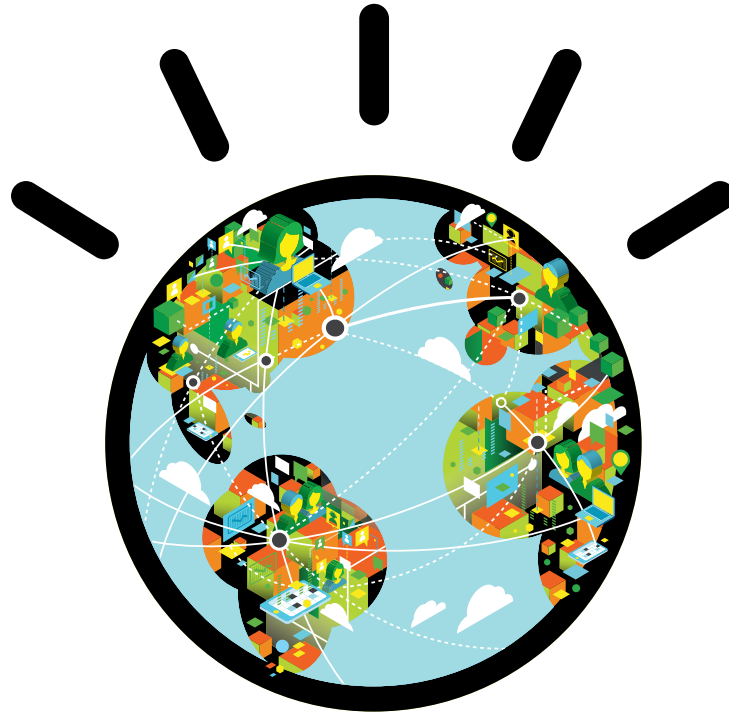
In adapting to an ever-changing criminal justice landscape, public safety in the Golden State could benefit from enlisting help from non-traditional, non-law enforcement partners; people of good will just as committed to a safer California as her sworn police officers.

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Chief Llorens is in his 27th year of service with the Fountain Valley Police Department. He recently authored a dissertation entitled, "The Impact of Realignment on Property Crime: Perspectives of Chiefs of Police". This article is based on that study. He can be reached for questions or comments at dan.llorens@fountainvalley.org.



How to compete in the era of “smart.”



Police in Memphis used Big Data and analytics to verify patterns of criminal activity, which helped them change their strategy.

For five years, IBMers have helped cities and companies build a Smarter Planet. Leaders have begun using Big Data and analytics to transform their enterprises with mobile technology, social business and the cloud.

Big Data has changed how enterprises and institutions serve their customers, and their ability to harness it helps them compete in today’s era of “smart.”

Using analytics, not instinct.

Executives long relied on intuition to formulate strategy and assess risk. Such thinking is rendered obsolete by Big Data.

Today, when each individual is connected with millions of others, the cost of a bad call can be devastating. Analytics helps leaders see beyond their own biases to find real patterns and anticipate events.

The social network goes to work.

The rise of social and mobile technology is shifting the competitive edge from

having workers who amass knowledge to having workers who impart it.

Cemex, a \$15 billion cement maker, created its first global brand by building a social network. Workers collaborating in 50 countries helped the brand launch in a third of the anticipated time.

From you as a “segment” to you as you.

In the age of mass media, marketers served broad population “segments.”

But the age of Big Data and analytics is revealing customers as individuals. And smarter enterprises deliver useful services to one individual at a time.

Finding success on a Smarter Planet.

An organization invested in Big Data and analytics, social, mobile, and the cloud is a smarter enterprise. On a Smarter Planet, the next challenge is culture: changing entrenched work practices to make the most of these advances. To learn more, visit us at ibm.com/smarterplanet



Effective marketing no longer aims publicity at broad demographic groups—it opens conversations with individuals.



Social networks shift value in the workplace from knowledge that people possess to knowledge that they can communicate.

LET'S BUILD A SMARTER PLANET.



PUSH-TO-TALK – WHAT ALTERNATIVE DID YOU FIND FOR THE DEFUNCT NEXTEL PTT SERVICES?



