



# El Puente



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National Latino Peace Officers Association

Winter 2003

## Leadership Skills

**Keynote Remarks by Los Angeles County District Attorney Steve Cooley**

*The following keynote was presented at the National Latino Police Officers Association's Training Institute and Convention, on Friday, November 15, 2002, at the San Diego Marriott Hotel.*

The timing of my remarks today is most appropriate, as is the location here in San Diego—close to our border with Mexico.

This is because I am going to discuss with you a serious law enforcement problem involving our neighbor to the south. It is a problem that you—both as individuals and as an organization—can take a leadership role in confronting.

The theme and goal of this conference are important—developing leadership skills. Well, let me present you with a challenge that requires real leadership.

Until October 2, 2001, American prosecutors were able to extradite many criminals from Mexico if they were willing to waive the death penalty. On that date, the Mexican Supreme Court ruled that the goal of the penal law in Mexico is "rehabilitation." They then concluded that even "a life sentence violates the Mexican Constitution" and would cause the Mexican government to refuse to extradite.

This decision effectively bars extradition for murderers and other serious violent criminals who flee to Mexico from the United States, unless promises are made for a determinate prison term.

Although the Mexican Constitution provides for the death penalty in certain cases, that punishment has not been implemented since the 1950's.

Mexico now seeks to impose its standards on the United States by requiring a waiver not only of the death penalty but also of any life sentence, including life sentences with a possibility of parole.

Last February, I raised this problem with Attorney General John Ashcroft. He endorsed my proposal to create a small working group composed of federal officials,

district attorneys, and state attorneys general to develop a coordinated strategy on this problem. To my knowledge, he has yet to do so.

Frankly, we have seen no progress at the federal level. The silence has been most discouraging. But, we are not giving up.

Let me put a human face on this issue by discussing just four cases in Los Angeles County that clearly illustrate the problem:



**The Zavala family.** A 15-year-old daughter, Jessica, and a 17-year-old niece, Olivia Mungia, were gunned down on their way to school, victims of a jilted boyfriend. The killer, Juan Manuel Casillas, former boyfriend of Olivia fled to Mexico. The family of the victims begged my predecessor as District Attorney to waive the death penalty so that Casillas could be extradited. He refused and extradition was denied.

When I became District Attorney, I waived the death penalty in this case. Then the Mexican Supreme Court came out with its ruling requiring a guarantee of not even a possible life sentence.

We are informed that Casillas is currently being tried in Mexico with a trial court decision due in later this month. The trial has taken six months. Historically, few fugitives have been actually tried or even apprehended in Mexico. Those who have been prosecuted have received wholly inadequate sentences that were frequently reversed or reduced on appeal. The Zavala family continues to suffer.

**The March family.** Los Angeles Sheriff's Deputy David March was killed during a traffic stop. The alleged killer, Armando Garcia, had been deported three times and was a convicted methamphetamine dealer and weapons violator. At the time of the traffic stop, Garcia was wanted on two counts of attempted murder. He made it to Mexico within 24 hours. As far as we know, he is at large in Mexico. The March family continues to suffer.

**The Morales family.** Steven Morales, age 12, the victim of a drive-by shooting, was gunned down in front of his mother. As he dove for cover, he tried to pull another child out of harm's way. Steven's alleged killer, Alvaro Jara, is at large in Mexico. The Morales family continues to suffer.

**The Vara family.** Annabelle Vara was stalked by her ex-husband, Daniel Perez. Annabelle was shot in the back of her head by Daniel and miraculously survived. Daniel Perez was arrested and released on one million dollars bail. The day that Annabelle testified in court, Daniel Perez broke into her family's home and killed Annabelle's father. Perez then fled to Mexico and is still at large. The Vara family continues to suffer.

I recently met with these families to reassure them that we are continuing our quest to achieve a change in Mexico's unjust extradition policies.

*Leadership Skills, continued on page 2*

## PRESIDENT'S MESSAGE



**Jose Miramontes**

Dear Members, Associates and Supporters,

First and foremost, I would like to thank each of you for your support these past two years. We have come a long way. You have been most dedicated, loyal and have exceeded expectations that have resulted in extraordinary advances. This has been apparent as a result of our rapid increase in growth and political awareness. It has been a pleasure serving you these past two years. I thank you for your confidence and my re-election for another two-year term. I will continue to lead our Association in a continued path of growth for the future.

I am happy to report that throughout the United States, we have enhanced our recruitment efforts and have increased Latinos in the field of Law Enforcement. The National Latino Peace Officers Association (NLPOA) continues to be the premiere Latino/Hispanic law enforcement organization in America.

To continue with this growth and success, we must remember that the NLPOA is driven by a combination of our experience and our youthfulness. Our experience derives from our members, some of whom have been with us for more than 20 years! Our youthfulness keeps us moving forward with unbridled enthusiasm and the consistent desire to improve the organization through expansion and membership diversity.

As I reflect upon our accomplishments in 2002, I am reminded of the hard work, leadership and excellence each and every member, as well as our chapter presidents, state presidents, and national executive board members, have contributed to the community and NLPOA. You have all truly made a difference not only for our Association, but in the lives of our youth, our families and communities nationwide. Your commitment has been indisputable. We shall continue to embrace our mission statement and not rest until disparity in the promotional selection process has been eliminated and equality in the workforce has been achieved. We will continue to work with law enforcement agencies to sustain sensitivity training.

We are most grateful to White House representatives Leonard Rodriguez and Abe Guerra, as well as, Louis Quijas, Assistant Director of the Federal Bureau of Investigation, Juan Carlos Benitez, U.S. Special Counsel, and past National LPOA President for their assistance.

I want to take a moment to thank the entire outgoing national board for all their hard work, dedication and loyalty. The results of their dedication and commitment is evident. I thank the advisory staff and in particular Chief Advisor Don Haidl for their work and support. In addition, I want to express my gratitude to the 2002 convention committee, the NLPOA San Diego Metro Chapter, and especially Chapter President Manuel Rodriguez, Chairman, for all of their hard work in coordinating an outstanding training convention. Mark your calendars for October 21-25, 2003, when our convention will be in Washington, D.C.!

Once again, thank you all for your hard work and dedication to the NLPOA. I look forward to another great year and wish you all a happy, healthy and prosperous 2003.

Jose Carlos Miramontes  
National President

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Leadership Skills

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These true stories reveal the injustice that is being imposed on a sovereign nation and a sovereign state by the capricious actions of the Mexican Supreme Court. By judicial whim, that court has made Mexico a haven for the worst of the worst. It is a decision that predictably will make Mexico a magnet for terrible criminals, including terrorists.

