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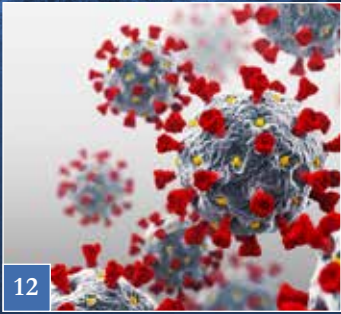
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## ABOUT THE CALIFORNIA POLICE CHIEF

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 Edmonds at [sedmonds@californiapolicechiefs.org](mailto:sedmonds@californiapolicechiefs.org).

### EDITOR

Sara Edmonds  
Marketing Manager  
California Police Chiefs Association  
[sedmonds@californiapolicechiefs.org](mailto:sedmonds@californiapolicechiefs.org)  
916-325-9006

### JR. EDITOR

Brady Guertin  
Communications Specialist

### LAYOUT & DESIGN

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[www.commerceprinting.com](http://www.commerceprinting.com)



# Welcome From President Eric Nuñez



*On March 4, 2020, I was on the phone from home calling in for my Teledoc appointment for my second round of steroids and inhalers for a three-week stint with bronchitis - the worse I had ever experienced, (No it was not Coronavirus, I have recently had the antigens test all came back negative). I remember two things I was concerned about, missing work, and hoping I would not have to miss another one of my 12-year-old daughter's softball games. Shortly after, her games were cancelled due to bad weather and the league suspended play until March 30th. By this time, the Governor of California and the President of the United States had declared a state and national emergency, respectively. What we didn't know then, but we all know now, was that everyone's season was over for 2020 and missing one of my daughter's games became the least of my worries.*

Like you, I recall the Governor's "Stay at Home" Executive Order and the term that was used – "essential services and essential workers" suddenly both were a blessing and a curse. For those still gainfully employed they were increasing their risk of being infected to serve the public: food, pharmaceuticals, groceries, gasoline, and hardware supplies. And all around the globe our doctors, nurses, respiratory technicians, and the healthcare providers in general, were this Century's newest heroes fighting this invisible but deadly enemy.

Just as sudden as the declarations of emergencies were announced, the absence of toilet paper and disinfectant products from our grocery store shelves became the norm. We went from allowable sized gatherings of 250 to 10 then to phrases such as "Safer at Home." The term social distancing and handwashing for 20 seconds were all the new rage for combating the Coronavirus as was singing portions of songs that represented an approximation of 20 seconds for those would rather sing than count. The term PPE became a common phrase when previously only used in military, law enforcement, fire services, and medical profession parlance.

The media focused, as one might expect, on the worst of the worse, but the truth is the worst was behind hermetically sealed doors of an ICU, where no one could enter not even family members. The demand for ventilators for our most ill became priority number one and the global pandemic of Novel Coronavirus had now transitioned into daily briefings from the President, governors, mayors of megacities and county health directors. The virus was given a nickname "COVID-19" and updates on the number of infected and dead started to resemble of the evening news during Vietnam.

The entire educational system shuttered their doors and started to engage in distant learning formats as our children, like us, were getting on Zoom calls to somehow continue to get necessary work done. Meetings, conferences, business trips, birthday parties, weddings, graduations, vacations, sporting events, concerts, reunions, religious services, you name it, were all put on hold and in almost all cases - cancelled.

Like the drop in the stock market, our 401k's, deferred comp accounts, and other investment vehicles became victims of shuttering our economy. Unemployment went to the double digits at record highs and yet as people, we still held on to our hope. Some of our bravest and most patient citizens were the ones who were not considered essential and as a result saw their businesses and employment slowly unravel as they applied for Paycheck Protection Program loans, unemployment benefits, and waited for federal stimulus checks that provided sustenance at best, if they came at all.

Through all of this we began to see communities unite with postings on social media of automobile parades celebrating birthdays, graduations, and weddings. Most were led by patrol cars flashing emergency lights. We saw first responders lining up either on foot or in cars in front of hospitals expressing their collective support and gratitude



for our newest soldiers in the 2020 pandemic battlefield who were working long hours and back to back shifts in PPE trying to save lives while endangering their own.

We had the impossible task of protecting the Constitutional and Civil Rights of individuals while at the same time enforcing health codes and executive orders that in theory made sense, but in the field where people live - were incongruent to say the least. Law enforcement re-deployed and retooled to provide safety for our police and support personnel while never missing a step to deliver on our promise to protect and serve our communities. This was a result of steady and mentally tough leadership and committed law enforcement personnel who never blinked and demonstrated the grit necessary to get the job done.

The California Police Chiefs Association (CPCA) never flinched either. The reason? Because our association is made up of the most dedicated, well trained, law enforcement leaders in America and they have a small but committed staff that punches well above their weight and numbers in order to serve as the voice of and resource of choice for all of us.

During the initial several months of COVID-19, our CPCA staff launched our Member only Community. Sara Edmonds and Shannon Mahoney took the lead on this project and helped create various communities and discussion groups that became even more useful in the current environment of social distancing. This new format not only has kept us informed about COVID-19 impacts, legislation, and other statewide challenges, but can keep us together and working from the same page. We can generate and publish surveys share reports, data, and studies like never before.

With the help of Brady Guertin, we have also started some especially important campaigns like the video messages of our leadership to speak directly to our membership with short vignettes expressing empathetic, positive, hopeful, and inspirational messages. This is a part of our future officer wellness and self-care campaign that we are advancing over this next year.

CPCA took a tip from our educational system and started to produce curriculum and content in a distant learning format. Meghan Kalmbacher and Brittany MacKenzie worked with an outside company and managed to get our 300+ in-person conference to be 100% virtual. The entire CPCA staff never missed a step during this pandemic so that we could still experience the high quality training of our annual conference, but delivered at the convenience of your own office or home at a reduced rate without the cost of travel, hotels, or being absent from work during a time when the optics for that would be difficult to fully explain.

As the year continues you will be getting updates of CPCA's newest offerings and technological enhancements that are all part of the hard work of our CPCA Director and Staff, Committees, and Board of Directors to serve our 332 municipal police chiefs.

Finally, I would like to end by saying that, in law enforcement we often use the phrase "Where the rubber meets the road," to describe a number of the differences between things such as, theory and practice, policy and culture, the plan and the execution of the plan. For me it describes the exact point where the truth of the matter

exists. I think that over the last several months, we in law enforcement have been struggling with maintaining a balance between public health and public safety. The truth of the matter is that you have all done an incredible job walking the razor's edge of these political and legal issues and in my book when it comes to leading our communities, counties, state and country through the seen and unseen threats of COVID-19, California Police Chiefs are the exact point where the rubber meets the road on a daily basis.

God bless and stay well!



Eric Nuñez,  
Chief of Police  
Los Alamitos Police Department  
CPCA President



## NOTE FROM THE EDITOR

As I sit here wrapping up our COVID-19 edition of the *California Police Chief* magazine – I am reminded of just how amazing you all are. I am confident when you receive this magazine, the world in which these articles were written will seem like a distant memory. But I encourage you to please take some time and read each article. Just a month ago there were birthday parades, encouraging letters, scavenger hunts, online book reading and most of all – unity. What a great reminder of why you do what you do!

**We at Cal Chiefs are here for you today and every tomorrow.**

Sincerely,

Sara Edmonds,  
Editor – *California Police Chief*

# Membership Update

*It's that time of year...it's dues renewal time!! 2020/2021 dues invoices went out via email on May 1, and a hard copy was mailed out in early June. If you have any questions about dues, please contact Shannon Mahoney, Member Services Manager, at [smahoney@californiapolicechiefs.org](mailto:smahoney@californiapolicechiefs.org).*

Here are just some of the things we have been doing for you over the past year:

- Actively advocated for the defeat of legislation harmful to the law enforcement profession.
- Worked to amend AB 392, the Use of Force Bill authored by Shirley Weber, and prevented implementing language that would have significantly impacted the way law enforcement performs their daily jobs.
- Sponsored and ensured the passage of SB 230, AB 931, authored by Anna Caballero, which required and funded enhanced officer use of force training, set specific policy requirements on officer de-escalation and standardized the requirements for use of force reporting.
- Continued to work on the Reducing Crime and Keeping California Safe Act that will appear on the November Ballot. The initiative is designed to counter the impacts of Props. 47 and 57 and we are continuing to work with other stakeholders on strategies to successfully ensure its passage.
- Responded quickly with resources for our members on COVID-19 and held all-chief video conference calls with Cal OES, DOJ and other state officials to provide updates to our members.
- Implemented a new member collaboration platform where members can post questions and receive responses directly from other members. In addition to the General Membership Community, we have a COVID-19 specific group and each CPCA committee has their own community.
- Had several people complete our Executive Development Certificate program that includes “Becoming a Police Chief: Developing a Mindset for Success and Service,” “Succeeding as a Police Chief: Beyond the Basics” and “Strategic and Succession Planning for Chiefs of Police & Seconds in Command”.
- Developed new one-day summits on critical topics including Cannabis Enforcement, Domestic Terrorism and planned a summit on RIPA Data Collection and Reporting that will now take place this fall.
- Held our annual Technology Summit and our What’s Your Story Media Summit.
- Launched a new regional training on How to Achieve Effective and Successful Outcomes from the Workers’ Compensation Mechanism. Two presentations were held this past year with more planned for next year.
- Formed a Human Behind the Badge Workgroup and devoted our Winter 2019 issue of the California Police Chief magazine to articles around officer wellness.
- Held a successful Women Leaders in Law Enforcement Training Symposium in Santa Clara with more than 800 attendees.
- Launched our first Virtual Training Symposium and Trade Show after having to cancel our in-person symposium due to the pandemic.
- Recently implemented a free a Critical Content Series for members to provide timely information on topics relevant during the pandemic.
- Held the third Class of our highly-regarded Executive Leadership Institute at Drucker, a two-week intensive leadership development program in partnership with the Drucker School of Management on the Claremont Graduate University Campus.
- Sent out hundreds of member information emails including requests for research on behalf of our members as well as legal and legislative alerts, Capitol Updates and Daily Reviews to keep our members informed on new developments and offerings and to help agencies with their research requests.
- Continued to provide 30 minutes of free legal counsel with Jim Touchstone at Jones & Mayer to all chiefs, and continued to provide chiefs with free access to crisis consulting with Bill Rams, from Cornerstone Communications.

*Since the last membership update, we have had the pleasure of welcoming 28 new chiefs and 27 new associate members. The names and agencies are listed on the next page. Please help us welcome them all! ■*



## CONGRATULATIONS NEW CHIEFS!

12/2/2019	<b>Justin Mayberry</b> <i>Weed PD</i>	1/27/2020	<b>Sekou Millington</b> <i>Tracy PD</i>	4/3/2020	<b>Mark Bustillos</b> <i>Concord PD</i>
12/2/2019	<b>Michael Kendall</b> <i>Lemoore PD</i>	1/27/2020	<b>Damiean Sylvester</b> <i>Wheatland PD</i>	4/4/2020	<b>Darin Schindler</b> <i>Ventura PD</i>
12/10/2019	<b>Chris Hartley</b> <i>Saint Helena PD</i>	2/7/2020	<b>Larry Gonzalez</b> <i>Riverside PD</i>	4/4/2020	<b>Kelly Gordon</b> <i>Monterey Park PD</i>
12/18/2019	<b>Will Bullington</b> <i>Lake Shastina PD</i>	2/26/2020	<b>Bryan Glass</b> <i>Costa Mesa PD</i>	4/6/2020	<b>Gina Anderson</b> <i>Newark PD</i>
12/28/2019	<b>Matt Sheppard</b> <i>Fountain Valley PD</i>	3/2/2020	<b>Joseph Gomez</b> <i>Selma PD</i>	4/16/2020	<b>Paul LeBaron</b> <i>Hermosa Beach PD</i>
12/31/2019	<b>Gary Berg</b> <i>Campbell PD</i>	3/11/2020	<b>Eddie Pust</b> <i>Hemet PD</i>	4/20/2020	<b>Michael Ellis</b> <i>Pomona PD</i>
1/1/2020	<b>Ed Varso</b> <i>Escondido PD</i>	3/16/2020	<b>Ryan Johansen</b> <i>San Bruno PD</i>	4/20/2020	<b>Rodney Harr</b> <i>Gridley PD</i>
1/14/2020	<b>Jon Walker</b> <i>California City PD</i>	3/18/2020	<b>Damon Wasson</b> <i>Soledad PD</i>	4/20/2020	<b>Greg Terry</b> <i>Bakersfield PD</i>
1/14/2020	<b>Joshua Coe</b> <i>Blythe PD</i>	3/21/2020	<b>Rodrnick Armalin</b> <i>Sierra Madre PD</i>	5/2/2020	<b>Sierra Brucia</b> <i>Lodi Police Department</i>
		3/30/2020	<b>Pat Nikolai</b> <i>Santa Clara PD</i>		