On June 30, 2013, the Nextel iDEN network was taken off-line, which had been a key PTT communications resource for many public safety agencies. It left the Cypress Police Department with a significant void when it came to radio communications for our Criminal Investigations Bureau and special teams.

Our 800 MHz Land Mobile Radio (LMR) works great for in-county communications, but most of our surveillance operations and radio communications extend far beyond our county's LMR range.

Soon after losing the iDEN PTT system, we found ourselves in a surveillance operation tracking a serial bank robber to the San Diego border nearly 100 miles from Orange County. The county's LMR simplex (talk-around) channels were our primary means of communication, which was our only option at the time, but it left gaps. Fortunately the operation went smooth and ended up with the suspect in custody, but we knew we had to find a new PTT solution.

Research revealed other cell phone carriers were entering the PTT space, but this meant new hardware and additional PTT



service fees. Our detectives voiced little interest in carrying two devices, and field tests did not convince us these new PTT devices and services were measuring up. We broadened our search and began looking for an “app” that might utilize smartphone data plans and sure enough we found several. After testing a number of these apps we decided to go with Voxer as our PTT service.

I spent many hours talking and meeting with Voxer about system security measures, data retention, encryption, and other specific public safety needs. One of Voxer’s founders, Tom Katis who served as a Special Forces Communications Sergeant in our armed forces, gave me a good feeling that security was of prime importance for their solution. We tested Voxer using their free service for several months in real-world environments and their app performed exceptionally. Now we had PTT capabilities and range was no issue since we were operating on the cell carrier’s data system.

Voxer is loaded with features. Not only do they have PTT in real time, but if you happen to miss a message you have the ability to play it back. Need to be more covert? They also provide text messaging and photo sharing; all integrated with your designated group (up to 500 users) or one-to-one communications. Even if you happen to be out of cell range Voxer can connect to a Wi-Fi network, continuing to work seamlessly. Apps are available for iOS, Android, Windows 8 and web browsers. Need situational awareness for your team? Voxer also has the ability to map locations of fellow team members, much like traditional AVL systems. Need to go out on foot and blend in? Simply plug earbuds into your cell phone and you have full communications with Voxer. It looks as if you are listening to music or talking on your phone. Bluetooth devices are also available.

If you want to include a dispatcher for command and control, Voxer for Web and Voxer for Windows is the ticket. With the addition of a USB foot pedal and a standard computer headset, a dispatcher can operate hands free, running multiple Voxer communications at the same time and have a full map up with all team members visible. Has your LMR ever gone down in patrol operations where your officer’s end up using cell phones to call dispatch? Voxer can also serve as your back-up communications to your LMR system in patrol cars equipped with an MDC. I actually found a USB PTT microphone that can tether off of an MDC and with the standard web browser, every patrol car could have a back-up radio to your LMR using Voxer.

Let’s talk about security. According to Voxer, they provide a military-grade level of encryption (TLS/SSL) for over-the-wire/air communications. All voice, text, and photos sent from the clients to the server are encrypted using TLS/SSL. Users’ passwords are stored encrypted on servers with randomization to prevent dictionary attacks. Data is encrypted at

rest on the mobile device when a user enables a passcode (iOS 5 and up) or enables encryption on their Android device. When it comes to data retention, since Voxer is a third-party vendor, access to historical data on the hosted system is not available at the client level. This can be controlled by the agency administrator on their appliance offering, however Voxer does have an option for agencies to host their own server if this need is required.

According to Voxer, since the app uses the cell carrier data plan, Voxer uses a minimal amount of data. The average audio message on Voxer is about 7 seconds and uses about 14KB of data. Text messages on Voxer average about 700 bytes of data. To put this in perspective, to hit 1GB of data usage sending messages via Voxer, you would need to send approximately 34,000 voice messages or 1.5 million text messages. Voxer is very efficient and doesn’t even put a dent in the monthly cell data usage plans.

Irv Remedios, President of Voxer, says, “The inspiration for Voxer came from wanting to dramatically improve communication including walkie-talkie functionality, so it’s no surprise that Public Safety has been so enthusiastic. We reinvented voice technology, whether live or recorded. It’s efficient, modern communication for high performing teams. We understand that consumers, small business and government agencies all expect top-notch messaging and security from us.”