The attorneys general of 50 states, the district attorneys of all 58 California counties, the California State Assembly and the California congressional delegation have urged the U.S. Department of Justice and the State Department to take action on this urgent issue.

Los Angeles County Deputy District Attorney Jan Maurizi, a director of our Bureau of Branch and Area Operations, has been working tirelessly on this matter since last year. Our office is creating a web site so that concerned agencies and others can receive updates on cases involving fugitives who are enjoying the solace and comfort of the protection provided by the Mexican Supreme Court. The stories of their victims will also be available on the site along with sample letters of support. Jan will be addressing you tomorrow on this same subject in much more detail than I am giving you today. She will provide concrete steps that you can take to address these issues.

I am here today simply to urge you—as an organization and in your individual communities—to get behind this effort to achieve change in the Mexican government's feckless attitude toward fugitive criminals.

This is not a white/brown issue. This is a justice issue. In our experience in Los Angeles, most of the victims are Latinos. This escape hatch south of the border is also a direct threat to law enforcement officers, as we saw in the murder of Deputy Sheriff David March.

If a criminal can avoid any punishment by merely driving south for two hours after executing an arresting officer—*why not?* You in this room should have a special and legitimate reason to seek the change that we are proposing.

I urge you to contact your senators, your congressmen and congresswomen, your state legislators, your district attorneys, and other local officials to urge action in Washington, D.C., with specific focus on Attorney General John Ashcroft.

You have a unique opportunity to raise your powerful voice and say that the National Latino Peace Officers Association does not want the nation of Mexico to be a safe haven for the very worst criminals who have committed their terrible crimes in U.S.-based jurisdictions.

*(For more information or comments, please contact the District Attorney's Office County of Los Angeles, Voice: (213) 974-3512, Fax: (213) 974-1484, E-mail: lada@co.la.ca.us)*

2003 National Latino Peace Officers Association Spring Conference  
May 16-17, 2003  
Milwaukee, Wisconsin



Hosted by the NLPOA-Milwaukee Chapter

All NLPOA State Presidents are required to attend. Chapter Presidents are encouraged to attend in order to present issues of mutual concern. NLPOA members in the Mid-West, Central Coast, East Coast and South are encouraged to attend in order to receive current national and regional updates.

Schedule

FRIDAY

1:00 p.m. to 5:00 p.m. Training - TBA  
6:30 p.m. President's Reception

SATURDAY: Spring Conference

9:00 a.m. Sharp! until 4:00 p.m.  
6:00 p.m. to 12 midnight  
NLPOA-Milwaukee Chapter Annual Awards Banquet and Dance  
Cost \$45.00 per person

Conference Location & Accommodations

Four Points Sheraton Hotel is located at 4747 S. Howell Ave., Milwaukee, WI. Room rates are \$92.00 per night plus tax. The hotel is across from the airport and has a shuttle service. Reservations can be made at 1-(800) 325-3535 or (414) 481-8000.

A *Recognition of Valor Award* will also be presented to **Al Morales** for his actions during a courtroom proceedings when an inmate attempted to escape, shot a deputy sheriff in the process, and finally was shot and killed by Al before any more people were injured.

Contact

Luis Lopez (414) 510-4900      David Murguia (414) 333-2255  
Ken Peters (414) 416-2426      Ruben Burgos (414) 217-0119  
Luis Gonzales (414) 630-1330 or lpoawisc@wi.rr.com

National Latino Peace Officers Association

The National Latino Peace Officers Association (NLPOA), was founded by Vicente Calderon, California Highway Patrol and John Parraz, Sacramento County Sheriff's Department, in August 1974 to promote equality and professionalism in law enforcement.

The objectives of the organization are to create a fraternal/professional Association that provides its members and members of the community with career training; conferences and workshops to promote education and career advancement; mentoring; and a strong commitment to community service. The Association has become the largest Latino law enforcement organization in the nation and is a Public Benefit Association recognized by the federal government as a non-profit 501 C(3) organization. Our membership is comprised of sworn and non-sworn dedicated law enforcement professionals who believe that, "No one can do everything but everybody can do something" to make our community a better place to live.

2003-2004 Newly Elected NLPOA National Board

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# School Violence

## Are America's Schools Really Safe?

By: Dan Reyes, Executive Director of Southwest School Safety Services

As a student of school violence, I have spent many hours researching statistics on the threats faced by children in the school, in the home, and on the streets of America. What I found was that children are safer in school than they are anywhere else in America. My research goes back all the way to the 1927 Bath, Mich. school explosion incident that claimed the lives of 45 persons, mostly students.

In that incident, it was the school board treasurer, Andrew Kehoe, who placed dynamite in the school basement the previous evening, detonating the explosives from his car the following day. Directly after the blast, the superintendent approached Kehoe in front of the school. Kehoe then detonated a second device in his vehicle killing himself and the superintendent. Ironically, the motive for this act of violence was that Kehoe was having his farm foreclosed upon by what he believed to be excessive school taxes. It was also disclosed that his wife, whom he murdered prior to going to the school, had been ill for some time, adding to Kehoe's depression. This homicide/suicide plan is an old story, but one that we hear of too often in the home, work place, restaurants, and other public places in our society.

When I discovered this information, my first reaction was to question why these events, and several other horrific school incidents, are not common knowledge, much like the Columbine incident and other recent school shootings. My research disclosed that until the mid-1990s, America was simply not aware of or concerned about what was going on in our schools relevant to acts of violence. It was the media that latched on to these school-shooting stories in the mid-1990s giving the impression to the public that school shootings had just surfaced and that school violence in our schools was a new national problem.

The National Safe School Center (NSSC) located in West Lake Village, Calif., has an Internet site resource that contains a chronological 10-year history of school violence. Dr. Ron Stephens, Executive Director of NSSC, makes it very clear that the information contained in the web site is information that is sent in or that has been broadcast by news media organizations.

In looking at, and analyzing the NSSC resource, there have been approximately 350 school-related deaths in our schools across the nation over the last 10 years, and *only three recorded deaths during the last school year 2001-02*. When you look at the fact that there are over 50,000,000 students and over 3,500,000 teachers occupying schools in over 16,000 school districts, those statistics are glaring. I do want to acknowledge the fact that I remain sensitive to the loss of those children in the school setting and that their loss is one of the main driving forces behind my commitment to support the prevention of future senseless tragedies.

If that's not enough to convince you that schools are safer than a child's own home, take into consideration that according to the Centers for Disease Control and Prevention, in 1999, 1,396 children were murdered across America by their own parents and caretakers. It is estimated that approximately four children are murdered each day in America by their own parents or caretakers. Yet the outcry, the concern, and the belief is that our schools are unsafe.