## CONGRATULATIONS NEW ASSOCIATES!

<b>David Belman</b> <i>Lieutenant, Albany PD</i>	<b>Steven Shaw</b> <i>Deputy Chief, Desert Hot Springs PD</i>	<b>Chomnan Loth</b> <i>Captain, Newark PD</i>
<b>Jonathan Yepes</b> <i>Lieutenant, Anaheim PD</i>	<b>Robert Sawyer</b> <i>Deputy Chief, El Centro PD</i>	<b>William Glasgo</b> <i>Captain, Pacifica PD</i>
<b>Jon Kirkpatrick</b> <i>Lieutenant, Anaheim PD</i>	<b>Ray Bonillas</b> <i>Commander, El Centro PD</i>	<b>Liaquat Khan</b> <i>Lieutenant, San Leandro PD</i>
<b>Rod Duckwitz</b> <i>Lieutenant, Anaheim PD</i>	<b>Steve Bonini</b> <i>Lieutenant, El Cerrito PD</i>	<b>Cedric Crook</b> <i>Lieutenant, Ukiah PD</i>
<b>Chris Masion</b> <i>Lieutenant, Anaheim PD</i>	<b>Bobby Davis</b> <i>Assistant Police Chief, Elk Grove PD</i>	<b>Brandon Gray</b> <i>Lieutenant, Vernon PD</i>
<b>Doug Silva</b> <i>Captain, Brentwood PD</i>	<b>Andrew Bates</b> <i>Lieutenant, Folsom PD</i>	<b>Candido Alvarez</b> <i>Captain, Visalia PD</i>
<b>Billy Aldridge</b> <i>Deputy Chief, Chico PD</i>	<b>Chris Emery</b> <i>Lieutenant, Folsom PD</i>	<b>Christopher Miller</b> <i>Lieutenant, Williams PD</i>
<b>Jason Russo</b> <i>Commander, Citrus Heights PD</i>	<b>Jeff Davis</b> <i>Captain, Hemet PD</i>	<b>Anthony Cucchi</b> <i>Deputy Chief, Woodland PD</i>
<b>James Munro</b> <i>Lieutenant, Clovis PD</i>	<b>Scott Winks</b> <i>Captain, Huntington Beach PD</i>	<b>Samuel Escherman</b> <i>Lieutenant, Yuba City PD</i>
<b>Robert Newman</b> <i>Captain, Corona PD</i>	<b>Jake Pinkas</b> <i>Lieutenant, Monterey PD</i>	

# IN REMEMBRANCE

*We would like to take a moment to remember those chiefs who are no longer with us.*

**Harold Barnum**  
*Mount Shasta Police Department*

**Guy Floyd**  
*California City Police Department*

**Tim Foley**  
*St. Helena Police Department*

**Ronnie Garner**  
*Arcadia Police Department*

**Ken Harn**  
*Pleasant Hill Police Department*

**Jan Mennig**  
*Culver City Police Department*

**Hugh O'Brien**  
*Manhattan Beach Police Department*

**Jim Rose**  
*Pinole Police Department*



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# Law Enforcement Training in a Time of Fiscal Crisis

By: James Touchstone, Esq., *General Counsel – California Police Chiefs Association*, and Richard Lucero, Esq.

**G**overnor Newsom recently released his May Revision to the 2020-21 state budget. Needless to say, the COVID-19 pandemic has caused profound negative effects on state and local budgets resulting from increased costs associated with efforts to mitigate the spread of the virus and decreased tax revenues connected to the closure of many businesses throughout the state. We can anticipate that these adverse effects will continue for the foreseeable future. According to the May Revision, a budget surplus of \$5.6 billion was projected for the 2020-21 fiscal year as of January. The Governor's office now projects a budget deficit of approximately \$54 billion before the changes proposed in the May Revision.

As public entities deliberate about how to address abruptly declining budgets, it is possible questions will be raised about what level of training needs to be sustained for law enforcement personnel. Law enforcement leaders recognize valid and consistent training is essential for officer safety, policing effectiveness, and the relationships agencies have with the communities they serve. The purpose of this article is to provide Chiefs of Police and command staff with additional authority for use in advocating for the continuity of critical training as budget allocations move forward.

The constitutional obligation to properly train law enforcement officers remains unaffected by budgetary crises, whether caused by a global pandemic or otherwise. Approximately forty years ago, the United States Supreme Court ruled, in *Monell v. Department of Social Services*, 436 U.S. 658 (1978) that a **“local government may not be sued under § 1983 for an injury inflicted solely by its employees or agents.** Instead, it is when execution of a government's policy or custom, whether made by its lawmakers or by those whose edicts or acts may fairly be said to represent official policy, inflicts the injury that the government, as an entity, is responsible under § 1983.” *Id.* at 694. (Emphasis added.) Some years later, the Court addressed the *Monell* theory of liability in the context of the alleged failure to properly train law enforcement officers.

Specifically, in the Supreme Court opinion entitled *City of Canton v. Harris*, the Supreme Court defined the contours of a Section 1983 claim for inadequacy of training. The Court stated, “We hold today that the inadequacy of police training may serve as the basis for § 1983 liability only where the failure to train amounts to deliberate indifference to the rights of persons with whom the police come into contact. This rule is most consistent with our admonition in

*Monell*, 436 U.S., at 694, and *Polk* [citation omitted], that a municipality can be liable under § 1983 only where its policies are the ‘moving force [behind] the constitutional violation.’ Only where a municipality's failure to train its employees in a relevant respect evidences a ‘deliberate indifference’ to the rights of its inhabitants can such a shortcoming be properly thought of as a city “policy or custom” that is actionable under § 1983.” *City of Canton v. Harris*, 489 U.S. 378, 389 – 90 (1989).

In response to claims of Section 1983 liability based on deliberate indifference in training law enforcement officers, some municipalities have asserted, as a defense to such claims, that they were suffering from budgetary limitations, and therefore, were unable to devote financial resources to training programs. See *Brown v. Bryan County*, 219 F.3d 450, 455 (2000). Claims of budgetary constraints preventing effective training have met with little success in the courts, however. See *Brown*, *supra*; see also *Valley v. City of Houston*, 613 F.3d 536, 545 – 46 (2010).

In an effort to lessen the negative effects on training created by the current fiscal situation, Governor Newsom notes in his May Revision to the budget that resources will be provided to the Commission on Peace Officer Standards and Training (POST) to assist with training needs. Specifically, the May Revision proposes to use \$10 million of the General Fund previously appropriated to: (1) create a Distance Learning Grant Program by POST, (2) increase the functionality of POST's Learning Portal, and (3) upgrade previously produced and developed distance learning courses and videos. While these efforts are to be applauded, time will tell if they are sufficient to ameliorate the budgetary shortfalls that law enforcement agencies throughout the state will likely experience in the future. Accordingly, it is imperative that law enforcement executives are positioned to convey the implications concerning allocation of what will undoubtedly be more limited financial resources in future budgetary years, with due consideration given to constitutional obligations to provide sufficient training to their officers and the essential purposes training fulfills.

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# COVID-19 and Keeping California Safe

By: Jonathan Feldman

Legislative Advocate – California Police Chiefs Association

**H**ospitalizations, homelessness, housing insecurity, health risk, unemployment, vulnerable populations, social distancing, stay at home orders and inconsistent governmental directives. Terms that have become synonymous with Covid-19, demonstrating the very real and very serious consequences of battling a deadly virus in a nation-state of 40 million residents. As such, the political landscape has been altered drastically while Legislators and stakeholders attempt to discern an appropriate legislative and fiscal response to a global health crisis of this magnitude.

So far, we have seen legislative offices reduce their bill loads at unprecedented rates, we've seen a complete mid-year reorganization of deadlines and bill hearings, a halt to regular legislative business in the Capitol building and a forecasted \$54 billion deficit for the 2020-21 budget.

That budget will be passed on June 15, and when it is, all eyes and efforts will begin to shift towards the November election and the ballot initiatives therein. CPCA's primary focus among the bevy of initiatives this year is The Reducing Crime and Keeping California Safe Act. Supported by a coalition of law enforcement partners including PORAC and the League of Cities, championed by Assemblyman Jim Cooper (D-09), and opposed by former Governor Jerry Brown and the ACLU, the initiative seeks to add crimes to the list of violent felonies for which early parole created by Proposition 57 (2016) is restricted; reinstitute higher penalties on those convicted of repeat theft and shoplifting; and require DNA collection for the felonies that were reclassified as misdemeanors by Proposition 47 (2014).

These four key components of the initiative are detailed below:

## ■ VIOLENT CRIMES

- Under current law, there is a distinction between crimes that are serious and crimes that are violent. Many crimes that are classified as serious, but not violent, are eligible for dramatic early release under Proposition 57 (2016) which was authored by Governor Brown. CPCA opposed Prop 57.

- A few of the crimes currently eligible for early release are: rape of an unconscious person, sex trafficking a child, felony domestic abuse, drive by shooting, serial arson, exploding a bomb to injure, and more.
- The initiative seeks to reclassify these and other inherently violent crimes to ensure dangerous criminals are kept off the streets and the safety of our communities is preserved.

## ■ SERIAL THEFT

- When Proposition 47 was passed in 2014, certain felonies were reduced to misdemeanors, and the threshold for felony theft was raised from \$450 to \$950.
- What we've seen in result is rampant retail theft, vehicular break-ins and other misdemeanor crimes where instead of arrests, criminals are given citations, regardless of criminal record and repeat offenses.
- Even with skewed crime data due to frustration and underreporting, roughly \$7.5 billion worth of property has been stolen in California since the Proposition's passage, with the yearly value of stolen goods consistently increasing.
- The Reducing Crime and Keeping California Safe Act will add the option for a judge to charge a felony for serial theft if a person is caught stealing at least \$250 worth of property for a 3rd time.



## ■ DNA COLLECTION

- In addition to amending felony theft, Prop 47 restricted the ability to collect DNA for certain crimes that it reduced to misdemeanors. Most notably, the Proposition disallowed DNA collection for certain theft and drug crimes that have resulted in hundreds of fewer cold case hits on violent crimes.
- DNA collection does not just help law enforcement officers identify suspects, it helps clear the innocent and wrongly convicted, and makes violent offenders statistically less likely to re-offend.
- The initiative will restore DNA collection from people convicted for theft and drug crimes, while continuing to protect the privacy of individuals by removing their DNA profile if they are ultimately acquitted, found innocent or not charged with a crime.

## ■ PAROLE VIOLATIONS

- Current law allows inmates with serious and violent criminal histories to be eligible for parole based solely on the offender's most recent commitment offense.
- The initiative will instead require the Board of Parole Hearings to consider an inmate's entire criminal history when deciding parole and require a hearing for potential parole revocation if a parolee is found in violation three times.

Now that the initiative has been outlined, the question is what can be done to ensure its passage.

In jointed effort with the League of California Cities, we are encouraging every city across the state to sign and adopt a resolution supporting the measure, showing solidarity with law enforcement agencies against the endangerment of our most vulnerable citizens. We ask that members of CPCA help educate others about the importance of this initiative, and what it means for all Californians.

**At some point we all must draw a line and stand up for the communities that rely on their law enforcement officers for peace and protection. This initiative is a step in the right direction. ■**

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*~ Captain Jeff Bell, Shafter Police Department*



For more information, please email [ARC@bbklaw.com](mailto:ARC@bbklaw.com)

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# “Meeting” the Needs of Our Members

By: Meghan Kalmbacher

*CMP, Events Manager – California Police Chiefs Association*

This year, COVID-19 has rocked the meeting and events industry to its core and has disrupted an immense number of events all over the world. In many cases this has forced organizations to have to make a choice between the health and safety of their staff, sponsors and attendees and the commitments they have made not only to the venues, but to the training needs of their field. The gravity of the situation however does not lessen the value of these spaces to come together to learn, network, and develop professional relationships with peers and CPCA completely understands that. While we may not be able to meet in person in 2020 for some of our events, we are committed to remaining your resource of choice as we navigate these uncharted waters together. Here’s what we’re working on.

The 2020 Annual Training Symposium that was originally planned in Palm Springs and the Women Leaders in Law Enforcement conference planned in Anaheim will both be held virtually over multiple days this fall. Each day of these events will provide 3-4 hours of content which includes timely and relevant workshops, inspiring keynotes, fun social events and even the opportunity to meet with vendors and sponsors! We will create experiences that will not only fill the hole left by not being able to meet in person but also find a way to utilize this technology in the future to make what we already do, more amazing. We also hope that by going virtual we are being sensitive to your budgetary restrictions and staffing limitations by eliminating travel and cutting costs where we can. This will allow you and your staff to receive the valuable training and CPT credits they need, while remaining where they are needed.

The Critical Content Series is another way for us to serve as a resource to our members during this challenging and difficult time. We are offering FREE timely training on various topics that will provide information and guidance to our members in how to best

serve their agency and communities during this time of uncertainty. Agencies will be facing immediate and long-term effects resulting from this pandemic, and it is our objective to provide our members with opportune training that will aim to equip you with the information and resources you need to combat the challenges you may face. The critical content will be available virtually in either a lecture or panel format and will be brief yet informative to accommodate your demanding schedules. They will also be recorded and available on the CPCA website to allow those who were not able to attend live to view the content.

Another new program we started in May is the Weekly Member Video Series. In this series, Communications Specialist Brady Guertin speaks with leadership in our association about how their departments have had to adapt to these times and to provide positive messages for membership. When COVID-19 does pass us, we will continue these efforts and have updates with our varying committees so our membership can stay up to date about what we are doing to be a resource for you all. Every Friday look in the President’s Weekly Message to see the most recent episodes. We are proud to bring you these weekly videos as a part of your membership and thank you to everyone who has followed us along, all of us at CPCA hope these videos provide you something to keep morale high during these unprecedented times. When we show unity, we can get through anything as a nation.