Check out Voxer if you are still looking for a replacement to your Nextels, or if you need PTT capabilities. ■

Tom Bruce, a 27-year member of law enforcement, is a commander with the Cypress Police Department and serves on the California Police Chiefs Technology Committee. Greg Park, a contributing editor, is a 26-year member of law enforcement, is the IT manager for the Livermore Police Department and also serves on the California Police Chiefs Technology Committee.





Los Al Makes the Grade

ALL 21 POLICE OFFICERS HAVE COLLEGE DEGREES

By Jaimee Lynn Fletcher

For most professions, it's hard to imagine a time when higher education was discouraged, but not long ago this was the reality for many in law enforcement.

Real-world training trumped hitting the books, and many who wore a badge preferred learning on the streets to sitting in a classroom.

"When I started here, education wasn't a priority," said Los Alamitos Police Chief Todd Mattern. "I remember one time I said to my boss, 'I can't attend training, I have a final.' That didn't go over well." Mattern said he persisted on showing up for the test, despite pushback from his boss. He caught up on the missed training and later earned his bachelor's degree in occupational studies from Cal State Long Beach.

The law enforcement landscape has changed drastically since the 1980s when Mattern was fighting for support from his superiors to earn his degree. Today, agencies embrace the importance of combining education and tactical training to make their officers better. With an entire force of college-educated officers, the Los Alamitos Police Department serves as the prime example of this cultural shift. "Someone can become a police officer with a GED, and people know that," Mattern said. "I think some people assume that makes up a good portion of the officers we have, and that's not the case."

Of the 21 sworn officers at the Los Alamitos PD, 18 have bachelor's degrees and three hold master's. Degrees cover a



variety of areas including criminal justice, sociology, visual arts and educational management. "Having a degree is not a requirement, but it just has become our culture," Mattern said. "I think everybody here takes their professional development very seriously. They want to be the best cops that they can be. As part of that, they've all been very committed to higher education and to professional development."

The department recently celebrated three officers earning their bachelor's degrees from Columbia College at a small ceremony aboard the Queen Mary in Long Beach. Sgt. Chris Karrer, Cpl. Kain Gallagher and Cpl. Chris Anderson graduated in October with degrees in general studies and minors in criminal justice.

"It's something I should've done a long time ago," Anderson said. "I personally feel that a college education is important." After high school, Anderson obtained an electrician's certificate with plans to join the family air conditioning business. A ride-along with his brother-in-law changed his career choice and he joined the Los Alamitos PD 16 years ago. After he and his wife welcomed their second child in 2007, Anderson decided to go back to school. An 80-mile work commute, along with varying shifts,

homework and raising two small children made for a stressful start to his college career. "The first two years were pretty rough," he said. "It was really tough to try and balance and figure out how I was going to do it." He took a class at a time until he could make room for more.

With perseverance, Anderson, 40, obtained his degree. Anderson said he intends to go for his master's degree in business administration. A college education, he said, complements officers' tactical training. "It causes you to process and analyze things in a way you never did before," he said. "Education gives you a different perspective."

Mattern said since there has been a shift in his officers pursuing higher degrees, there are fewer lawsuits filed against the department, fewer citizen complaints and less use-of-force incidents. "I just fully believe that educated cops make better cops," Mattern said. "In my experience, they make better decisions out in the field, they develop their critical thinking skills and their communication skills are better. It makes for a more professional police department, and gives us more credibility in the community." ■

Jaimee writes for www.BehindTheBadgeOC.com



Making Community Involvement a Top Priority

By Carrie Lujan, Public Information Manager, City of Santa Monica

In the bright lights of Studio 16, Santa Monica Police Chief Jacqueline A. Seabrooks animatedly talks with the show host as the director calls for quiet on the set.

“And we are live with Ask the Chief in 5...4...3...2...1.”

The red tally light on camera one indicates that they are on, simultaneously the phone lines light up, as residents from across the city call in to ask questions and express concerns to the police chief. She handles the entire live show atmosphere with composure, eloquence and a true sense of caring for the residents of Santa Monica.