Let's look at one more area of child safety concern, our streets. According to the Centers for Disease Control and Prevention, in 1998, 3,792 adolescents, age 19 and under were killed by gunfire. The few school violence incidents that have occurred on school property over the past few years have received probably more media coverage than the entire child related deaths that have occurred in the home and on the streets of America.

On the positive side, the extensive media coverage has resulted in the implementation of violence prevention programs, placement of school resource officers in the schools, the installation of surveillance cameras, and a host of many other student and staff safety programs.

In simple terms, the bar has been raised on an already exemplary safety record. Add to the equation that schools and law enforcement officials are working hand in hand on school safety issues is a big plus for any community. Why the disparity in statistics? School administrators across America have been brought to task and questioned about safe schools when the statistics clearly show that children are safer in school than in the home or on the streets. We ask ourselves, "Why are the death statistics so low in the schools?" The answer is that schools have historically embraced the concept of supervision. Supervision is the first and foremost cornerstone of any successful school safety program.

*(Dan Reyes retired as a lieutenant in January 2002, after 30 years of continuous service with the Clark County School District Police Department, Nev., the fifth largest school district in the nation. Dan served 240,000 students and over 26,000 employees. Dan can be reached at (702) 371-0488 or see www.southwestschoolsafety.com)*

## Prevention Strategies for School Violence

By: Dan Reyes, Executive Director of Southwest School Safety Services

### The Role of the Campus Police Officer

Prior to the mid-1990s, school administrators and law enforcement officers generally went about their business without interfering with each other's philosophies or operational procedures and standards. The recent school shooting incidents have resulted in unprecedented partnership between schools and law enforcement officials. The partnership opened the door for police officers to work in the school setting, placing police officers in a position as an additional student supervision resource.

One of my hour-long presentations that I have on file for school officials and law enforcement officers is called, "Who's In Charge?" Never before in the history of education in America has there been the unification of education and law enforcement with a mutual goal of establishing and maintaining safe schools. What I learned early in my career was the fact that the passion to educate is as strong as the passion to police. Once we, as law enforcement officers, take time to learn the basics involved in managing students in a school setting, we can then become an effective contributor to the overall school safety program.

### Students—The Real Line of Defense

In 1993, after settling in at home for the evening, I was watching a news broadcast that involved the interview of several local high school students on the subject of

*School Violence, continued on page 4*

## Major Events Planning Conference

March 25-27, 2003, Washington, D.C.

With the official kickoff of the 2004 presidential election just months away, and the talk of war and anti-war protests pervading the media, law enforcement agencies at all levels will have to prepare for securing and controlling an increasing number of local events.

To help law enforcement agencies prepare for this increase in public activity, **The Performance Institute** and **LawEnforcementJobs.com** are sponsoring a conference for law enforcement executives and managers on planning, managing and executing major events. The conference will be held at the Wyndham City Center Hotel in Washington, D.C. on March 25-27, 2003.

Highlights of the conference will include case studies and best practices from Washington, D.C., Seattle, and the recent planning for the 2002 Winter Olympics in Salt Lake City. In addition to these case studies, the conference will address the major issues in a two component format: Planning and Preparation and Execution and Management.

The planning component will include expert presentations on plan management, executive protection, protective intelligence, working with private security agencies, and stadium security. The execution and management component will cover coordination, incident response and use of force during civil disturbances. There will also be optional application workshops on planning and managing major events and risk management for civil disturbances.

For more information about the *2003 Summit on Major Events Planning for Law Enforcement Agencies* call (703) 894-0481.

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School Violence

*continued from page 3*

guns in the schools. Knowing that 132 guns had been confiscated during the 1991-92 school year (one gun for every 1,000 students) and recently appointed acting supervisor of school police (AKA chief), I listened intently to what the students had to say. Each of the students stated that there are a lot of guns in the schools and that they could do nothing about it. The thought danced across my mind that someone should provide the students with a reporting system that would keep the students' identity anonymous. I then immediately realized that the person I was making reference to was myself. It was not only my duty, but also my obligation to create a partnership with the students to give them a voice in maintaining safe schools. The recent gun confiscations, the loss of a teacher murdered in one of our high schools in 1982, a student killed in a high school cafeteria in 1990, and what I heard the students say during the TV interview, set the stage for the development of an anonymous tip-line program.

In August 1994, after 10 months of program research and the help of co-founder Sgt. Ken Young, Operation Crime Free Schools was launched. The tip-line was placed in our school police dispatch center which has personnel assigned on a 24/7 basis. Today, with TV public service announcements, posters in each school, administrative training, a host of other violence prevention programs, and a well trained school police force, gun confiscations have been reduced by over 75 percent despite a student enrollment increase of 100 percent during the same period.

**Crisis Management**

Student and staff safety at any educational facility is not a new administrative responsibility. What is new is the demand placed on administrators to have a well-structured written response plan designed to mitigate the worst crisis situation imaginable. Having a well-written crisis response plan and periodically exercising that plan, along with local emergency service responders, will provide the school staff and students with a better understanding of how to best manage a crisis situation.

In preparing a crisis response plan, I encourage school safety officials to include the concept of prevention. The implementation of violence prevention procedures and programs is essential in combating school violence. One vital violence prevention component is the student early warning intervention process. In the majority of the recent school shootings, there were early warning signs that, if detected, could have possibly prevented the students from carrying out their threats. Another very important component in crisis management is staff training. You cannot expect staff members to react appropriately to a crisis situation unless there are periodic exercises.

Unfortunately, there are no national or state requirements established for principals, assistant principals, deans or any other administrative positions to be emergency

crisis response-trained similar to the training provided on a regular basis to law enforcement officers and fire department personnel. There is also the absence of a national school-safety clearinghouse to determine which plan is the best one for a specific school location. Therefore, it is incumbent for all persons assigned school administrative safety responsibilities to learn as much as possible about the basics in police and fire department crisis response management. Conversely, law enforcement personnel should learn, and be part of, school crisis planning and response procedures.

**Project IMPACT**

Project IMPACT is an excellent way to enhance or evaluate an existing school safety plan. It's also a great way to remember the 10 most important school violence prevention strategies needed to have a complete and comprehensive school safety program. The acrostic IMPACT stands for:

- Intervention* - Students in personal crisis need psychological help and guidance.
- Mitigation* - Adopt and exercise school crisis response plans.
- Prevention* - Support anti-bully, tip-lines and locker search programs.
- Partnerships* - Create a strong network with the surrounding community.
- Planning* - Prepare, and periodically review, written response plans for all hazards.
- Accountability* - Hold students accountable for violating school rules and laws.
- Collaboration* - Invite police/fire personnel to provide campus safety suggestions.
- Technology* - Surveillance cameras/metal detectors are great security support tools.
- Training* - The greatest crisis response plans are useless unless you exercise them.
- Teamwork* - An absolute must in maintaining any school safety program.