Lastly, CPCA also provides training opportunities that we felt we could still hold in person later this year, while maintaining proper social distancing. This includes many of our 1-day summits, training courses and our ever-popular Executive Development Certificate Program series. Please check out our website for dates and locations of these and all our upcoming events. ■

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# No Matter What – We Stand United

**By: Roberto Filice**

*Assistant Chief – Salinas Police Department*

*Undoubtedly, COVID-19 has affected communities all over the world. As people were grappling with the uncertainty of the future, communities were facing the harsh reality of the unknown enemy that was killing family members, friends, colleagues, and strangers.*

**O**ne constant among communities is the resiliency of their people and that is what makes this country strong. Americans are fighters. We will never give up without a fight.

After the adjustment of having to shelter-in-place, not having a job to go to, not receiving a paycheck, people turned to law enforcement for a sense of security. They needed to know that everything was going to be okay.

Salinas was no different than any other community. The community sprang into action when it realized that people needed help. They realized that people needed various forms of supplies. As is the case in most communities - one of the key supplies needed were face masks.

Unscrupulous people were charging astronomical prices for simple masks made of cloth. At a time where people were the frailest, they resorted to fraudulent activities to sell masks at an inflated price.

The Salinas community would simply not stand for that. The Chinese Parents at Stevenson School partnered with the Salinas Police Department to give away free masks. In about two hours, 5,000 residents of Salinas received these masks.

The Salinas Police Department receives outstanding support from the people it serves.

In another instance, knowing that our officers were having difficulties

locating hand sanitizers, A&O Specialty Pharmacy delivered some of their team compounded hand sanitizer! Their generous offer included over 40 individual bottles for our officers.

Given the directives from the governor to shelter in place, most restaurants were not able to serve their clientele but could not provide food to go either. That did not stop one of our local establishments from thinking of our officers. One day, The Salad Shoppe surprised our dayshift officers with lunch.

It is often in these trying times that one realizes how wonderful it feels to be appreciated. We, at the Salinas Police Department, feel very fortunate to have such a supportive community. They never stop reminding us how much they appreciate our services.

What we shared are just some examples of the special rapport that we have with our community. As any officer knows, to serve and to protect is truly a calling. Throughout the country, we have lost brothers and sisters that paid the ultimate sacrifice for serving and protecting their communities.

We shall not forget that community members have also lost loved ones to this invisible enemy. As we mourn together we forge stronger relationships. One day the tears will give way to smiles and our children will return to the playgrounds, people will return to their daily activities certain of one thing: no matter what, we stand united! ■





# Stronger Together

*Out of every setback in life, something positive emerges*

**By: Nick Borges**

*Deputy Chief – Seaside Police Department*

**T**he City of Seaside has a population of about 34,000 people. Seaside is a small community that at one time inherited a reputation for being a dangerous town impacted by gang violence and drug addiction. The Seaside Police Department has worked tirelessly over the years to strengthen our relationship with the community and the results have paid off. Like most of America, in mid-March, what we all knew as normal would forever change.

Once the shelter-in-place order was implemented in Monterey County and social distancing guidelines were implemented, it was clear our community engagement efforts would no longer be carried out as they once were. To add to the dilemma, the Seaside Police Department, like most California police agencies, issued police response guidelines that minimized contact with the public for non-urgent service calls.

The Seaside community was not immune to the tension, fear and panic that most communities around the country were experiencing, and in many cases, are still feeling. One of the first steps taken was to reach out to our community and let them know we are still here and we will do everything we can to keep them safe. That was ac-

complished through social media outlets. Social media has become one of law enforcements greatest communication tools, but during a pandemic, it has brought clarity and comfort to those wanting to know what is going on in their surrounding communities.

Social media continues to be a leading platform for Seaside to communicate, educate and comfort the community.

Seaside Police did not stop there. The men and women of the department are innovative, compassionate and willing to go the extra-mile. One of the first necessities identified in the Seaside community is a food source. So many members of the Seaside community lost their jobs and everyday meals have become a significant challenge for many.

The Seaside Police Department learned the Monterey County Unified School District was leading a food bank for those affected by the economic decline. With so many children relying on the schools for daily meals, it was without thought this would be a worthy cause to help with. The Seaside Police Department was fortunate enough to invest in a SNAACK van (Seaside Nutrition, Academics & Athletics for Cops and Kids) late last year. The van was designed to pass out healthy snacks, school supplies and athletic equipment for the less fortunate within our community. Seaside Police reached out and partnered with the School district and set up prepackaged healthy snacks at the designated food bank locations. The response from the public was positive and heartfelt.

Then came celebration drive-by parades. Who would ever think the words police and drive-by in the same sentence would mean something so optimistic? One of our community members, Conner, was celebrating his 5th birthday. As any 5-year-old, a celebratory gathering with toys, cake and friends is an absolute. With the growing threat of COVID-19, birthday parties are all on hold. The parents of Conner reached out to the Seaside Police and asked if they could surprise Conner with a parade of police cars driving by the house.

The officers responded and left a lasting impression and unforgettable birthday for one special little boy.

We all get caught up in our daily lives and routines and often forget about the little things that have such a significant impact on society. We all need each other and we are in this together. The Seaside Police Department recognizes that although this pandemic is geared towards a health related response, we all can play a role in keeping our communities strong.

The Seaside Police Department has embraced this new role and will continue to navigate through this pandemic to strengthen the relationship with the community.

It does not take much to show we care. As stated by a wise woman, *“Give someone a smile, it will cost you nothing.”*

—RHONDA RAMEY ■







# Lifting Each Other During A Crisis

## *Community Collaboration has been Essential During COVID Epidemic*

**By: Andrew Qian**

*Police Officer – Anaheim Police Department*

When COVID-19 first made headlines, no one could have imagined the magnitude of the crisis nor how our everyday lives would be affected. As law enforcement officers, it presented us a unique challenge. We serve the community and protect it from harm. Generally, these threats are tangible and there is a roadmap on how to navigate them. Barricaded suspects, serial burglaries, armed suspects, and even most natural disasters are threats we prepare for. But, what about a threat that is invisible to the eye? One that affects law enforcement regardless of age, rank, and assignment, as much as it affects the citizens we serve?

In early March, the Anaheim Police Department's Command Staff made the decision to assemble its Incident Management Team (IMT). Personnel were pulled from their assigned details throughout the department – and all of them were reassigned to the Department Operations Center (DOC). The DOC boasted experience and leadership from our Professional Staff, Emergency Management, Community Policing Team, Patrol, Traffic Bureau, and even our Gang Unit.

Over the course of the next several weeks, the DOC, working and advising the department's Command Staff, began implementing protocols which were created or adapted from best practices and guidance from our federal, state, and local government partners.

Almost immediately after standing up the DOC, we began encountering extraordinary challenges that even our most tenured staff had never seen before. One of these notable hurdles was obtaining PPE gear, specifically face masks for all department personnel. It was nearly impossible to find face masks in this pandemic. A godsend came when a local dry cleaner – whose business had dwindled – donated hundreds of hand-sewn face masks. In response, our

officers made a monetary donation for each mask they took, and we were able to reciprocate her generosity. Major corporations like Walmart and Coca-Cola donated water and energy drinks to our officers. Motorola sponsored one of our local restaurants to cater lunch for all department personnel. All these acts of generosity and goodwill were welcomed pick-me-ups for our officers on the front lines of this crisis. It showed them our community was still behind them during these unprecedented times.

Our community was hard-hit as well. Children whose birthday parties would have normally been attended by their friends and family were forced to cancel them. That is where our patrol officers stepped up. We were able to give the community a small token of our appreciation by conducting drive-by birthday parties -- the lights and sirens of our patrol vehicles provided children with a birthday they would not soon forget.

Food banks set up food distribution centers across the city, the largest of which took up the entirety of the Honda Center's parking lot. Traffic officers were on hand to ensure safe and efficient traffic flow, and other officers, including our command staff, were there as well – as volunteers. Shoulder to shoulder (more like 6 ft) with volunteers from the community, our employees loaded bags of groceries into vehicles of families in need.

Life and work are still not back to normal and likely will not be for a while. There is an undeniable uncertainty which will be a lasting effect from this crisis. Nevertheless, one thing is for sure, there is no obstacle that cannot be overcome when the community and law enforcement work together. ■







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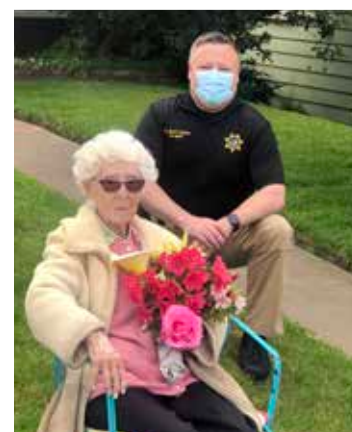


## *On Parade for All to See*

**By: Steve Watson**

*Chief of Police – Eureka Police Department*

***E**ven amid the COVID-19 crisis, life brings opportunities to come together and celebrate precious moments and beautiful people. In the face of all this uncertainty and looming budget cuts, it is so important that we not retreat from purposeful community policing and engagement. The trust we have so painstakingly built through these positive relationships and partnerships is very vital, now more than ever in the face of this national emergency. We are in this together, we need each other, and I believe our communities want to help us too.*







Recently, the Eureka Police Department learned of a sweet woman named Helen Sweezo who lives in Eureka. Helen was turning 100 years-young on Monday, April 27th. Two of Helen's favorite things are riding in one of the old cars that participates in the City's annual Rhododendron Parade, an event she eagerly looks forward to every year, and gatherings with her family and friends. Helen was supposed to ride in the Rhododendron Parade and have a big birthday celebration at the Eureka Woman's Club over the weekend. Unfortunately, because of the current COVID-19 crisis and shelter in place orders, both events were canceled. Helen never doubted she would live to see her remarkable 100th birthday and the grand party it would include. She was also extremely excited about this year's Rhododendron Parade. COVID-19 was not going to ruin Helen's special day.

EPD's Crime Analyst/Public Information Officer, Brittany Powell, decided to work with Helen's family and our community partners to coordinate a small Rhododendron Parade in Helen's honor. Helen's daughter set her up in a comfy chair on their front lawn and we brought the parade to her! The Eureka Police Department, Humboldt Bay Fire Department, Humboldt County Sheriff's Office, Old Town Rotary Club, Eureka Woman's Club, other caring members of our community, along with many of Helen's friends and family paraded by her house in her honor on Monday at 1:00 PM. We wished Helen a very Happy Birthday, but I think she made our day even more than we made hers. ■

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# The COVID-19 Coverup

**By: Jennifer Gonzales**  
*Captain – Napa Police Department*

*In an everchanging world where community members are fighting for toilet paper paired with a high level of COVID-19 pandemic fear, we found our calm in a displaced small business owner.*

**T**he City of Napa has always had a hometown feel for the people who live here. Just visit us on the Fourth of July to see how we celebrate unity. Sure, we are fortunate to be a world-renowned vacation destination, but we also know that what makes our town a desirable place to be, our hardworking and engaged community. Residents know our officers by name, which is a direct result of our officers working hard to build community relationships.

When COVID-19 hit the San Francisco Bay Area, we quickly learned of several officers in neighboring counties who were infected. Like agencies across the nation, we were scrambling to equip our officers with adequate Personal Protection Equipment (PPE). As these life protecting resources became less available, fears increased about an unknown, unseen worldwide growing pandemic.

Who knew the power of a single sewing machine could become the answer to help mitigate our fears?

Meet Molly Silcox, owner and operator of Nostalgia of Napa, a quaint antique and décor store in downtown Napa. She is busiest when we have a bustling downtown...or so we thought! She, like

many other small business owners, found herself with a vacant store as she was doing her part to flatten the COVID-19 curve. Like many of her creative partners, she couldn't sit back and watch the world struggle in this growing pandemic. She wanted to do something to help and had the skills to do so.





Molly saw the impacts of COVID-19 on her friends in the medical field and wanted to help first responders. She took action. She sterilized her store, gathered friends, and got to work. Molly and her team of three, designed and created 3-layer cotton cloth covers that matched our uniforms and fit over our N-95 masks, which would help us preserve our masks as the Nation was experiencing a shortage of medical masks. She also created face covers that would work without the masks for those who did not need the advanced level of protection.

Molly, Sherry Moser, and Jennifer Smith made enough mask and face covers to ensure every Napa Police Department officer, Napa City Fire, Napa County law enforcement agencies and several of the medical professionals had a uniform-matching mask or face cover to help protect them during their shifts. Once they were done with covering all the first responders, they moved on to help others in our community. All in all, Molly and her team made approximately 2,000 masks and face covers for the first responders in Napa. They are working toward a citywide 25,000 face cover initiative for the rest of our community.

During times of adversity some crumble and some thrive. Molly and her mask-making team are our thriving hometown COVID-19 heroes. ■







# Together We Are Strong

By: Frank Giaime

Lieutenant – Chula Vista Police Department

*Just like many jurisdictions throughout the country, COVID-19 blindsided our communities, changing life as we know it. This invisible enemy we are all fighting brought about new challenges and concerns as to how we operate as an organization and how we police our communities. These challenges have not only given us new concerns for police departments to consider, but they have also opened the door to opportunities to rally the community in support of one another.*

First responders who worked during the time of 9/11, the California wildfires, and other sustained emergency situations have experienced the outpouring of support from the community. Again, the community has come together to help. Fairly early on in this crisis, Chula Vista Police Department (CVPD) had transitioned to emergency staffing. As restrictions increased and things became categorized into essential and non-essential assignments, there was a credible concern among our staff for their own safety. We were dealing with this disease which seemed to be everywhere but knew very little about. The apprehension was not just at work, but a natural concern for our families and how our daily lives were changing.