“I think it’s important for the reach of the police department to be broader than just a series of community meetings,” Chief Seabrooks explains. “Community meetings are important, they give me the chance to speak directly to the community, but the challenge with the format is...they

are generally limited to those people who show up because they are clearly interested in the topic, but on our CityTV station and streaming live, people who may have an interest also now have a different avenue to get information and ask questions.”

“Ask the Chief” was a show Chief Seabrooks re-launched after a brief hiatus and in the aftermath of nationwide civil unrest sparked by violent incidents such as the shooting death of Michael Brown in Ferguson, Missouri and the death of Eric Garner in New York. These incidents and several others recently, have inspired marches and protests across the country and in the bayside City of Santa Moni-

ca. The chief was asked to speak to the community back in November of 2014 in a forum hosted by the Committee for Racial Justice titled “Issues from Ferguson – What’s the Impact on Santa Monica?”

The central questions the forum’s participants raised were “What about Santa Monica? Where do we stand with some of the issues arising from the killing of Michael Brown in Ferguson, racial profiling, militarization of police, use of force training, cultural competencies of our police officers, fair representation on the police force of people of color, etc.”

True to form and consistent with her direct communication style, the chief addressed these questions, and many others, as she shared general information about the police department’s long-standing commitment to diversity within its ranks, the department’s stance regarding on-going professional development/training for all of its officers, its policies and procedures, and the acquisition and deployment of contemporary police equipment.

“Although we are some distance from Ferguson, both literally and figuratively, it is more than appropriate that I meet with the members of this community to answer their questions about this tragedy in the context of the activities of the Santa Monica Police Department,” Seabrooks said.

Chief Seabrooks closed the forum with, “A police department’s legitimacy and its community support are only strengthened when the organization’s leadership embraces the notion that it is proper for the public is to question the entity’s actions and it is more than appropriate for the agency’s leadership to provide cogent, thoughtful answers in response.” Judging from the overall tone, tenor and community response, Chief Seabrooks did just that.

In a city of just over 90-thousand residents, which are more than 70% white, the Santa Monica Police Department is a rarity in that it is much more diverse than the community it serves and protects.

“A diverse workforce is a more tolerant workforce,” says Chief Seabrooks. “It is more understanding, more receptive to different ideas and ways of looking at things. Our department is more diverse than the community we serve—if we look at population that lives here—but if you look at the reality that we are a destination location that begins to change the dynamic.”

The City of Santa Monica is a popular regional, national and international tourist destination, and on weekends and during the summer, the daytime population swells to anywhere between 250-450K peo-



ple. Making sure the police department can address and relate to the different cultural and ethnic makeup of that population, is something Seabrooks has always focused on. She was instrumental in developing an acclaimed cultural competencies program, aspects of which continue to be shared with law enforcement agencies throughout California.

“It’s very satisfying for me to see how far the organizations I have worked with—and law enforcement in general—have come in terms of embracing diversity, particularly in terms of women and people of color. When I first joined the profession, women as supervisors were almost unheard of. I was actually the first woman to be promoted to sergeant here; it is interesting to think of the reaction then and juxtapose it to now, when it is common-





place and no one is surprised by it. Back then, there was some “Who do you think you are? You think you’re up to this? You can’t do that.”

With more than three decades of progressively responsible municipal policing experiencing, Chief Seabrooks has always placed emphasis on the department’s relationship with the community. This was evident during her time at the helm of the Inglewood Police Department where under her leadership crime rates declined to levels not seen since the 1970s and the Department’s relationship with its diverse community improved substantially.

In Santa Monica, the images of police officers are very different than what has been seen in the media recently. On any given day you may find officers hosting Coffee with a Cop, Pizza with the Police, or bringing ice cream to kids at a local park. The K-9 Officers regularly take their dogs to meet with students at local schools, and recently a medal-of-valor winning officer gave a local Boy Scout troop an up-close look at the SWAT vehicles; and the deputy chief read *Twas the Night Before Christmas* to children at a holiday event.

“It is important for our officers, at all levels, to be seen as people, as part of the community’s fabric; we train and hire to meet those standards; and we reinforce those standards consistently” says Seabrooks.