**Operational Guidelines and Recommendations**

One of my biggest fears is that, in the absence of school shooting headlines, we become overly complacent. America paid a high price for becoming complacent about terrorism, and today America is on alert on a daily basis for acts of terrorism against its citizens. We must never become complacent when it comes to violence prevention in our schools. The lives of our students and staff members depends on our constant vigilance in recognizing potentially dangerous situations before they erupt into school shootings and other acts of violence.

The other factor that could jeopardize school safety is the lack of school safety orientation for new students and new administrators. School safety is an everyday affair, and we cannot forget that with each new school year, we have new faces, new challenges, and renewed commitments in maintaining safe schools.

I am convinced that children are safer in school than they are anywhere else in America thanks to the school administrators, support staff, teachers, school safety personnel, students, and the school resource officers. In the 70's and 80's, I was witness to schools being an island unto themselves and local police dreading calls for service at their local schools. Today, education and law enforcement have set aside their differences and have learned that without a safe community, you cannot have safe schools and without safe schools, you cannot have a safe community.

*(Dan Reyes has stayed abreast of national school violence trends, instituting violence prevention programs that work, and establishing a strong partnership with educators, local law enforcement agencies, social service providers, and national school safety organizations. Dan can be reached at reyesad@southwestschoolsafety.com.)*



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**National Latino Peace Officers Association  
Establishes a Legislative Office in  
Washington, D.C.!**

The NLPOA Legislative Office will open on January 15, 2003. It is located at 1408 N. Filmore Street, Arlington, VA 22201, Phone: (703) 351-9642

The presence of the National Latino Peace Officers Association in Washington, D.C., is critical to the legislative activity on law enforcement issues. The office will be stationed with two law enforcement legislative liaisons.

The NLPOA legislative liaison will be available to attend meetings and will provide law enforcement input on behalf of the National Latino Peace Officers Association. This includes Latino/Hispanic issues, solutions, and recommendations.

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## Girls and Crime

### Local Crime Prevention Strategies: A Monthly Program, Practice, and Policy Brief

In recent years, the increasing number of girls involved in the justice system has become a troubling trend. Although juvenile crime rates overall have decreased since 1994, the number and percentage of girls in the justice system have increased, making girls the fastest growing segment of the juvenile justice population (American Bar Association, 2001). In 1999, 670,000 females were arrested, accounting for 27 percent of all juvenile arrests (Child Welfare League of America, 2001).

Most girls in the juvenile court and the social service system are charged with status offenses. Status offenses are law violations for individuals of juvenile status, including running away, truancy, ungovernability, and liquor law violations. However, while girls are still less likely than boys to be involved in delinquent behavior, the number of young females committing violent delinquent acts has markedly increased in recent years. In 1996, 25 percent more female juveniles were arrested for violent crimes than in 1992, while the number of arrests of male juveniles remained unchanged. During this same period, the number of arrests for property crimes of female juveniles increased 21 percent whereas this figure for male juveniles declined 4 percent.

Research and data indicate that the justice system and policymakers must better address the special circumstances of girls and recognize that the nature and causes of girls' delinquency is different from that of boys. In fact, at-risk girls are too often misunderstood and services for girls in most areas are insufficient. Consequently, it is necessary to make an effort to better understand the unique needs of girls; to develop gender-specific community-based services for girls; and to develop effective intervention strategies to reduce their delinquent behavior.

#### Characteristics of At-risk and Delinquent Girls

According to a study conducted by Leslie Acoca and Associates in 1998 and reported in "No Place to Hide: Understanding and Meeting the Needs of Girls in the California Juvenile Justice System," girls in the juvenile justice system share certain characteristics:

- Family fragmentation. The families are often characterized by poverty, death, violence, and a multi-generational pattern of incarceration.
- Victimization outside the juvenile justice system. Most have been victims of physical, sexual, or emotional abuse in their homes and communities.
- Victimization inside the juvenile justice system. The majority of girls are highly vulnerable to physical and sexual abuse even after they enter the justice system.

*Girls and Crime: Local Crime Prevention, continued on page 5*

### Prevention & Intervention Strategies: Highly Effective Programs

The increasing number of girls becoming involved in the juvenile justice system is a serious social problem. Offsetting this trend requires effective prevention and intervention programs that are based on an understanding of the unique characteristics of at-risk and delinquent girls and their pathway into crime. Several effective gender-specific, developmentally sound, culturally sensitive, and family- and community-based programs exist, yet more such programs are needed. Federal, state, and local governments; community groups; churches; and other private organizations can work together to provide the necessary resources for the development and implementation of more successful prevention and intervention programs. Experts also recommend changes in the justice system to emphasize more guidance and prevention for juvenile female offenders.

*The American Bar Association and the National Bar Association* also believe that most delinquent girls should be dealt with in culturally sensitive, gender-specific, developmentally sound programs. Their intervention strategies include recommending that policymakers and the organized bar work with local juvenile experts and programs in order to: promote community safety by increasing awareness factors that lead girls to delinquent behavior; provide alternatives to detention and incarceration; support effective gender-specific, developmentally sound, culturally sensitive practices with girls; identify policies and practices that avoid placing girls into juvenile justice facilities for status offenses, charging girls with assault in family conflict situations, and over-utilizing secure facilities for girls; re-evaluate practices for gender sensitivity and recommend alternatives; facilitate communication and collaboration with federal, state, national, and community-based organizations; study the flow of girls through the juvenile justice system and identify areas that can be improved; and evaluate state and local policies and practices in regards to the gender impact of decision making.

*The Valentine Foundation* gives the following advice for developing programs and services for girls (Valentine Foundation and Women's Way, 1990): ask girls who they are, what their lives are like, and what they need; allow girls to speak up and actively participate in the services they receive; assist girls with their family relationships and help them deal with family problems; maintain a diverse staff who reflect the girls in the program; weave in a multi-cultural perspective; teach girls how to cope with overcoming domestic violence, physical and sexual abuse, and substance abuse; understand and help in maintaining the critical relationships in the girls' lives; connect girls with at least one capable and nonexploitive adult in a continuing supportive relationship; promote academic achievement and economic self-sufficiency; allow staff time and opportunity to build trusting relationships with girls; allow comfort of same-gender environments; provide girls with mentors and role models; and assist girls with childcare, transportation, and housing.