The community was dealing with the same worries but recognized first responders who were putting themselves at risk when the stay at home orders were issued. They realized that our first responders had limited time to go to the store and get the essentials. The community identified the need and created a sustained food pantry stocked with items from snacks, drinks, meals, and other comfort items. Several times a week these items are being replenished, along with meals being provided by local food establishments as a gesture to say thank you and acknowledging the work of the police department staff.

In early April, news stories were circulating about limited supplies of personal protective equipment for hospital staff and first responders.

The community again answered the call. They delivered handsewn face coverings, provided hand sanitizers from a local distillery, and donated other PPE to keep our first responders safe. These donated items enabled our officers to safely continue to do their jobs. In the first week of May, we were fortunate to be the recipients of care bags donated by Operation Gratitude. The kindness and generosity from our community has been tremendous.

As we settled into our new norm, it was clear another opportunity presented itself. It was our time to pay it forward. As the weeks went on, vacations, ballgames, and birthday parties were all cancelled. We wanted to bring a little joy back into the lives of families and kids in our community. CVPD was able to accomplish this by birthday “drive-bys” and phone calls. Motor officers drove past the families and personally wished them a happy birthday.

Our officers went the extra mile in helping senior citizens. Our dispatch center received a call from a 90-year-old woman who could not reach her caretaker for days and called the police for help. She asked if an officer could go to the store and buy some over the counter medicine that she needed, since she was not able to leave her home. She planned on paying the officer when he arrived with the medicine. The dispatcher texted a patrol officer in the field and asked if he could help with this unusual request. The officer went to the





home and met with her to make sure she was okay and not in need of immediate medical attention. She asked him to pick up a stomach reliver and Neosporin ointment. The officer then offered her a hot meal. The proud woman said she was fine and was not hungry since her stomach was bothering her. The officer could see she was on a fixed income and offered to pick up any other items she needed. She added a few more things to the list and the officer went to the local drug store. He purchased the medicine, along with enough groceries to sustain her for the next week or two. The woman who reminded the officer of his own grandmother tried to pay the officer for the groceries, but he declined and said he was happy to help. If that wasn't enough, on his way out, he took out the garbage.

Another similar opportunity arose when a community service officer (CSO) took a phone report stating that an elderly woman mistakenly left a significant amount of money behind on a convenience store counter. The money was taken by another customer who came in after the woman left. Our police department is fortunate to have a department chaplain program and a strong relationship with our faith-based community. The CSO called the chaplain and in short order the chaplain went to the faith community and sought donations to help replace the money. Due to the engagement of the CSO, the chaplain believed it would be meaningful for him to meet the victim in person since he had only heard her tell the story on the translation service phone line. They set up a time and met. The victim retold her account of what had happened with emotion, explaining that she had lost all the money she had. When she was done, the translator told her why they were there. They were delivering an envelope from the church to recoup her loss. She was speechless for a moment, then said in Spanish, "I've been praying, and my God moved a mountain today." Everyone was choked up and needed to pause a moment as the victim shared her delight.

Opportunities like this would not happen if we didn't have quality caring people all over our beautiful city. There are so many layers of connection woven throughout the story. Each person involved was impacted positively for the part they played.

As we all have experienced before, police officers and firefighters are frequently recognized for heroic acts they perform during times of crisis. This crisis is not one of them. For this fight we must rely on our healthcare professionals. The hospital staff and medical







personnel who work in hospitals and laboratories are embroiled in a fight this world has not seen in nearly a century. It's abundantly clear they are the real COVID-19 heroes. They walk into places and confront this invisible enemy that has infected over 1.84 million (and climbing) nationally and taken the lives of over 106,000 Americans.

In April, our police and fire personnel wanted to acknowledge the bravery and courage of our healthcare providers who have fought to save the lives of COVID-19 patients. They visited local hospitals to personally thank our healthcare heroes. They marched onto the various campuses behind a bagpiper in full regalia holding signs saying thank you, waved American flags, activated their sirens, and applauded those heroes for their work and the personal sacrifices. This fight is not going to be won by politics or a country's physical might. It will be won by medical research, technology, and ultimately a scientific breakthrough. The exchange of information and the true spirit of cooperation between nations and members of our community will lead to the eradication of this disease. Together we are strong. Together we will beat COVID-19. ■

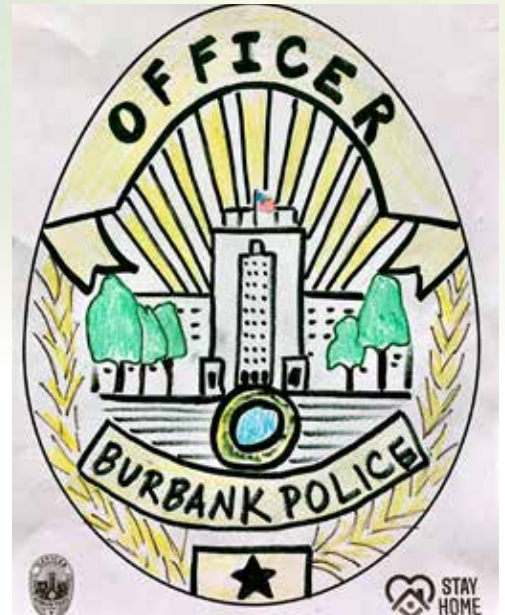




# Burbank Police Celebrate Easter with “Stay Home” Community Egg Hunt

By: Sergeant Derek Green

Public Information Officer – Burbank Police Department



With Easter events being canceled this year due to the ongoing Covid-19 pandemic, Burbank Police aimed to raise spirits by hosting a “Stay Home” egg hunt on Easter Sunday. The event was inspired by the Instagram ‘*Stay Home*’ hashtag.

Prior to the event, families were able to download and print an official Burbank Police Department Easter Egg template from the Department’s website. Children were encouraged to decorate and color the eggs before taping them in a window that faces the street.

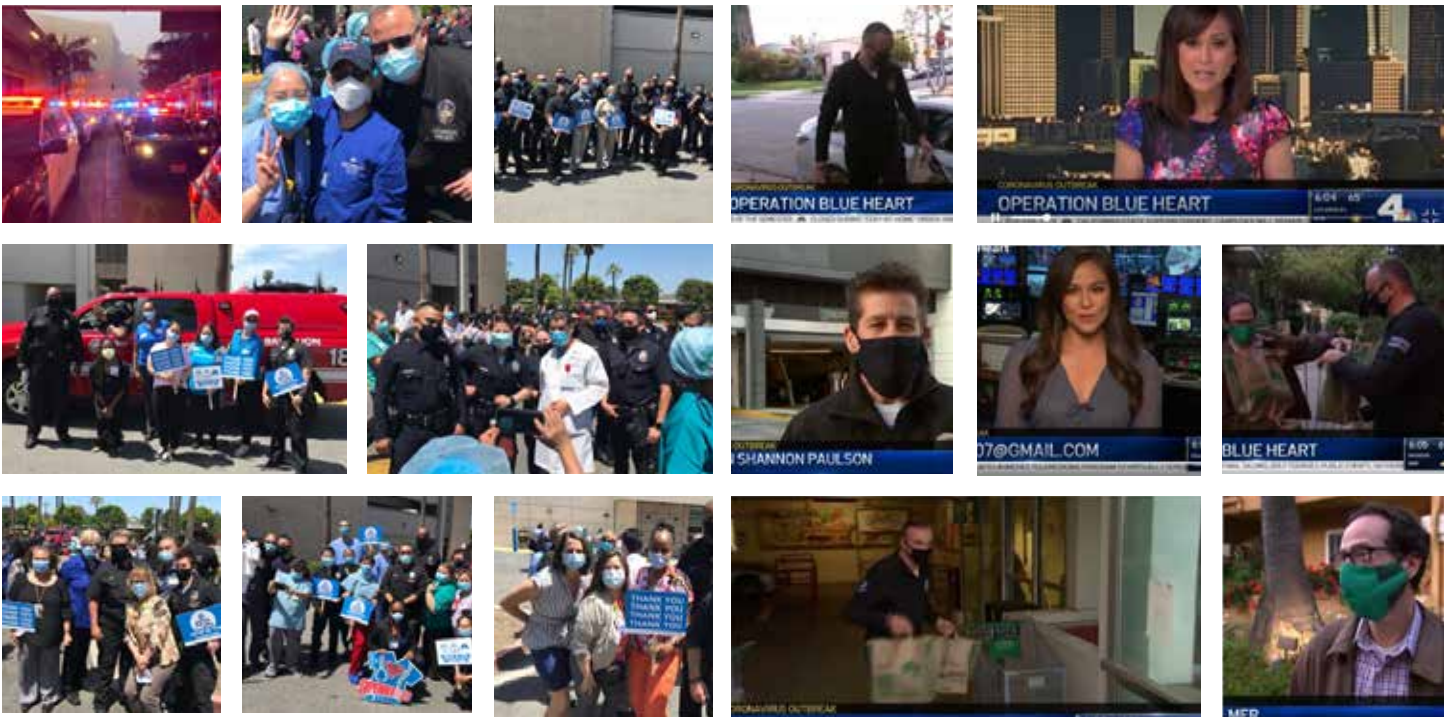
Throughout the day on Easter, Burbank Police Officers patrolled the streets of Burbank looking for the eggs. Once spotted, police officers stopped to take pictures of the eggs and featured them on the Department’s Instagram account, @burbankpolice. Hundreds of

homes were decorated with eggs, drawing the attention of local news stations that followed officers along for the hunt.

“The response was overwhelming,” said Scott LaChasse, Burbank Chief of Police. “The event was enjoyed by not only the residents in our community, but also the police officers who participated.”

The “Stay Home” Easter Egg Hunt was a community outreach campaign planned in support of the continued effort to help slow the spread of the Covid-19 virus. The goal was to provide children with a fun activity while staying safe at home, while also strengthening community partnerships and reinforcing the Department’s community policing philosophies. ■





# POLICING WITH COMPASSION:

## *Cultivating Relationships During the Global Pandemic*

**By: Michel R. Moore**

*Chief of Police – Los Angeles Police Department*



Over the past two months, the COVID-19 global pandemic has changed our world dramatically. It has tested our Nation, City, and the Los Angeles Police Department (LAPD) in ways few could have imagined. Over the course of history, the people of the LAPD have worked through both natural and man-made disasters, civil unrest, and other crisis-level events. With that said, I am confident we will weather the current storm and prevail. LAPD officers are demonstrating unmatched dedication, commitment, and resiliency in their front-line efforts to maintain vital services, coupled with the recognition that we will, once again, rise to the challenge of securing the health and safety of the City if we inspire a collaborative spirit, take care of each other, and show compassion and empathy in our work each day.

Our emergency response, adjusted deployments, and newly implemented social-distancing protocols, to include the donning of face masks, demonstrate our Department’s commitment to honor the “Safer at Home” order and do our part to stop the spread of COVID-19. Additionally, the communities we serve look to the LAPD to lead the way. What we are witnessing, is people honoring orders and being mindful of the things we are asking of them. It is



grace, compassion, and professionalism that our front-line officers continue to demonstrate through these unsettling times, that the trust of the community will be secured and continue to flourish despite restrictions on face-to-face interactions.

Community trust is important because the safety of Los Angeles depends on it. Trust necessitates the establishment of relationships which often requires the type of in-person, ongoing human interactions we used to enjoy prior to COVID-19. Nonetheless, our officers have performed above and beyond the call of duty through the creation of innovative strategies, many of which are technology-based, to sustain community-based relationships, cultivate new ones, and ensure our community members feel supported and stay engaged. Equally impressive is the response of our community partners, in both the public and private sector, in supporting our public safety efforts, or in supporting the health and wellness of our most valuable Department resource—our people—who have been asked to perform a difficult job under the most difficult conditions.

Despite this global crisis, the values of community engagement, relationship-building, and a collaborative approach to solving complex problems, remain priority one for this Department. I have seen the absolute best of our people as their efforts have served as a beacon of hope and opportunity to provide a sense of calm and reassurance during these uncertain and trying times. Further, the community support we have received, as well as our community partners' willingness to serve alongside our front-line officers have inspired me. Thus, I have never been more proud and honored to be called the Chief of the LAPD.

At this time, I would like to share some examples of our response to COVID-19, that illustrate the creativity, innovation, and perseverance of officers, or which reflect the deeper relationships forged between our officers, community partners, and the communities we serve. This is not an exhaustive list of all efforts but exemplify the value of relationship-building.

- Our Youth Programs Unit, in collaboration with the Weingart YMCA Wellness and Aquatic Center, participated in a “Grab and Go” food and toy giveaway event serving the Watts Community with over 200 bags of food passed out to families in need.
- Using social media outlets such as Zoom, Facebook Live and Google Duo, our Youth Services Officers, entrusted with guiding and mentoring our LAPD Cadets (ages 12-17), remain engaged with youth and their families, in addition to community groups, and strategic partners. These virtual meetings are hosted on a weekly basis, and some officers have conducted in-person home visits with mindfulness of social-distancing protocols.
- Officers assigned to our Community Safety Partnership (CSP), a relationship-based policing model implemented in our City’s housing developments and two South Los Angeles Community parks remain committed to residents and community partners through bi-weekly virtual meetings, telephone calls, and even in-person visits while wearing face masks and practicing social-distancing.