Another program that exemplifies community oriented policing in its truest form is the Neighborhood Resource Officers (NROs). Each of the city’s four distinct beats have a dedicated officer and community services coordinator who work together to quickly identify community issues, concerns, problems and crime trends which have long term quality of life issues. The NROs also maintain a visible presence in their beat, hosting meet-ups, attending community events, and getting to know the residents and businesses in the area.

“Our NROs are a dynamic group that were handpicked for their personality, dedication and fit for their beat,” Chief Seabrooks says.

Building a strong relationship with the community starts at a young age and that is why the SMPD is devoted to its Police Activities League (PAL). PAL is an after school program that provides educational, cultural, fitness and recreational programs for youth ages 6 - 17 years. It is a unique community organization that fosters trust between youth and the men and women of the Santa Monica Police Department. With the motto "Our Community Starts Here" PAL Youth Center has an abundance of enrichment and recreational classes such as homework assistance, computers, reading, college preparation, biking, culinary arts, creative dramatics, arts & crafts, dance, and basketball.

There are also many annual events where the community has an opportunity to see another side of their police department. For Chief Seabrooks that means snuggling up to some kittens that are up for adoption at SMPD's Open House, grooving to tunes played by the high school marching band at National Night Out or riding alongside Santa on the Annual Candy Cane Drive.

"These events give the community a chance to see our officers in a different light and creating and nurturing a community bond that is essential during times of crisis," explains Seabrooks.

An example of this was the June 7, 2013 active shooter incident where a gun-

man went on a rampage across the city, killing five people before being shot by police at Santa Monica College. On that day residents saw their officers dressed in full SWAT gear, law enforcement officers from throughout the region, including a Bell Ranger helicopter landing on the college campus, and the body of the gunman lying on the sidewalk.

"We got no flack that day from the community about militarization of the police or how the crime scene was handled because the community had faith in us and understood what we were doing," explains Seabrooks. "Because our community knows who we are and, on the whole, knows that we are sensitive and respectful, they clearly recognized that some things had to take place due to operational necessity."

"That event tested the resolve of our department and our community," Seabrooks continues. "This is something we had trained and prepared for, but hoped would never happen. I am so proud of how our officers handled this situation and the amazing resiliency of the community in the aftermath."

Moving forward in this time of nation-wide mistrust of police, Chief Seabrooks says that is not the prevailing reality in her city.

"Santa Monica has long been hailed as progressive and forward-thinking. And as a police department we embody that as

well," she says. "We have laid the groundwork of a strong relationship with our community, one that we will continue to foster and build upon."

Across Santa Monica people tuned into to CityTV 16 to see and hear from the chief who spoke passionately, friendly and knowledgeably about the challenges police departments face, and you could hear from the voices of the callers that they feel reassured, heard and respected.

"Crime is our priority and our reason for existing," Seabrooks says. "But community relations is right up there with that. We can't exist in a vacuum, our interactions with the community are essential to how we gain our legitimacy and how we gain the public's trust."

"Last caller," the director says into his microphone and the stage manager gives the signal to wrap-it-up. Chief Seabrooks congenially thanks the hosts and chats with the crew as she heads out of the studio.

"The phrase is 'Police are the community and the community is the police,' says the Chief. "At the end of the day it shows we have positive relationships with our community. It doesn't mean they always agree with everything we do. But when there is some kind of uncertainty, urgency or tragedy, we know that we have that goodwill bank to draw from and know that ultimately the voice of reason will prevail." ■



LIB AT LARGE: Marin City teen, a human rights honoree, drawn to police career

By Paul Liberatore, Marin Independent Journal

At a time when the hashtag #BlackLives-Matter has gone viral in social media and students on campuses across the country are protesting the recent killings of young black men by police officers, 17-year-old Davon Smith, a Tamalpais High School senior active in the Black Student Union, has his own ideas about reforming law enforcement. He wants to be a cop.