*Girls and Crime: Prevention and Intervention, continued on page 5*



Girls and Crime: Local Crime Prevention

*continued from page 5*

- Health disorders. Most experience one or more serious physical and/or mental health disorders.
- Separation of incarcerated mothers from their children. Many are mothers who already have been separated from their children.
- Academic failure. Failure in school, including suspension/expulsion; repeating one or more grades; and placement in a special classroom are almost universal among girls in the juvenile justice system.
- The breaking point at early adolescence. Highest vulnerability to academic failure, pregnancy, juvenile justice involvement, and out-of-home placement occurs between the ages of 12 and 15.
- Non-violent offenders. The majority of girls in the justice system are charged with minor status, property, or drug offenses.

Among many risk factors, a history of violent victimization is one of the most prevalent characteristics of female offenders (Acoca and Austin, 1996). According to a study conducted by the National Council on Crime and Delinquency in 1998, 92 percent of the 200 female offenders interviewed had been emotionally, physically, or sexually abused (Acoca and Dedel, 1998). "Victimization is the first step along females' pathways into the juvenile justice system," a fact that is critical for understanding why girls commit offenses.

Furthermore, a significant number of girls are joining gangs as a refuge from victimization at home, other family problems, and poverty. Girls are also closing the gender gap with males in the use of alcohol, tobacco, and other drugs.

**Offense Patterns and the Justice Process for Female Juvenile Offenders**

A survey by Acoca (1999) showed that the majority of juvenile female offenders were charged with less serious offenses such as property, drug, and status offenses than with violent offenses like murder and assault. In addition, most assault charges made for girls were the result of non-serious, mutual combat situations with parents. The relatively small number of girls arrested for serious offenses, such as robbery, homicide, and weapon offenses, committed these crimes almost exclusively within the context of their relationships with co-defendants. Frequently, girls followed the lead of male offenders or were involved in female-only or mixed-gender groups (including gangs) in committing their offenses. In addition, the availability of weapons increased girls' involvement with serious crime (The Law Enforcement Assistance Administration Task Force Report, 1998).

Although most female juvenile delinquents commit status offenses, such as truancy, running away, drinking, and curfew violations, the justice system has historically detained and committed these girls rather than examining the roots of their problems and providing appropriate community-based services. In fact, in many instances of offense, girls may be responding in self-protection to life-threatening

situations, such as escaping sexual and/or physical abuse in the home. Research indicates that girls are more likely to be incarcerated for status and minor offenses and are more likely to be kept incarcerated for longer periods of time than boys, which shows a gender bias in the juvenile justice system.

According to a 1998 study by the Office of Juvenile Justice and Delinquency Prevention (OJJDP), there are a relatively small number of programs targeting female juvenile offenders. Among the few programs that do exist, most are small, relatively disorganized, and lack adequate funding. In particular, intensive family-based programs (residential, school, and in-home) that provide health, psychiatric, substance abuse, and academic services specifically for girls are lacking. In addition, services that are racially and culturally sensitive and programs that address girls' strengths and resilience are scarce as are programs that address at-risk girls in pre-adolescence (8 to 11 years old).

At the community level, effective programs need to be developed that engage the girls' families and are gender-specific. These family-focused programs should intervene in cases of domestic violence. Gender specific programming, which is critical, means taking into consideration the development needs that are unique to young women. For example, in comparison with boys, girls are more strongly affected by relationships with others, have lower self-esteem, and have greater tendencies to become preoccupied with perfection, to stop excelling to avoid competition, and to become less outspoken to avoid being disliked. Gender-specific programs are necessary, because most current programs for girls are modeled after programs for males and do not sufficiently meet the unique developmental, physiological, and emotional needs of girls (American Bar Association, 2001). In addition, studies indicate that law enforcement, judges, and child welfare professionals need to be trained to be familiar with the unique needs of girl offenders and their families.

The OJJDP also advocates the formation of early intervention programs for at-risk pre-adolescent girls between the ages of 8 and 11. A community-based, all-girls school setting that offers services such as family counseling, substance abuse prevention, specialized educational services (such as learning disabilities assessment), and mentoring services is recommended.

A long-term strategy involves encouraging healthy relationships between female offenders and their children, which can be aided by funding the Family Unity Demonstration Project (Amnesty International, 1999). The Family Unity Act enacted by Congress in 1998 recognizes the need for programs that promote bonding between incarcerated parents and their children for the future of public safety.

Prevention and Intervention Strategies Offsetting the recent increased entry of girls into the juvenile justice system requires action at international, national, state, and local levels. A commitment to eliminating violence toward girls is critically important in the development of prevention and intervention strategies because victimization is one of the principal steps on the pathway to offending.

*(This article was prepared by Belén Pereira, Children's Initiatives, National Crime Prevention Council, Washington, D.C. Mr. Pereira can be reached via e-mail at bpereira@ncpc.org)*

Girls and Crime: Prevention and Intervention

*continued from page 5*

The PACE Center for Girls, Inc. (Practical, Academic, Cultural Education) Center for Girls, Inc., is a private, nonprofit organization founded in 1985 as an alternative to incarceration and detention of adolescent females in Jacksonville, Fla. Since its inception, PACE has provided services to over 5,000 at-risk girls; 93 percent of those who completed the program have not become reinvolved with the juvenile justice system. The program has been replicated in 19 cities at the request of the Florida Department of Juvenile Justice (Child Welfare League of America, 2001).

One key factor in PACE's success is understanding the relationship between victimization and female juvenile crime and recognizing that victimization is often the precursor to delinquent behavior. According to Dr. Lawanda Ravoira, President of PACE Center for Girls, Inc., one in four girls in the United States is sexually abused before age 18 whereas up to 92 percent in the juvenile justice system have experienced prior victimization. According to experts, victimized girls grow up with loss of self-esteem, loss of hope, loss of any real belief in the future, and loss of self-control. An internalization of that pain results in drug use, self-mutilation, and pregnancy, according to Ravoira. Ravoira states, "That early stage when girls are using drugs to deal with the pain of victimization and their feelings of loss of control becomes the gateway to delinquency." Therefore, PACE creates safe environments that encourage girls to share their stories with others and begin to heal psychologically. The program's success can also be attributed to its unique strength-based approach that focuses on the girls' potential rather than on past failures (Child Welfare League of America, 2001).

PACE aims to encourage girls to focus on the opportunity for a better future by providing highly effective and gender-responsive education and counseling (Child Welfare League of America, 2001). The following are the major program components:

- Screening and intake. Staff interviews each girl to assess her specific risk factors and the support she needs.
- Education. Each center provides academic programs, including remedial services, individual instruction, and specialized education plans.
- Individualized attention. The low student-to-staff ratio of 10:1 allows for consistent individualized attention.
- Gender-specific life management skills enhancement. This curriculum, called SPIRITED GIRLS!, teaches positive lifestyle choices and addresses career awareness as well as healthy lifestyles concerning sexuality, nutrition, and fitness.
- Therapeutic services. Individual treatment plans are developed based on a detailed psychosocial needs assessment.