- CSP Officers Arzaga and Diaz were contacted by teachers at Lovelia P. Flournoy Elementary School. The teachers shared a concern that a five-year-old student's family was struggling to provide food in the home. With nowhere to turn, the teacher's reached out to these officers, due to a previously established relationship and in support of the family's desperate needs. Officers Arzaga and Diaz rose to the challenge, purchased a week's worth of food, and then personally delivered the food items to the family.
- In collaboration with community partners, CSP officers supported a food giveaway for community members residing in the Gonzaque Village housing development.
- Since March 23rd, the CSP teams have provided ongoing support of a food delivery and distribution program tailored for seniors and adults with disabilities and residing in our 5 housing developments within the Watts Community.
- The CSP efforts are strengthened through partnerships with local churches, schools, and private partners which enable officers to provide gift cards and basic needs to families. These charitable outreach efforts, bolstered through our community partners, cement our position as a "trusted guardian" of the community.
- Members of the CSP team, in partnership with the non-profit, Operation Progress, secured the funding for air conditioners and then delivered and installed air conditioners, during the recent heat wave, to families in the Watts Community.
- The LA Rams donated 25 Microsoft Surface tablets to the players of the Watts Rams, a youth football team, to assist with online learning. The LA Rams will also provide each youth player a souvenir package and new gear with the team's new logo. These items will be disseminated to youth players by their coaches, who are LAPD Officers.
- Members of the South Park CSP Team (South Los Angeles) developed "Mow with a Cop" to provide yard beautification services to the elderly, veterans, and disabled citizens in our community, during the "Stay at Home" period.
- On April 3rd, the LAPD teamed up with *The Hero in You Foundation* and hosted a virtual assembly to educate students about safe social distancing via a community outreach livestream. This virtual assembly was livestreamed on LAPD's Facebook Page, in partnership with the Los Angeles Unified School District and the Los Angeles School Police Department. The livestream garnered approximately 14,700 viewers and the sentiment was overwhelmingly positive based on viewer comments, including requests for more virtual community outreach opportunities and livestreamed episodes.
- The Alixir Company, in partnership with the Venice Chamber of Commerce, donated much needed hand sanitizer to our Pacific Community Police Station. The CEO, Alix Peabody, recognized a need to produce hand sanitizer for first responders, then produced government approved hand sanitizer, and quickly distributed it to our front-line police officers.



- In response to the global pandemic, Captain Shannon Paulson, the Commanding Officer of the Wilshire Community Police Station, created “Operation Blue Heart.” The program enlists off-duty police officers to support the high-risk residents of the Wilshire Community. The officers and community volunteers deliver groceries and essential medicines to residents whose health conditions or age expose them to risks while in public.
- Captain Paulson and her team hosted a Virtual Town Hall Meeting, with the Wilshire Community, with 50 community members in virtual attendance, via Zoom. Topics discussed included police procedures in response to COVID-19, domestic violence resources, hospital information, emerging scams, homeless shelter locations, and safety and mindful driving tips. Many of the commanding officers, leading our 21 Area commands, have utilized this technology to stay connected with community advisory boards, residents, and stakeholders.
- Over the past two months many local business partners have provided our officers with critical masks or donated food items to support officers’ needs. The Acadia Chinese Community Neighbors (John Zhao and Jie Yang) donated Face Masks, Hand Sanitizer, Gloves, Disinfecting Wipes, and Lysol Disinfectant Spray.
- Rocco’s Neighborhood Pizza donated over 30 pizzas to feed our hungry and hardworking officers
- Officers from Wilshire and West LA Stations, in partnership with the LAFD, honored our “Hospital Heroes” at Kaiser Permanente and Cedar Sinai hospitals. Over 1,000 doctors, nurses, and hospital staff were paid tribute during three separate visits.

The stories and photographs reflect a police department and a community with values and hearts aligned. Over the past two months, I have witnessed our police officers, community stakeholders, and City partners navigate this challenging health crisis with courage, wisdom, compassion, and a commitment to teamwork to not only stop the spread of COVID-19 but inspire hope to all community members, and particularly those from our most impoverished and underserved communities. I am proud of our workforce and I am proud that through adjustments, a creative mindset, and an innovative spirit, our officers have sustained relationships and inspired new ones through a genuine display of care and concern for those we serve.

These efforts reflect our duty to protect the health and safety of our community members, in addition to an unwavering commitment to stay connected—as humanly possible. We will not allow a global pandemic to diminish the success of our relationship-building efforts and each day presents an opportunity to improve. Policing is a relationship-driven enterprise and it is through the relationships we build with community members, even during the most unsettling of times, that our capacity “To Protect and to Serve” is enriched. Ultimately, we will look back on this moment with pride in what we were able to do both individually and collectively to stay strong, safe, and healthy, and steer our City toward a brighter future. ■







# Stronger Together Though Quarantined Apart

By: Jada Chiu

Community Engagement Manager – Newark Police Department

*The City of Newark has a strong sense of community, and it has only gotten stronger during this global pandemic. Since the health crisis surfaced locally, Newark residents and businesses have been supporting the City's first responders in various ways.*

Within the first week of Alameda County's Shelter-In-Place Order, the Newark Rotary Club donated 400 surgical masks to our police department. Concerned for the safety of our police officers, other community groups donated Personal Protective Equipment (PPE). In addition, there have been many other anonymous donations of PPE from Newark residents. Individuals and businesses have made and donated "ear savers" to be worn with surgical masks. Of the many donations, one 18-year-old resident designed and produced nearly 100 ear savers from his 3D printer. Local restaurants have donated food for our staff who have worked extended shifts. A local Newark favorite, Federico's Grill, provided dinner for our entire night shift. Even our youngest

residents have provided their support by sending cards with words of encouragement and appreciation for the Newark Police Department. In addition to a thank you card, one elementary student brought her favorite starbread from Senioritas Filipino bakery.

Newark Police Department's patrol officers have partnered with the Alameda County Fire Department to make birthdays special during these trying times. We've coordinated efforts to drive by resident's houses to surprise children on their birthdays whenever possible and send happy birthday wishes over the public address systems. These acts of kindness and community have been our attempts to brighten the days, ease the stress, and build positive relationships with some of the youngest in our community.



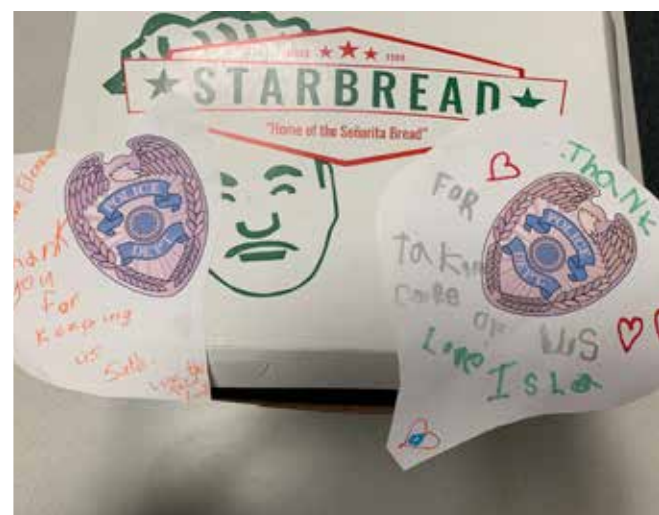


As one of the smaller cities within the Bay Area, Newark prides itself on maintaining a sense of small-town community charm. While the community has struggled to adjust to a new normal, one of our Newark families has been battling a health crisis of their own. One of our youngest residents, Jammers was recently diagnosed with a rare brain cancer (leptomeningeal glioblastoma). Jammers is 3 years-old and has over 100 tumors on his spine and brain. Because of the COVID-19 shelter-in-place order, he has been bravely undergoing chemotherapy at home. When the Newark community and Newark Police Department found out, they came together to show support for the he and his family.

With limited options due to the shelter-in place order, community members organized a car cruise fundraiser for Jammers and his family. While respecting social distancing restrictions and adhering to face mask requirements, Newark Police Department participated and helped make the event a success.

The family was overwhelmed and brought to tears by the community support. Members of the Newark Police Department were proud to participate in such a worthwhile and meaningful event.

*Overall, the event not only helped the family financially, but it also boosted the morale for Jammers, his family, the community, and even for our Newark officers. This was a reminder for many that we are stronger together, even when sheltered or quarantined apart. ■*







# Placentia Police Department Experiences Resilient Community Partnerships During COVID

**By: Brad Butts**  
*Captain – Placentia Police Department*

*A residential street lined with law enforcement vehicles in support of Joshy*

Like other law enforcement agencies across California, the Placentia Police Department (PPD) had to adapt to the COVID-19 threat, suspending non-essential policing services and public access targeted at keeping our community safe and the organization mission ready. Although necessary, we feared distancing and reducing non-essential services would isolate us from our community and reduce the participative relationship that we rely upon. However, we have discovered that our partnership with the community is resilient and we are encouraged from the care and support the community has shown to its first responders and for each other. We found collaboration increased during these challenging times. We want to highlight a few of these inspirational events.

With the school district and police department being natural public safety partners, we continued to work with school staff through the COVID-19 school closure. One of the teachers from Placentia Elementary School hosts a live story time from her residence to her virtual classroom of special needs students. This dedicated teacher also happens to be a founder of the

PPD Support Team, which is comprised of Placentia residents who provide meals and support to the members of the Department.

As an advocate for law enforcement, she reached out to the Department to highlight National Police Week and to build student awareness for the many sacrifices law enforcement officers make. One of our Motor Officers volunteered for the detail. While she broadcasted live to her virtual classroom, the officer responded Code 3 onto her driveway. She introduced him as part of her lesson and the officer read the class a short story, titled

“The Officer’s Ball.” He also engaged the class answering questions about our profession and all his intriguing police equipment.

Since COVID -19 began, we have had an increase in requests for our officers to attend celebrations and community functions. Over the past two months we have attended over 30 birthday drive-by requests. We attended an incredibly special birthday for a child who had just returned home from the hospital on his 7th birthday. Joshy, the son of an Orange County area Police Corporal, was met with an overwhelming gathering of law enforce-



*Joshy's birthday was heavily attended by Orange County law enforcement agencies.*



Placentia Police Officers delivering groceries to Phyllis, a Placentia resident.



Placentia Night Watch Officers enjoy a meal provided by the PPD Support Team.



ment officers to offer support and celebrate his special day. Joshy has courageously battled Acute Lymphoblastic Leukemia. The family's spirits were lifted from this gathering of members from allied agencies, and this birthday celebration is one everyone in attendance will not soon forget.

Another notable community event was a large drive by appreciation for Placentia Linda Hospital, a community hospital located in Placentia. Several Placentia and surrounding cities residents organized this drive by event to honor hospital staff's commitment to public health. The Placentia Police Department participated and led the drive by procession with over 100 vehicles. Additionally, there was a large group of supporters throughout the parking lot that joined the appreciation, cheering on hospital staff.

Like many of you, we found COVID -19 challenged us to provide a higher level of problem solving. We experienced new situations, which have worked to enhance our community outreach. One of these examples came when a 93-year-old resident, named Phyllis, called, and explained that she was unable to get groceries delivered and did not have anyone to help her. Groceries had to be temporarily ordered online for delivery, rather than her preferred method of placing her order by phone. Two of our officers went to her residence, and after introducing themselves, they took it upon themselves to shop and pay for her groceries. They made her day, but more importantly, their actions assured Phyllis that she was not alone in this crisis.

We also must give our community policing partners credit for their generous contributions they have made to support PPD. One example occurred shortly after social distancing guidelines were recommended. We received a large donation of cloth face coverings for our personnel. We were contacted through our Facebook page by the North OC Masks for First Responders group. Being a local group of residents, they make masks for the area's first responders. They made the masks by hand and donated more than 23,000 masks to our local hospitals, fire departments, and law enforcement agencies.

As mentioned earlier, the Department is fortunate to have its own support team. The PPD Support Team originated from a dedicated group of community residents that have participated in our citizen's academy and subsequently have stayed on as policing partners. Pictured below is a common occurrence where the support team provides meals to on-duty personnel. The support team is attentive to assisting wherever they can, and they stay active in promoting the good work of the Department.

All these acts of kindness warm our officers' hearts. It reminds us that others care for our well-being and appreciate our service. We have also learned that even serious challenges like a pandemic should be viewed as opportunities for growth and to enhance our legitimacy with the community. ■



A Placentia Police Officer presents "story time" during police week.







# THE WORLD HAS CHANGED

## *But That Won't Stop Us from Showing Up*

By: Commander Noelle Smiley  
*Irvine Police Department*

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*The Irvine Police Department (IPD) is defined in many ways by the phrase, “In Partnership with the Community.” These words are an important part of our Mission Statement and are displayed proudly on the side of our police vehicles. It is a philosophy that is engrained in every new police officer and professional staff member from the moment they enter our doors to the day of their retirement. It is part of our culture and is one of the many reasons we enjoy an enormous amount of support from our residents and business community.*

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Prior to the start of the COVID-19 pandemic, Irvine police personnel regularly attended a wide range of community events; from homeowner association meetings to neighborhood picnics, we made every effort to connect with our community outside of traditional law enforcement activities. IPD places such a high value on fostering a positive relationship with our community because we are keenly aware that trust and legitimacy is how police agencies remain effective. We recognize that if our community members lose faith in our department, they may be hesitant to contact us to investigate criminal acts or address quality of life issues.