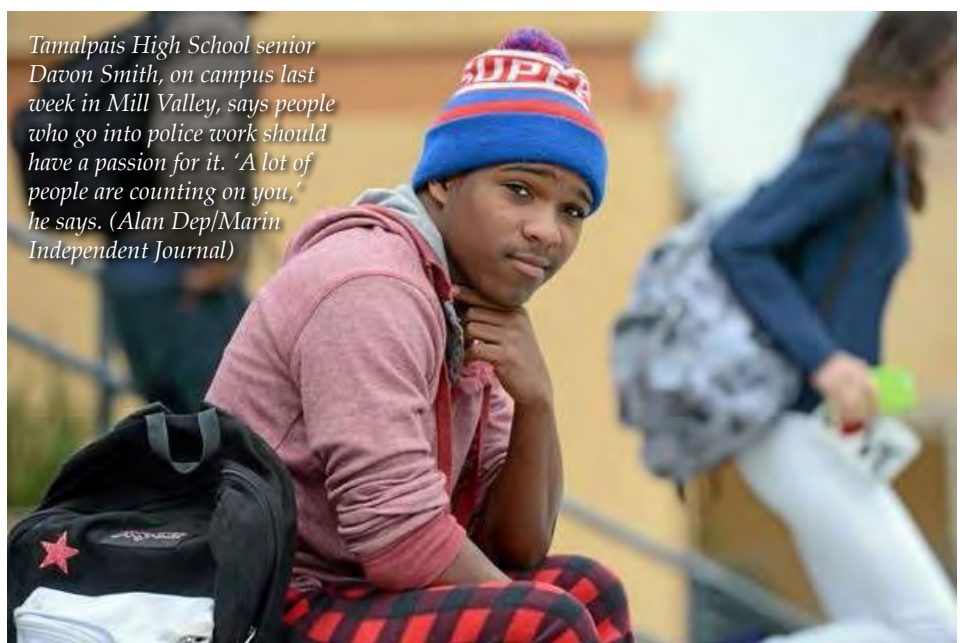
Teens don't always look at the police with that level of trust, especially in minority neighborhoods like Marin City, where Smith lives. But Smith has a radically different perspective than many of his peers.

"Nowadays, you hear a lot about police brutality, what police are doing wrong," he says, sitting in Tam's student center after school one recent afternoon. "As far as I've seen, they're just doing their job. They're not out to harm anyone or profile anyone."

A peer tutor at Tam, Smith is one of five high school seniors chosen by the Marin County Human Rights Commission to be honored at its annual Martin Luther King Jr. humanitarian awards dinner



Davon Smith with Sausalito police Chief Jennifer Tejada, whose department accepted him for a paid internship. (Courtesy Sausalito Police Department)



Tamalpais High School senior Davon Smith, on campus last week in Mill Valley, says people who go into police work should have a passion for it. 'A lot of people are counting on you,' he says. (Alan Dep/Marin Independent Journal)

Thursday night at Embassy Suites in San Rafael. The others are Elena Dennis of Branson High School, Isabelle Gardner of Marin Catholic High School, Nassim Kabbara of San Rafael High School and Jake Mates of Redwood High School.

"(Smith) stands out as a humble young man who works with other students on a level that's amazing to watch," says Jewel Barrow, a staff assistant at Tam who nominated Smith for the award. "Kids take to him. They don't turn off because he's a student. They can see he's not trying to be better than them, that he has a genuine concern, that he's just trying to help them. He's a great kid."

Felecia Gaston, founder of the Marin City Youth enrichment program Performing Stars of Marin, said she was "a little surprised" by Smith's interest in a police career.

"I was surprised because he grew up witnessing the tension between law enforcement and black males in the Marin City community," she said. "But I feel if we want to make change, it would come from within our own community. Having our children involved in law enforcement would shed a different light on police-community relations."

Asked about the outrage in black communities over the deaths of Trayvon Martin, Michael Brown, Eric Garner and Tamir Rice, all black males who were killed while unarmed, he thinks for a moment and says, "It's sad that things like that happen. It's disappointing. I wish we

could be on a more peaceful, positive track because being a police officer shouldn't be just an ordinary job. You should have a passion for it, knowing you're not just affecting your life, but the lives of your whole community. A lot of people are counting on you."

Since finishing a paid internship with the Sausalito Police Department through the Marin County Office of Education's School to Career Partnership, he has been more committed than ever to a career in criminal justice.

"Two years ago I just decided that's what I wanted to do with my life," he explains. "Police shouldn't forget what their main purpose is, which is to serve and protect. Part of giving back to your community is keeping it safe."