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## Hispanic Outreach

Report on Police Outreach to the Hispanic/Latino Community

*A Report by the Police Professionalism Initiative (PPI) and the National Latino Peace Officer Association (NLPOA)*



(L to R) Jose Miramontes, Dr. Sam Walker, University of Nebraska and Dr. Leigh Herbst, Marquette University, Wisconsin. Not pictured: Dawn Irlbeck

### Summary

The NLPOA recently collaborated with researchers from the University Nebraska at Omaha department of criminal justice Police Professionalism Initiative (PPI) to produce a report entitled, "Police Outreach to the Hispanic/Latino Community." The report provides a brief overview of programs designed to provide outreach from American police departments to the Hispanic/Latino community. The report describes selected outreach programs that represent different approaches to the organization and delivery of outreach.

The purpose of the report is three-fold. First, it describes the different

kinds of outreach programs that currently exist. Second, it discusses the major issues that need to be considered in establishing and maintaining a successful police/Latino community outreach program. Third, it is hoped that the information provided will assist other communities in establishing their own outreach programs.

### Program Sponsorship

The report is organized according to the type of program sponsorship: the police department, the mayor's office, Latino police officers, and community groups. The following lists the outreach programs described in the report:

- **Police Department Sponsored Programs:** 1) Bilingual Detective-Silent Witness Program, Phoenix, Ariz.; 2) Amigos de la Comunidad, Corcoran, Calif.; 3) Bilingual Community Service Officer (CSO), Storm Lake, Iowa; 4) Hispanic American Resource Team (H.A.R.T.), Las Vegas, Nev.; 5) International Relations Unit (IRU), Charlotte-Mecklenburg, N.C.; 6) Hispanic Outreach Neighborhood Resource Advocate (HONRA), Des Moines, Iowa; 7) Liaison Officers/Teen Citizens Academy, Green Bay, Wis.; 8) Volunteer Translators, San Diego, Calif.; and 9) National Highway Traffic Safety Administration (NHTSA) programs;
- **Mayoral Sponsored Programs:** 1) Mayor's Commission on Latino Affairs, Indianapolis, Ind.; 2) Mayor's Hispanic Liaison Office, Baltimore, Md.; and 3) Hispanic Outreach and Intervention Strategy Team (H.O.I.S.T.), Durham, N.C.;
- **Latino Officer Sponsored Programs:** 1) Various programs sponsored by the Hispanic Illinois State Law Enforcement Association (HISLEA); 2) The National

Latino Peace Officers Association (NLPOA) Mentor Program; 3) Various programs sponsored by the Minnesota National Latino Peace Officers Association; and 4) Programs jointly sponsored by the New Haven (Connecticut) Hispanic Officers Society (NHHOS) and the Connecticut National Latino Peace Officers Association; and

- **Community Sponsored Programs:** 1) Joining Hands: Operation Apoyo Hispano, Clearwater, Fla.

### Activities

Several agencies and groups around the country have taken active steps to create outreach programs to the Hispanic/Latino community. Many programs include the following activities and several programs include two or more different activities:

- Appointing bilingual police officers;
- Creating special outreach teams of officers;
- Holding Hispanic/Latino community meetings;
- Conducting Spanish language citizen academies;
- Appointing Hispanic/Latino recruitment officers;
- Providing direct social services (e.g., Thanksgiving meals); and
- Other activities.

### Not Just the Hispanic/Latino Community

In addition to police/Hispanic outreach programs, some police departments have established similar programs aimed at reaching out to other racial/ethnic minority groups as well. Several agencies across the country, for example, have focused their outreach efforts on Southeast Asian immigrant communities such as Cambodians, Vietnamese, Lao, Thai and Hmong. Information on the following programs is included in the report:

- The Lowell, Mass., Bilingual Civilian Cambodian Community Liaison;
- The Minneapolis, Minn., Southeast Asian Community Leaders Forum;
- A Community Outreach Program (ACOP) in Saint Paul, Minn., which is aimed largely at reaching out to Hmong community members; and
- The Dallas, Tex., Citizenship Program established for Asian community members seeking American citizenship.

In addition to highlighting various outreach programs and their activities, the report also suggests issues for consideration when designing an outreach program. For example, the report discusses the importance of giving careful consideration to appropriate program sponsorship, planning for adequate staff and funding, and recognizing the unique needs of various communities. Furthermore, the report notes that there is a wide range of different activities in which outreach programs can engage, including crime-related activities, community education activities, police-community cooperation activities, and police officer recruitment activities. Finally, the importance of evaluating the effectiveness of outreach programs is addressed.

*(A copy of the full report is available on-line at the NLPOA's web site at [www.nlpoa.com](http://www.nlpoa.com), as well as on the web site of the Police Professionalism Initiative at [www.policeaccountability.org](http://www.policeaccountability.org).)*

## Police Communication Services

The Need to Recruit and Retain Spanish Bilingual 911 Operators

By: Mark Medina, Captain

The Southwestern region of the United States continues to lead the rest of the country in population growth. Clearly it is the promise of economic freedom that attracts many to this region. Las Vegas, Nev., for example enjoys the benefits of a thriving tourist industry along with the absence of state and municipal income taxes. The promise of jobs and decent wages attract many individuals and families to establish their residency in Las Vegas. The Hispanic population in Las Vegas has also benefitted from the Las Vegas economy and is now its largest minority community.

But population and economic growth does not come without a price. The demand on local infrastructure has pushed all governmental services to the limit. Traffic jams and long lines at the department of motor vehicles are common. But the most troubling is the demand for 911 services, specifically the need for Spanish/English 911 services.

### Police Communication Services

In Las Vegas, all 911 calls are first routed through the metro police 911 center but only police emergencies are handled there. 911 Specialists take caller information and other details in order to prioritize police emergency calls. The call is then routed via computer to a police dispatcher. If a caller requires fire or medical assistance, the caller is immediately transferred to the fire department dispatch center. In other words, our 911 center is a "hybrid approach" to a regional 911 center where all 911 services are essentially handled under one roof.

In preparing this article, I looked to see how many police 911 operators speak Spanish and what are the Las Vegas Metropolitan Police Department's supplemental costs to compensate for staffing shortages. As commander of our 911 center, this was not difficult. Regrettably, there are only five "certified" bilingual 911 special-



ists. Obviously we cannot provide around-the-clock bilingual services with only five 911 specialists. Consequently, Metro must supplement its staffing with language-line services. Language-line interpreter services provide an alternative to bilingual staffing shortages. For example, if a caller speaks Spanish but not English, 911 specialists will immediately establish a conference call and an interpreter will be connected within seconds. The emergency is then handled routinely. Additionally, non-Spanish speaking employees are trained to speak some Spanish phrases in order to help expedite an emergency call.