Despite the impact of COVID-19 on our community, IPD recognized there is one thing the virus cannot change: It cannot stop

birthdays and other important dates in the lives of individuals and families. Armed with this knowledge, IPD started its “birthday drive-by” program. The program allows members of our community to contact IPD to request the presence of police officers and other field personnel to celebrate the birthday of a neighbor or family member. On the day of the event, our personnel drive to the birthday location in their police vehicles and greet the family with overhead lights, a yelp of the siren, and a birthday greeting over the public address (PA) system. The interaction generally also includes photographs or video with the police personnel. Officers and professional staff will also answer questions, while always maintaining proper social distancing.



IPD's birthday drive-by program has not been limited to children's birthday parties. Recently, IPD personnel conducted a drive-by for an Irvine resident celebrating her 100th birthday. On the day of the event, IPD joined family and neighbors in a birthday parade. The resident was assisted out to her driveway where she had a front row seat to the celebration. She greeted the police personnel and other participants with joyful tears and thanked everyone for making her day so special.

Although the birthday drive-by program is small compared to the enormity of what we are facing as a nation, it is an important example of IPD's dedication to maintaining the positive relationship we have with our community. COVID-19 may change many things in the months to come, but we will not allow it to erode the confidence our residents have in their police department. ■



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# Synergizing Pre-Pandemic Community Partnerships

By: Max Bosel

Chief of Police – Mountain View Police Department



*Those affected by poverty have been disproportionately impacted by the measures put into place to combat the spread of the COVID-19 virus. Many held low paying jobs that were abruptly lost, and the ability to acquire food and essentials for basic needs have been significantly hampered.*

*“I don’t know what I’m going to do,” a single parent living in an RV recently expressed in desperation.*

Amid the soaring housing prices, many communities in the San Francisco Bay Area have seen increasing growth in the number of people who are homeless and unstably housed in cars and Recreational Vehicles (RVs) parked in residential and commercial neighborhoods. Several years ago, the Mountain View Police Department began addressing the impacts of hundreds of vehicles across the city with people living on the streets in encampments, cars and RVs. Not surprisingly, the department took a proactive, problem-solving approach similar to the community policing strategies embraced by many police agencies. With seed money from the last year of the state’s AB109 funding, the City Council created a new Police Officer position with the primary mission of providing public safety and community caretaking services focused on the city’s growing numbers of homeless and unstably housed people. The position was added to the department’s specialized unit that focuses on neighborhood services and community engagement, and which is comprised of a team that is adept at collaborating with other city departments and community-based organizations to proactively address issues with crime, blight, and referring those in need to social and supportive services.

One key relationship that was forged through this newly created position was with the Community Services Agency (CSA), a local non-profit that has provided vital social services to the Mountain View community since 1957. Following the police department’s newly focused approach, the agency has been more closely connected in collaborating outreach efforts for services with the police depart-

ment than ever before. As a social services organization, there is a fine line of maintaining credibility with clients they serve who may also be on the receiving end of law enforcement’s response for minor criminal offenses, such as public intoxication. Despite this challenge, an appropriate balance has worked, and the collaborative successes have been highlighted in local media stories on the homeless narrative. Blending the police department’s enforcement and community caretaking responsibilities with a collaborative relationship with CSA will prove to be vital with the impending COVID-19 impacts.

The police department’s approach to homeless services also involves working closely with the City Manager’s Office, other non-profits and faith-based organizations that have been instrumental in establishing safe parking lot programs and providing homeless services. Another key relationship has been with the Mountain View Public Safety Foundation, a non-profit formed in the last six years that supports local public safety with training and equipment needs. This newer addition to our community has nevertheless also been instrumental as a fiduciary agent for some of the police department’s donation programs that provide disadvantaged families food and gifts during the holidays. These pre-existing relationships were crucial to the seamless launching point for the City’s response as the COVID-19 pandemic unfolded.

Mountain View had Santa Clara County’s second reported death at the outset of the disease being discovered in California, which put the city at the epicenter of this pandemic. As the City’s local state-of-emergency was declared on March 12th, and the drastic and

unprecedented measures to control the spread of the COVID-19 virus were put into place, community concern flowed to the City Council and City Manager's Office to express concern for the city's vulnerable members. This was not a new concern, since the City Council had made services and supportive programs a community priority for the last several years, but the urgency to assist those who became abruptly impacted was a critical priority amid the isolation from employment and basic services, alongside real fear with viral contagion in the community. With significant restrictions in place to limit the potential for COVID-19 exposure for essential workers, a focus on mission-essential services for emergency response, and requirements to abide by public health orders, the capability to be proactive while providing support for impoverished people was in question. Limited resources and capacity could have been a hamper to the ability for the City to respond.

Without a special program or specific call for direction, the collaborative relationships forged with years of success during times of non-crisis, became an integral and proactive part of a community-wide response to serving those in need. Early into the state-of-emergency and shelter-in-place directives, police department operations were modified to relax enforcement of 72-hour parking limits. Coordination with CSA resulted in the donation of hundreds of hygiene kits with basic essentials and personal protection masks. Local churches actively coordinated assembling the kits. The Public Safety Foundation secured thousands of dollars of donated gift cards to local grocery stores. Volunteers from local churches and members of non-profit organizations were able to complete assembly in a matter of days, and the police department took the lead to distribute 300 disposable masks, 380 hygiene kits, and 170 grocery store gift cards in one afternoon. This first effort has served as momentum for more to follow.

From the police department's perspective, officers are typically engaged in enforcement-centric operations for seeking compliance with a variety of laws and regulations to mitigate the community impacts created with people living in vehicles or living on the streets. While there is always a proactive approach by officers to offer services, the primary caregivers are more typically social service organizations. In this time of crisis, that paradigm had to shift. Officers are on the front line of ensuring the safety and well-being of people in the community, and through pre-existing partnerships, were able to provide help. Behind facemasks and wearing gloves, officers shared several emotional moments as the team moved from vehicle to vehicle. They were able to connect and speak with so many people, some of whom shed tears of joy when they saw what the team brought to them.

This example of promptly serving a vulnerable group in need was the result of pre-existing collaborative leadership amongst various organizations that serve a common cause but with different missions, and who intrinsically came together without ego or politics during unprecedented times. This approach, undoubtedly modeled in other communities, is a demonstrative example for the value of community policing, which extends beyond the "normal" day-to-day police department goals for preventing crime and protecting life and property to establishing authentic trust that allows for forging rapid response capabilities in crucible moments for the sole purpose of mustering the generosity of community spirit, and taking action to help those most in need. ■

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# Every Hour, Every Day

**By: Hannah Martinez**

*Community Liaison Officer—Los Alamitos Police Department*

*The city of Los Alamitos is a small tight-knit community with a population of 11,721 and is home to more than 2,000 businesses. The businesses are made up of light manufacturing and wholesale companies, retail establishments, and restaurants. When the COVID-19 pandemic began progressing and the safer-at-home order went into effect in March, many people were concerned about what would happen to the businesses in Los Alamitos. Concerned, as many were, our first thoughts as a department were to figure out in what ways we could support our local businesses.*

There are many restaurants in our city, so we thought ordering food to go as often as possible would help since many restaurants had to close their dine-in services to abide by the order. A former officer from our department started a page on Facebook entitled “Save Our Los Alamitos Family Owned Restaurants” to help spread the word within the community to support the local restaurants whenever

possible. After only a couple months of existence, the page has garnered more than 570 likes and followers continue to share what restaurant they have chosen to support.

A short time after, we began to get requests from businesses within and outside of Los Alamitos, and residents, offering to donate meals to the department. Multiple times a week, the community continues to bring

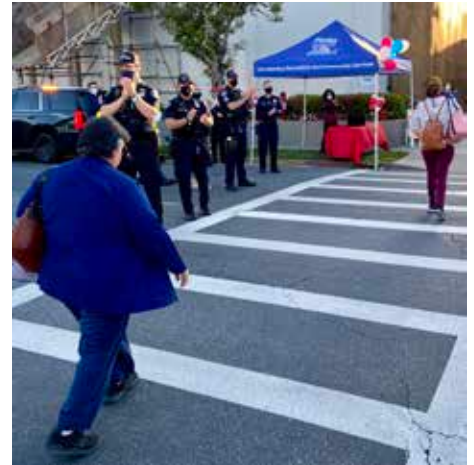




meals and snacks to the department. We wanted to show that same support to our local healthcare workers who are on the frontline battling COVID-19. In partnership with local police and fire departments, we participated in appreciation events for staff at our local hospital. The participation included greeting and cheering on healthcare workers with overhead lights, sirens, and snacks as they began their shift. We were also fortunate enough to show the staff of two local senior living and healthcare facilities our appreciation for them by bringing pastries and snacks.

Just when we thought our community had shown so much appreciation for our department, the face mask donations began. As there is a shortage of personal protective equipment (PPE) like face masks, community members took it upon themselves to handcraft masks for our officers. One of the donors of the handmade face masks had an encounter with our department a year prior. The donor was involved in a traffic collision and the other party was being extremely

unkind to her, which is when we stepped in. Thinking of us during this time, she reached out to the Sergeant who responded to the accident, sent him a letter with dozens of homemade face masks, thanking us for our continued excellent service. During the times we were receiving these amazing donations from our community, we were also getting requests to be a part of people's special day, and no, not their wedding. We responded to dozens of requests to take part in leading birthday parades for community members. It meant a lot to our department that our community wanted us to be involved in such special moments. It is truly remarkable to see how our community has come together for each other and has helped support us in our mission to balance public health with public safety, during this time of uncertainty. Although we are a small community, we pride ourselves on being a full-service police department who delivers top tier professional and personal service as our motto states, "Every Hour, Every Day". ■



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# Community Relations in the Time of COVID-19

By: Captain Dave Norris, with Public Information Officer Mike Haobsh and Community Relations Officer Jeanine Luna  
*San Mateo Police Department*

*The response to the COVID-19 Pandemic has had a significant impact on all law enforcement organizations. Every police department has had to do some out of the box thinking to navigate these uncharted waters.*

Chiefs spend hours on Zoom calls with department heads, other chiefs, government, and professional organizations establishing best practices.

Command staff are ensuring safety measures are in place for their personnel. A new “normal” way of policing includes daily temperature checks, face masks and gloves. All while ensuring operational needs are still met, calls are answered, and reports are written – as crime has certainly not stopped!

Line-level personnel and supervisors perform their job with revised safety perspective in play, and protect vulnerable populations, who are more at-risk than ever.

We “lead by example” more than ever during this time. With health orders in motion, police are the most public-facing representatives of our local government - sometimes as the only in-person contact to communicate on measures to minimize spreading infection and keep us all a little safer.

Revised departmental priorities have provided our Media Team with a tremendous challenge to keep engagement and communication operating at peak levels.





A Message from Chief Barberini  
 San Mateo Police Department



SMPD Officers Lending a Helping Hand



Our connection to our community is key for two prominent reasons –

- 1 This is a time of uncertainty, and our community needs a confident, steady connection with those serving to keep them safe.
- 2 As the frontline responders, and traditionally the most frequent communicators when safety is of the essence, we need to keep the lines of communication open and tuned to our channel.

Our team - Public Information Officer Michael Haobsh and Community Relations Officer Jeanine Luna - truly found the balance between broadcasting crucial information and maintaining normalcy for our community during a very difficult time.

**CRO Jeanine Luna**

*“We made sure we kept our usual ebb and flow of our media-E’s: Education, Enforcement, & Engagement. We seek to balance our posts between enforcement information, safety tips or resources, and fun engagement messages. We kept the same rhythm and increased the frequency. This consistency helped us to relieve our residents from the Coronavirus monotony.*”

When our shelter in place started, we were heavy on the education phase - informing people about the health order, teaching them about social distancing, advising our community on what was allowed and what wasn’t. With the shelter-in-place, things really slowed down. We seized the opportunity to be more human and relatable to our followers. We jumped at every opportunity to engage our community, starting with our youngest residents...”

Sergeant Joe Hickman, the father of two little girls, came forward with an idea for officers to read books virtually to kids sheltering at home and feeling isolated. We recruited several members of our team to read one book a day, including books read in Spanish. Books ‘N Badges aired on our social media channels daily.

We also acknowledged our Police Activities League youth with April birthdays in a video birthday shout-out and had officers cruise by the homes of birthday kids, tooting our horns and running the lights for them in acknowledgement.

Both SMPD and the local area Emergency Operations Center operating within our building received almost daily lunch deliveries from local businesses. Donations of Personal Protective Equipment poured into the department in the early days of the crisis. Our community posted encouraging signs throughout the city, making sure we had what we needed to stay motivated and safe on the front lines. In turn, we made sure to be there for them.

Partnering with different nonprofits and businesses, officers assisted with food deliveries to those who needed it the most. Our Police Activities League spearheaded deliveries of pantry boxes of essentials items to families in need. In a four-hour period on the first delivery day, officers that included the Chief of Police, delivered 100 boxes. The following weekend, we delivered 150 Easter bags to children who are less fortunate. The pantry boxes continue to be delivered due to generous donations from our community members.