'EAGER TO LEARN'

In her evaluation, Police Chief Jennifer Tejada noted that Smith is a young man "very eager to learn and is open to taking advantage of new opportunities to increase his experience and to develop new skills." She added that he was "wonderful to work with."

Smith was raised by a single mother who had him and his identical twin brother, Daverick, when she was about the same age as they are now. Their father has been absent since the twins were little boys.

"I've always just had my mom," Smith says. "It's been like that for as long as I can remember. It's probably been harder on her, having twins when she was

17, than it's been on us."

When he was 6 years old, he began attending Performing Stars of Marin's programs for disadvantaged kids.

"They had us working on manners and poise and gave us different experiences — tap dancing, marching band, drama. Every summer, they had us do plays at Marin Theater Company summer camps. As a kid, I grew to love it. I also did drama at Tam. It became a passion."

With other Marin City kids, Smith went to Bayside Elementary, a school in the Sausalito Marin City District that has struggled with issues of race and academic achievement since the 1960s.

When his mother moved the family to Mill Valley when the twins were in the

fifth grade, they transferred from Bayside to Edna Maguire School in Mill Valley, one of the county's more affluent communities. At Edna Maguire, the boys found themselves among only a handful of black kids.

"At Bayside I was with all my friends from Marin City, so going to Edna Maguire was a change from what I was used to," he says. "Mill Valley is a much wealthier part of Marin County, so I got to see the world from a different point of view. I made a lot of friends there and it forced a change in me for the better. I wasn't the same person who went to Bayside Elementary. I don't know where I'd be now if I hadn't transferred over."

Smith went on to Mill Valley Middle School and then to Tam. His family has

since moved back to Marin City, where the twins live with their mother, Latosha, an aunt and their 10-year-old brother. Smith went out for track and football as an underclassman, but chose to spend his senior year focused on academics. He's been accepted at California State universities in Chico and Los Angeles, and is trying to decide between the two.

"I'm really passionate about going into criminal justice, so I tend to focus on subjects like economics and American government," he says. "We had a semester-long class on street law, which is kind of the psychology of the streets. All of those play an important part in taking care of your community, being a cop or parole officer or whatever I end up doing." ■



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Safe City

Galt's New Crime Fighting Tool

Lieutenant Brian Vizzusi, Media Relations – Galt Police Department

MONDAY, JANUARY 5, 2015 – Galt Police Officers have another new crime fighting tool to help keep Galt a safe place to live, work, and play. The program is called “Safe City” which is a registry of privately owned cameras throughout Galt.

The Galt Police Department is encouraging residents and businesses to register their existing security cameras through Safe City. This information is kept confidential and is only used to inform officers that valuable video may be available to help solve a crime if cameras are located in an area where an incident occurred.

According to Galt Police Chief William Bowen, “video footage has been instrumental in solving a number of serious crimes in recent years, and will continue to be important as more citizens and businesses install camera systems”. Safe City is an efficient way to investigate crime and partner with the community. Rather than have offi-

cers and investigators spend valuable time and resources attempting to find video footage, they can quickly log into Safe City and request the needed footage.

“Another benefit of Safe City is that criminals do not like being caught on video and may think twice if they know that citizens, businesses, and the police department are working in partnership to fight crime” said Galt Police Detective Rick Small.

Joining Safe City is simple; to obtain more information or to register visit us at www.galtpd.com and enter the Safe City page to print and send the registration form. When the Galt Police Department receives your form, a police employee will contact you to verify the information provided. The police department will then only contact you if they believe your camera may have captured a crime or an investigative lead. Join Safe City today to help keep Galt a safe city tomorrow. ■

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The Pink Patch Project

Posted 10/22/2013 7:30 am

October is National Breast Cancer Awareness Month. Every October you can't help but notice the conspicuous infusion of pink on NFL team uniforms, Major League Baseball teams, and on the clothes of breast cancer survivors and supporters. But this year you won't have to turn on a professional sports event to see pink enhanced uniforms. All you'll need to do is have contact with a Seal Beach Police employee or volunteer.

That's right, for the entire month of October, Seal Beach Police personnel will be wearing their traditional uniforms with a unique, hand-dyed pink patch.

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