Our 911 center spends approximately \$28,000 per month for language line services and uses an average of 13,000 minutes. Spanish is the most requested language. Mandarin Chinese is the second most frequently requested, but only 400 interpreter-minutes were used for Mandarin. The use of interpreter services accounted for \$300,000 of our communications bureau annual budget. In other words, the cost for interpreter services amounts to roughly \$2.20 per minute for Spanish (other languages are even higher).

### Why Aren't There More Bilingual 911 Operators?

The competition for recruiting bilingual employees is keen. Our department has taken a number of steps to provide incentives to bilingual job applicants. One incentive is the provision for a 4 percent pay step-increase for those who pass the level-one Spanish test (note: the recognition and compensation for bilingual skills of police employees was a long battle and was the basis for the formation of the Las Vegas, Clark County Chapter of the NLPOA). But despite the proactive efforts of our department, recruitment efforts are difficult. It would be purely speculative to give a

*Police Communication Services, continued on page 8*

# Policing the Police

by Andrea S. Beckman, Executive Director

Why do we Americans feel we need to police the police and when did this become obvious? In the 1960's police abuse became an issue throughout all of American society and that era saw student protests and police command structures deteriorating to the point where innocent civilians were being harmed by police officers. Throughout 1967 police riots were occurring in Los Angeles, Berkeley, Columbia University and at the democratic convention in Chicago. Then, at the national level, the entire world watched the beating of Rodney King by police on March 3 of 1991. This brought to center stage the issues necessitating civilian review boards. Studies have shown that most, if not all, civilian review boards were formed as a result of a crisis or incident. Every situation of police misconduct spurred civilian groups to look at issues surrounding illegal exercise of police power.

## History and Formation

Like many other cities throughout the country, the City and County of Las Vegas acted in response to the public outcry for independent civilian review. However, the concept of legislation mandating a review board was offensive to many organizations engaged in or affiliated with police work. Some felt that the Review Board simply created an additional layer of review. Others felt that a group of citizens untrained in law enforcement did not have the proper perspective to judge the actions of any police officer. However, amidst opposition and criticism, in July of 1997, a bill was passed authorizing the city and county of Las Vegas to create a Citizen Review Board. On April 6 and May 29, 1999, respectively, the county and city adopted mutual ordinances to create a Citizen Review Board. The members of the Las Vegas Metropolitan Police Department Citizen Review Board were sworn in October of 2000, more than three years after the approval of such a board by state legislation. The City of Las Vegas and Clark County jointly fund this organization, which has 25 volunteer board members and two paid employees with an annual budget of \$200,000.

## Purpose and Goals

The Citizen Review Board was established for the purpose of providing civilian review of the investigations of alleged police misconduct of peace officers employed by the Las Vegas Metropolitan Police Department. The Board reviews complaints of misconduct filed by citizens, and makes recommendations to the sheriff for discipline, as well as, advising on departmental policies and practices. The goal of the Board is to

ensure the integrity of investigations of police misconduct and to enhance community confidence in METRO. The logical question is how effective has the LVMPD Citizen Review Board been in accomplishing its goals?

## How Effective Is It?

Since its inception, the Review Board has been instrumental in effectuating changes in the police department. The Board, through its independent review process, found incidents of police misconduct where investigators with the police department had failed to disclose all of the facts in a case. Two officers were suspended in cases that were reopened and reviewed by the police department as a result of the findings of the Citizen Review Board. The Department at the instance of the Review Board made policy changes and engaged in retraining officers in arrest procedures that were questioned by the Review Board. The Internal Affairs Bureau tripled in size to be able to more thoroughly investigate citizen complaints and to better investigate policies and issues raised by the Citizen Review Board.

The success or failure of Citizen Review Boards is dependent upon cooperation and understanding between the Citizen Review Board and the police department. Members of the Board need to be trained and understand police practices and procedures. A willingness by the police department to accept criticism and to change policies and procedures to meet a changing community structure is essential. For the police and community to adequately understand each other's perspective, it is imperative that they communicate. That communication can best occur through a diversified board of civilians representing the interests of the community at large.

*(Andrea S. Beckman is an attorney and is the Executive Director for the Citizens Review Board. She can be reached at (702) 455-6322, [www.citizenreviewboard.com](http://www.citizenreviewboard.com))*

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## Police Communication Services

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specific reason why recruitment efforts are difficult however it seems that the demand for bilingual skills in the job market affords an applicant a broad array of choices. Thus, bilingual skills go to the highest bidder. Secondly, applicants who are new to the work force look for flexibility of work hours in addition to competitive salaries and benefit packages (the minimum age for a 911 specialist is 18). But because 911 services are a 24/7 endeavor, the notion that one might be required to work the night shift is a disincentive. Attrition is another problem—a symptom of burnout. Clearly the stress of working in 911 services causes employees to reevaluate whether they should stay or find less stressful employment. On one occasion, an employee tendered her resignation after having to listen to a person being murdered over the telephone.

## Benefits of Recruiting and Retaining 911 Bilingual Operators

Undeniably, the need for bilingual 911 services is critical to our department's mission and there have been difficulties in attracting bilingual applicants. But the benefits of a properly staffed center are well worth the additional recruitment costs. As commander, I have received copies of letters addressed to our sheriff commending the actions of our bilingual 911 specialists. There is no argument that as we become less dependent on language services, a cost savings will be realized. Precious time will be saved in call processing and with that comes an increase in solving crime.

But for me, the most noteworthy benefit to be derived from increasing our bilingual staff is the prevention and resolution of domestic violence within our community. The notion of "machismo" in Hispanic culture still prevails. That may not, in-and-of-itself, be a bad thing. But when construed to mean unbridled violence against women, the need for immediate information in Spanish is critical. If a language barrier exists, the facts needed to establish culpability or inculpability become less obvious or worse yet, lost. A language barrier may produce a devastating result despite the aid of interpreter services. A language barrier may give an aggressor an advantage over a victim. The victim may hide factual information in fear of reprisal (the same exists for an English speaking victim but in this case the situation becomes more difficult because of a language barrier). But if an emergency call is answered by one who has appropriate language skills, then the opportunity for an aggressor to avoid prosecution diminishes. In other words, it is not the cost of 911 services but rather the quality of service that is most important.

As a police leader and community leader, my duty is to identify community needs and translate (no pun intended) those needs into action plans for improvement. We must address those issues that are basic to quality of human life at a local level. As police professionals, we should continue to recruit and retain more bilingual 911 employees.