**Public Information Officer Michael Haobsh**

*“The San Mateo community shined during the COVID-19 public health crisis. It’s tragic so many have been impacted, and we mourn beside loved ones who lost family members to the virus... During a time when political affiliation or socioeconomic status had no barrier from a destructive virus, it was heartwarming and reassuring to see the outpour of support and to truly feel we were all in this together. One City, one community - working to flatten the curve of COVID-19, while supporting each other physically and emotionally. It was truly remarkable.”*

We varied social media platforms to broadly reach our population - from a lively TikTok production promoting Personal Protective Equipment, to a serious message by San Mateo Police Chief Ed Barberini asking the public to avoid complacency and reinforcing the importance of sheltering-in-place as we approached a popular holiday weekend. Bay Area media partners helped slingshot our posts and videos to thousands, relaying critical information and our big ask from our public – Stay Home, Stay Safe.

Our Media Team combed through thousands of local posts, comments, and messages to provide intelligence to the Emergency Operations Center, shaping future communications. Although most of the comments were supportive toward public agencies and between neighbors, we were able to precisely intervene when they were not. For example, we addressed trending hateful speech against people who were outside participating in fitness while not wearing a mask, which was allowed (with social distancing). We were able to provide additional education regarding wearing of masks and allow those residents with access to private neighborhood chats as our public-safety ambassadors.

In early May our Media Team was tasked with quickly engineering a Star Wars “May the Fourth” themed thank-you event with for healthcare workers at the San Mateo Medical Center. The Media Team organized the event with Congresswoman Speier, other elected

officials and dignitaries, and public safety personnel from the cities of San Mateo, Belmont, and Foster City. Our team led a caravan of 53 vehicles and over 70 people, all socially distanced, masked, gloved, and armed with appreciation signs and props. McGruff the Crime Dog traded his trench coat for a cloak and lightsaber to become McGruff the Jedi Knight.

**Chester Kunnappilly, MD – San Mateo Medical Center CEO**

*“From the clever theme and creative, goodie bags to the countless first responders lined up along our driveway waving signs and clapping for our staff. It truly touched our hearts.”*

A strong multimedia program promotes transparency, humanizes the profession, and educates the public – while keeping a finger on the pulse of the community. Our response to the COVID-19 pandemic has served to inform our community and provide a sense of normalcy and connection. ■



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- Rainer Navarro  
Chief, Santa Rosa Police Department

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When you respond to a scene, you should be able to collect photos and videos from witnesses without worrying about the chain of evidence. With Axon Citizen, you can invite witnesses to securely send their media through the Axon Capture mobile application or [Evidence.com](https://evidence.com) on your MDT. Once collected, their submissions go straight into Evidence.com and are immediately logged in the audit trail instead of sitting on your camera roll or in your email.

## About the offer

Any public safety or public health agency not already on the Axon mobile platform who could benefit from using Axon Citizen for Officers and Axon Citizen for Communities during their response to the COVID-19 pandemic is eligible to receive free access to these tools. This includes law enforcement agencies, Fire/EMS, hospitals and other entities engaged in front-line efforts to reduce the spread of the virus. The offer is open both to Axon customers not already on the mobile platform and non-customers, and is available in any country where Axon currently does business.

## Getting started

For existing Axon customers with an Axon Evidence Basic or Pro license, you already have access to Axon Citizen for Officers. Setup instructions and video tutorials are available on our Citizen Resources page. Agencies who have an Axon Evidence Lite license, or who are not current Axon customers, should complete the contact form on this page to sign up. From there, a member of the Axon team will be in touch to set up your access. ■



**Axon is providing global access to the full feature set of Axon Citizen, at no cost this year, to every agency that is not currently using the digital evidence platform.**

Learn more at [axon.com/covid-19-support-center](https://axon.com/covid-19-support-center)





**The mission of the Law Enforcement Operations Team is to make Uber the mobility platform law enforcement trusts the most through engagement, partnership, and response.**

**Uber**



# Fighting Crime One Device At A Time



As part of an Internet Crimes Against Children task force, a Sacramento County Sheriff's Department Detective received information about a Gmail account receiving child pornography. She wrote warrants and was able to identify the suspect and then obtain his electronic devices. A forensic search of the devices produced no images of child pornography. During an interview with the suspect, the Detective learned the suspect had recently sold his cellular phone at an ecoATM kiosk. The Detective reached out to the ecoATM law enforcement assistance team and learned that she could obtain the phone with just a request--no warrant or subpoena needed.



After receiving the phone, an examination revealed numerous internet search history of terms and links consistent with links to child pornography with children as young as two years old. A forensic examiner located a PDF converter app in the suspect's cellphone which lead to finding thousands of images of Child Pornography in PDF files that the suspect had hidden. Additionally, there had been a previous child abuse case filed against the suspect for taking photographs of his girlfriend's minor daughter.

There was a text message thread found on the cellphone from the suspect to the minor that were sexually explicit and corroborated the victim's statement. The suspect eventually plead no contest to child molestation and child pornography and was sentenced to eight years in State prison. The detective said had she not obtained the suspect's cellphone from ecoATM, they would not have been able to get a conviction in the case.



## ecoATM and Law Enforcement

In communities all across the country, ecoATM is helping law enforcement identify and capture cellphone thieves, persons of interest, wanted persons, and suspects involved in crimes not relating to the theft of a device, e.g., terrorism, fugitives, homicides, child pornography, etc. and reunite victims of cellphone theft with their stolen property. Working with our law enforcement partners, we have implemented robust security features and processes to screen for and block the purchase of suspected stolen devices. We also make detailed information available to law enforcement about each and every transaction. In the rare event that a stolen device does make its way into our kiosk, we also provide law enforcement with detailed information and evidence they need to prosecute the individual and return the stolen property to the victim. This is done promptly upon request and without the need for a subpoena or search warrant.

It is estimated that as of 2020, there are over 525 million idle or inactive mobile devices in the United States. ecoATM specializes in giving millions of devices a second life. ecoATM provides a simple, safe way to sell and recycle mobile devices to reduce electronic waste. ecoATM's goal is to help people recycle their used or broken mobile devices. To help ecoATM and law enforcement deter the fencing of stolen items or fraud, we have implemented extensive layers of technology and processes to reduce the likelihood that an ecoATM kiosk will buy a stolen device.

## The Importance of IMEI

So, what is the best way to identify a mobile device? For years, serial numbers have been the way to identify items from bicycles to electronic devices. As law enforcement is aware, serial numbers can repeat between manufacturers and sometimes even repeat with the same manufacturer. Mobile electronic devices come with an International Mobile Equipment Identifier, or IMEI. This number is unique to each mobile device and does not repeat. It's essentially the VIN or fingerprint for the device. While serial numbers may repeat, IMEIs do not. The IMEI is how the mobile technology industry identifies devices. It is recommended that law enforcement agencies use the IMEI in reports of lost or stolen mobile devices to identify the item.

But how does a victim find out the IMEI number? The IMEI is easily found either by the victim logging on to their wireless provider's account or contacting their wireless provider for the information. If they saved the box the device came in, the number should be printed on the label on the box. The use of the IMEI will help to more accurately report stolen devices and ensure the correct device is identified when reported to State reporting systems, NCIC, or the cell phone companies' blacklist.

At ecoATM we pride ourselves in being partners with law enforcement. Our law enforcement team is comprised of four former law enforcement executives with over 100 years of law enforcement experience. The team and ecoATM's Regulatory Affairs staff are available to assist law enforcement agencies. No search warrant or subpoena required; just a simple phone call or email request from a law enforcement agency is all that is needed. If you'd like to find out more about how ecoATM works with law enforcement, or to contact one of our Directors of Law Enforcement Relations, please visit us at [www.ecoatm.com/law-enforcement](http://www.ecoatm.com/law-enforcement). ■

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# Continuing Your Investigations in the Age of Covid

**A**gencies across the nation are currently working hard to find ways to limit an officer's exposure to the COVID-19 virus while continuing to serve the needs of the communities. This includes responding to in-progress events only and driving the community to file online reports for all other incidents. This new approach to law enforcement greatly helps to limit the exposure of officers, however, it creates a true data problem.

Information is key to solving a case, removing a violent offender, and keeping an officer safe from harm. With reporting moving to an online base, law enforcement needs to make greater use of technology and solutions that help them use data to drive investigations and reduce crime.

**Discover how technology and information can help law enforcement reduce crime during a global pandemic by providing the following.**

- Remote access to critical investigative information from within the department and across the country
- Information and technology available from any web-enabled device, for the entire department, to increase efficiency despite limiting resources
- Powerful visualizations that provide actionable insights, in real-time, to identify crime trends and prevent criminal activity

## Remote Access to Critical Information

With many officers working remotely and avoiding in-person investigations whenever possible, law enforcement needs the ability to access critical information at any time and from any location. When solving crimes, every second counts.

With Forensic Logic's police database software, COPLINK X, your investigators and patrol officers can access relevant, actionable information from any web-based device. The ability to quickly search COPLINK X for leads and suspects helps your officers make more

informed decisions and solve crimes more quickly all while limiting an officer's exposure to COVID-19.

With over 1 billion agency records, COPLINK X holds the most powerful network of law enforcement information in the country. You can access a wide range of data, including court data, evidence, and lab data, NIBIN shell casing reports, mugshots, probation and parole information, warrants, CrimeDex alerts, BOLOs, vehicular data and the universe of Thomson Reuters CLEAR records.

## Increase Efficiency Despite Limiting Resources

Social distancing restrictions have created even more difficulties for law enforcement as their resources have become further reduced in an effort to limit officer exposure to the virus. Quick access to relevant information improves situational awareness for law enforcement users at all levels. As a result, law enforcement can collaborate more effectively and solve crimes more quickly. This allows them to not only use current resources more efficiently, solving more crime with few officers on the streets, but it also frees up limited resources to solve other cases and prevent more crime.

COPLINK X's key performance indicators help agencies conduct more effective statistical analysis across all available data. A collection of geographic information systems, statistical graphs, charting and analytical tools work with the rich database to help agencies leverage their data and better allocate resources.

## Power Visualization and Actionable Insights

In addition to finding relevant information, law enforcement needs to be able to quickly make sense of it. That's why we've integrated our powerful search capabilities and COPLINK's advanced analytics and reporting within COPLINK X.

By centralizing and applying complex analytics across multiple data sets, COPLINK X provides customized reporting and can help your staff identify patterns, anomalies, and outliers:

- **Patrol Officers** can instantly access the critical information they need to make the right decisions both in the field and from remote locations.
- **Analysts** can better perform entity resolution, link analysis and intelligence production without traditional geospatial, temporal or technical restrictions.
- **Investigators** can glean actionable insights, in real time, that help identify crime trends and reduce criminal activity.
- **Command Staff** can develop meaningful metrics with access to the largest network of law enforcement data and a more comprehensive CompStat landscape.

Used by over 2,000 agencies across the country, COPLINK X is a critical tool for law enforcement. ■

*“Lots of people talk about intelligence-led policing, but Forensic Logic is what actually makes that possible.”*

*- Captain (ret)  
Oakland Police Department*

*“Mobile access to COPLINK enables an individual officer to do the work that once would have taken two or three people to obtain the information in the field.”*

*- Sergeant (ret)  
US County Sheriff's Office*

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## Returning to “Normal”: Legal Issues Law Enforcement Agencies Face in Returning to Work Post-COVID-19

By: **Geoffrey S. Sheldon**, *Partner and Chair of Public Safety Practice Group, Liebert Cassidy Whitmore* and **J. Scott Tiedemann**, *Managing Partner, Liebert Cassidy Whitmore*

The COVID-19 pandemic struck like lightning, moving law enforcement departments to make rapid changes to employment practices, from modifying work schedules to conducting medical screening to disallowing vacations. Swift changing circumstances left little room for deliberation or labor opposition. As communities emerge from stay-at-home orders and return to a new “normal” though, employees are questioning some changes. This article identifies the key laws to know in assessing preparedness for the legal challenges ahead.



### Workplace Safety

Officials are lifting health orders, but COVID-19 remains a risk. Employees may file complaints and Cal-OSHA may take enforcement

action if employers do not implemented adequate safety measures. Chiefs should evaluate anew workplace safety measures in light of updated health guidance and changing circumstances. California Labor Code section 6400 requires employers to furnish safe and healthful workplaces, and Cal-OSHA regulations require employers to adopt Injury and Illness Prevention Programs, to conduct a hazard assessment, and provide personal protective equipment to employees to protect them from identified hazards. The California Department of Public Health and Cal-OSHA recently published guidance that employers establish written, worksite-specific COVID-19 prevention plans and designate someone at each worksite to implement the plan.

### Employee Privacy

Law enforcement executives have implemented safety measures, like temperature checks, virus testing, and travel restrictions, which implicate employee privacy. Under California’s Fair Employment and Housing Act (“FEHA”) and the federal Americans with Disabilities Act (“ADA”) employers may require medical tests and make medical inquiries so long as they are narrowly tailored to the job and there is a “business necessity” for the test/inquiry. Medical screens, like temperature checks, have received tacit approval from authorities in the pandemic; courts will uphold them if they are minimally invasive and effective. Courts may more closely scrutinize individually ordered or more invasive medical exams, like antibody or antigen testing.

# Employment Contract

Employers should obtain written Confidentiality of Medical Information Act (“CMIA”) compliant authorization from employees before receiving and using employee medical information, and should not disclose the information to others. Law enforcement executives have faced pressure from some employees to identify sick colleagues, but in light of privacy laws agencies should not identify sick employees by name and should instead assure employees the department is effectively using medical information to protect them.

Public employers’ questions about and limitations on employees’ off duty activities, like traveling, also implicate employee privacy rights. Departments should be able to demonstrate that any inquiries and restrictions have a nexus to work. For example, restrictions on employee travel to virus “hot spots” during the pandemic may survive legal challenge if an employer can show that the restrictions protect the health of co-workers.

## Labor Relations

The Meyers-Milias-Brown Act (“MMBA”) obligates departments to meet and confer with employee representatives on request about negotiable changes to wages, hours and other terms and conditions of employment. Employee groups may file complaints with the Public Employment Relations Board (“PERB”), which recently has asserted jurisdiction over police unions, when employers unilaterally change certain working conditions without affording employees the chance to bargain. In an emergency, like the pandemic, an employer may effect some changes immediately, like changing work schedules, limiting time off, even implementing certain safety measures. However, this does not absolve them entirely of the requirement to bargain. Rather, it affects the timing of the negotiations. Government Code section 3504.5 authorizes agencies to take immediate unilateral action without prior notice or meeting with labor groups but requires the agency to provide an opportunity to meet at the earliest practicable time afterwards. Chiefs should inventory the changes they made in the pandemic, document any agreements they reached with affected unions about the changes, and determine whether to provide notice and an opportunity to bargain to avoid unnecessary exposure to PERB proceedings.

## Employee Leave Rights

Employees in California have many leave rights, including under the Workers’ Compensation Act, the Family First Coronavirus Response Act (“FFCRA”), the Family Medical Leave Act (“FMLA”) and the California Family Rights Act (“CFRA”), as well as “reasonable accommodation” leave under the ADA and/or the FEHA, and agency-provided leaves, e.g. sick and vacation leave. Therefore, departments should plan for possible staffing shortages.

Workers’ compensation leave, like Labor Code section 4850 leave, which provides peace officers up to one year “without loss of salary,” and Temporary Total Disability (“TTD”) leave, keep employees out for significant amount of time. On May 6, 2020, Governor Gavin Newsom issued Executive Order N-62-20, establishing a rebuttable presumption that employees directed to report to work who contract COVID-19 between March 19 and July 5, 2020 are entitled to workers’ compensation benefits, including leave. The Order does not however cover any employee whose “place of employment” during the covered period was their residence. Departments may consider whether to wait after July 5, 2020 to bring back certain employees who can work at home.

Departments should coordinate leave requests with human resources because these laws overlap and are difficult to administer correctly. What if a records technician cannot return to work because they or a family member has a compromised immune system? What if an officer needs to be home because their child’s school is closed? These scenarios implicate the FFCRA, FMLA, CFRA and possibly the ADA, and FEHA. Violations can be costly, and many legal experts predict a significant uptick in litigation for maladministration of employee leave rights. Retaliation claims are also something to be cognizant of as these laws have anti-retaliation provisions.

## Wage and Hour

The Fair Labor Standards Act (“FLSA”) requires that all time spent on tasks done for the benefit of the employer be counted as “hours worked,” and many collective bargaining agreements have similar provisions. In the context of the pandemic, this means that departments must make sure that hourly employees accurately record and receive pay for time spent on tasks like temperature-taking, answering medical questions, cleaning/ disinfecting work areas, and spent waiting to enter facilities due to COVID-19 protocols. Employees may seek to recover wages for such “off-the-clock” work.

## Personnel Investigations and Discipline

The pandemic affects administrative investigations and discipline as well. For example, attorneys have sought delays of interviews and disciplinary meetings. Absent a doctor’s note, an employee cannot insist proceedings be postponed indefinitely. However, employers should also accommodate doctor-imposed work restrictions, for instance by utilizing videoconferencing to advance proceedings consistent with restrictions. Cases such as Association of Orange County Deputy Sheriffs v. County of Orange (2013) 217 Cal.App.4th 29 support the idea that it is management’s right to make changes to procedures for investigating employee misconduct. Agencies may also take advantage of Executive Order N-40-20, issued by Governor Newsome on March 30, 2020, which extended the one-year statute of limitations under Government Code section 3304(d) by 60 days.

The world has changed with breathtaking speed due to the pandemic. California’s police chiefs have responded well, making swift adjustments that protected employees and ensured public safety services continued uninterrupted. As communities emerge from the stay-at-home orders and employees return to work, the moment presents the opportunity for chiefs to assess changes made and those contemplated to avoid and defend against costly and time consuming administrative and legal challenges. ■



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## Uber Teams Up with Law Enforcement for Safer Communities

By Billy Kewell  
*Uber's liaison*

With an average of 18 million trips a day, Uber is one of the most widely used transportation companies in the world and one of the few technology companies whose platform physically integrates into our communities. Data from the Uber platform can and have helped law enforcement solve a vast array of criminal investigations. Whether it is finding a wanted fugitive, identifying a person who is targeting children, locating a missing juvenile, or contacting a rider or driver who may have been a witness to a violent crime, Uber is committed to working with law enforcement to make the communities we operate in safer.

Uber continues to add new and innovative products to its platform each and every day. As Uber grows and expands into new areas of opportunity, it is paramount that safety continues to be a top priority, working tirelessly to be good partners and citizens in all the cities where we operate. Part of that effort was the creation of Uber's Law Enforcement Operations team. The team's goal is to make Uber the mobility platform law enforcement trusts the most via engagement, partnership and response.

Uber Law Enforcement Operations consists of two teams, Outreach and Response. The Outreach team is made up of former law enforcement professionals turned regional liaisons whose primary responsibility is to engage and partner with law enforcement at all levels. The team achieves these objectives by educating law enforcement on how Uber works as a platform, the data captured, and how to obtain that data during a criminal investigation or critical incident. Outreach partners with law enforcement to create safety initiatives that impact our platform and our communities.



The other crucial component to Law Enforcement Operations is The Law Enforcement Response Team. Their primary responsibility is to respond to law enforcement requests for information whether it's an emergency situation or a legal process request. This team operates on 24/7 basis with personnel around the world working in concert with one another to ensure you get the data you requested, especially during an emergency situation.



The Law Enforcement Response Team manages legal process and emergency requests utilizing our online portal for law enforcement use only which can be found at [lert.uber.com](http://lert.uber.com). The Response Team will validate law enforcement credentials based on the information provided by the officer or agent submitting a request. The portal contains Uber's legal guidelines for data requests and frequently asked questions. The response team has been a crucial partner in assisting law enforcement in the U.S. and around the world with providing information during critical incidents such as the Easter terrorist attacks in Sri Lanka and the Route 91 shooting in Las Vegas.

Recently, Uber Law Enforcement Operations added a much-needed feature to the portal in light of the COVID-19 pandemic. The portal is now equipped to receive and respond to requests for information from public health departments conducting contact tracing investigations. The portal includes resources and instructions on the process for public health departments to submit their requests through the portal. The response team has been responding to public health requests for several months now, even before the initial spread of COVID-19.

While Uber is committed to engaging, partnering, and responding to law enforcement, we also take our customers' privacy seriously and understand that law enforcement wants to ensure that the data they obtain is done so in accordance with all applicable laws, thus ensuring the data Uber provides can be utilized in trial proceedings with its acquisition never being called into question. For more information about Uber's Privacy Policy, please [visit \[privacy.uber.com/policy\]\(http://privacy.uber.com/policy\)](http://privacy.uber.com/policy).

At Uber, we appreciate the work that law enforcement and other public safety officials engage in every day. It is a priority for Uber to build a strong relationship with law enforcement. We want to be part of the safety solution and strive to be the rideshare company that law enforcement prefers to work with and utilize as users. Thank you for your service and sacrifice, and stay safe! ■



*Billy Kewell is Uber's liaison for the U.S. West Coast. Prior to Uber, Billy was with the U.S. Secret Service for 9 years in the Chicago Field Office and spent two years on the FBI's Joint Terrorism Task Force working on counter-terrorism, national security-related issues. He has a B.A. in Politics from the University of Dallas, a J.D. from Ave Maria School of Law, and is a licensed attorney in the State of Illinois.*

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## INTRODUCING

**Jim Smith as Director of Law Enforcement Relations for California and the Southwest for ecoATM.**

Following a decorated 39-year career in law enforcement, the retired Chief of Police of the Monterey Park Police Department and former CA Chiefs Board Member will now serve as the liaison between ecoATM and the many law enforcement agencies it works closely with to uphold strict, extensive security standards and practices.

[Jim.Smith@ecoATM.com](mailto:Jim.Smith@ecoATM.com)

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# CORPORATE PARTNER DIRECTORY

## Cal Chiefs Highlights Partners Working to Support Law Enforcement

California Police Chiefs Association members value the close relationship we have with our strategic, preferred and circle partners. The CPCA provides this quarterly update to highlight advancements and programs which help California law enforcement agencies do their jobs more efficiently and effectively.

Corporate Circle members are listed on the 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.



### California Massage Therapy Council

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805-390-0397, [rmcelroy@camtc.org](mailto:rmcelroy@camtc.org)  
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510-772-2992, [michael.debenedetti@motorolasolutions.com](mailto:michael.debenedetti@motorolasolutions.com)  
[motorolasolutions.com](http://motorolasolutions.com)

**Jerry Burch**, Southern California Area Sales Manager  
971-219-8970, [jburch@motorolasolutions.com](mailto:jburch@motorolasolutions.com)  
[motorolasolutions.com](http://motorolasolutions.com)



### Uber

**Billy Kewell**, LE Liaison Lead - U.S. West  
[wkewell@uber.com](mailto:wkewell@uber.com)  
[lert.uber.com](http://lert.uber.com)



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**Axon**

**Megan Hardesty**, Strategic Account Executive, Major Accounts

480-253-7854, [mhardisty@axon.com](mailto:mhardisty@axon.com)

**Chris Morton**, Regional Account Manager

206.310.6165, [cmorton@axon.com](mailto:cmorton@axon.com)

[axon.com](http://axon.com)



**ecoATM**

**Jim Smith**, Director of Law Enforcement Relations

858-375-9392, [jim.smith@ecotatm.com](mailto:jim.smith@ecotatm.com)

[ecotatm.com/law-enforcement](http://ecotatm.com/law-enforcement)



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**Liebert Cassidy Whitmore**

**Katie Huber**

310-981-2057, [khuber@lcwlegal.com](mailto:khuber@lcwlegal.com)

[lcwlegal.com](http://lcwlegal.com)



**National Testing Network**

**Tony Percich**, Vice President

541-550-7851 / 206-930-3568 (m),

[tonyp@ergometrics.org](mailto:tonyp@ergometrics.org)

[ergometrics.org](http://ergometrics.org)

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**Adamson Police Products**

**Josh Nielson**, Western Regional Manager

714-220-0906, [jnielsen@policeproducts.com](mailto:jnielsen@policeproducts.com)

[policeproducts.com](http://policeproducts.com)



**UPS**

**Bruce MacRae**, Vice President, State Government Affairs - West

310-418-3047, [bmacrae@ups.com](mailto:bmacrae@ups.com)

[ups.com](http://ups.com)



**Verizon**

**Guy W. Johnson**, Sr Manager/Public Safety Outreach Program/HQ Corporate Security

619-241-5441, [guy.johnson@verizonwireless.com](mailto:guy.johnson@verizonwireless.com)

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562-653-3474, [alestrada@aalrr.com](mailto:alestrada@aalrr.com)  
**Jay Trinnaman**  
562-653-3497, [jtrinnaman@aalrr.com](mailto:jtrinnaman@aalrr.com)  
**Sarah Martoccia**  
562-653-3859, [sarah.martoccia@aalrr.com](mailto:sarah.martoccia@aalrr.com)  
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**Christine Wood**  
[arc@bbklaw.com](mailto:arc@bbklaw.com)  
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<https://www.cellebrite.com>

  
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[jones-mayer.com](http://jones-mayer.com)



**Lyft**

**Francisco Avalos**  
602-330-9015, [favalos@lyft.com](mailto:favalos@lyft.com)  
[lyft.com](http://lyft.com)



**Mark43**

**Kellie D'Amico**, Marketing Manager  
610-216-3298, [kellie.damico@mark43.com](mailto:kellie.damico@mark43.com)  
[mark43.com](http://mark43.com)  




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**Amy Harcourt**, Marketing Coordinator  
866-471-2001 ext. 1, [amy@planitschedule.com](mailto:amy@planitschedule.com)  
[planitpolice.com](http://planitpolice.com)



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**SIAC**

**Steve Keefer**, Chief (Ret.) Law Enforcement Liaison  
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562-208-4315, [pdixon@safestoreusa.com](mailto:pdixon@safestoreusa.com)  
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**University of San Diego**

**Erik Fritsvold**, PhD; Program Director, Law Enforcement & Public Safety Leadership M.S. & Associate Professor, Department of Sociology: Law, Crime & Justice Concentration  
619-260-4026, [erikf@sandiego.edu](mailto:erikf@sandiego.edu)  
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[apexmobile.net](http://apexmobile.net)



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[alltrafficsolutions.com](http://alltrafficsolutions.com)



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**Todd Komanetsky**, Director of Partnerships  
512-994-8533, [todd.komanetsky@rapiddeploy.com](mailto:todd.komanetsky@rapiddeploy.com)  
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