*(Mark Medina founded the Las Vegas, NLPOA Las Vegas-Clark County Chapter, Nevada, in 1989. Mark is finishing his law degree at the Boyd School of Law.)*

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## From the National Office—Recent Cases



René M Lopez

### People V Smith

#### Issue:

What is the permissible scope of a probation search?

#### Facts:

Placerville, Calif., police officers went to the home of John Kelsey, a probationer, to conduct a probation search. When they arrived they spoke with Pamela Smith who said that she and Kelsey shared the rear bedroom. During the search of the bedroom, officers found the following items: a baggie containing marijuana in the pocket of a robe; baggies containing methamphetamine residue in “Knickknack containers” on a shelf on the wall; a “line of cut methamphetamine” on a mirror inside a fold-up desk; and three “narcotic smoking pipes” in a box on a shelf.

Officers also found a safe in the bedroom closet. Smith said there was a gun inside and that the key to the safe was in her purse in the closet. With her consent, an officer got the purse and retrieved the key. At about this time a drug-sniffing dog was brought into the bedroom to conduct a further search. The dog “gave an indication” on Smith’s purse which was now on the bed. Officers then searched the purse and found a baggie containing methamphetamine. Smith was placed under arrest.

#### Discussion:

Smith contended that the search of her purse was unlawful because her purse was not something that could be searched pursuant to the terms of Kelsey’s probation. The Court disagreed.

Officers who are conducting a probation search of a residence may search all rooms controlled by the probationer, either solely or jointly with others. As for containers located in those rooms, officers may search only those containers they reasonable believed were owned or controlled solely or jointly by probationer. They may, however, assume that all containers fall into this category unless it reasonably appears otherwise. With these principles in mind, Smith argued that a woman’s purse could not be searched because there was no reason to believe it was con-

trolled by Kelsey. Ordinarily, that would be true. But here there were circumstances that tended to show that Kelsey had joint control over the purse; specifically:

(1) Drugs were found throughout the bedroom, in places over which Kelsey and Smith both had access or control. As the Court pointed out, there was no “his” or “her” pattern to any of the areas/repositories in the bedroom where the illicit substances were discovered.

(2) Because the safe contained a gun—which is an item commonly used by drug dealers and users—it was reasonable for the officers to believe that safe was being utilized by both Kelsey and Smith in connection with their illegal drugs.

It was therefore reasonable to believe that Kelsey had access to the purse in order to obtain the gun. Thus the search was lawful and the drugs were admissible.

*(Case courtesy of the Alameda County District Attorney’s Office, Calif.)*

*(René Lopez can be reached by e-mail at DonRene007@juno.com.)*

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## Voluntariness

### Undercover agents allegedly coerce murder-for-hire confession

*Citation: Lam v. Kelchner, 3rd U.S. Circuit Court of Appeals, Nos. 00-3803/00-4122 (2002)*  
*The 3rd Circuit has jurisdiction over Delaware, New Jersey, Pennsylvania, and the Virgin Islands.*

Yeung was arrested in 1993 on charges unrelated to the murder in this case. He agreed to cooperate with the government as part of a plea bargain and told federal authorities he and another man had been hired by Lam to kill Xu—the woman married to Lam's ex-husband—and he had successfully done so.

Xu's murder was investigated. In an attempt to corroborate Yeung's account, FBI Agent Lee and state trooper Yuen posed as member of the Fuk Ching Gang. The undercover officers visited Lam while she was working at the China King Restaurant. While the agents spoke with Lam only one or two customers were present, and they taped their 45-minute conversation.

The officers stated they had helped their brother Yeung "do something" and were there to collect his money—a remaining balance of \$15,000. Lam said she didn't know what they were talking about. The officer then told her, "if you're not going to pay the rest of the money, both should be died together." Continuing, they stated Yeung would "expose the case." When Lam refused to pay, they asked her who the money should be collected from. They told Lam the next time they would not be so polite, and "if this money still has not been collected, you will be sorry."

Ultimately, the officers asked why everyone in Chinatown said she had murdered Xu, and Lam replied: "I don't know. Maybe I have hatred with her very deep, deepest hatred with her is me ... Many people said that I did the right now. The policeman said that my husband and I are conspired to do this matter. That make me don't know what to do. If I really do that, if I really do that, then maybe."

After making this statement, Lam continued to profess her lack of knowledge about the murder. When the conversation ended without Lam's agreement to pay, one of the agents wrote down his beeper number and told her to call him if she changed her mind.

Ultimately, agents discovered that Lam would agree to pay the money if Yeung would not expose the case and the two officers would not go to the restaurant in the future. Eventually, Lam made the final payment.

Lam was arrested and charged with criminal homicide in the death of Xu. Before trial, Lam asked to have the confession she gave to the undercover officers suppressed. Though the Fuk Ching gang, of which the undercover agents were purportedly members, had a reputation for kidnapping, extortion, and burglary, and though Lam testified she was "very scared" when talking to the officers, the court refused to suppress the confession. After several appeals, however, a federal district court ultimately suppressed the confession and the fruits thereof, which gave rise to this appeal.

#### **DECISION: Reversed.**

The confession should not have been admitted.

The Due Process Clause barred the use of incriminating statements that were involuntary. A statement was considered involuntary when the suspect's will "was overborne in such a way as to render his confession the product of coercion." The totality of the circumstances was scrutinized in determining the voluntariness of a statement.

Here, the undercover officers threatened Lam with gang violence unless she paid a \$15,000 balance on a murder-for-hire contract. Lam also gave undisputed evidence she was scared the officers would physically harm her and she believed they were members of the Fuk Ching gang, which she knew to have a reputation for kidnapping, extortion, and burglary. Further, there was no evidence to suggest Lam's personal characteristics would have rendered her impervious to such a direct threat of physical violence.

Still, Lam never wavered from her repeated contention that she didn't know what the officers were referring to, nor did she contact the police after the officers left. However, a refusal to acknowledge the facts the threat was intended to verify was not an indication the person being threatened was not intimidated. Further, the fact she didn't call the police could not support a finding of voluntariness. The officers' threats of violence overbore Lam.

## Warrantless Search

### Police seize the truck of Massachusetts man suspected of kidnapping and raping a young woman

*Citation: Commonwealth v. Gentile, Supreme Court of Massachusetts, No. SJC-08517 (2002)*

The victim accepted a ride from Gentile in his truck after she went biking then was unable to start her car to return home. Gentile allegedly agreed to take her to a certain location where her family members were staying, but she never arrived at the location. Her body was discovered eight days later in a swampy location. She had been raped and murdered.

After a missing report was filed by the victim's parents, cell phone records and procedures placed Gentile in the same location as the victim on the day of the murder. Police learned Gentile's personal identifying information, that he was unable to report to work because his truck had broken down, and that he'd previously been accused of stalking and making obscene telephone calls to a woman. The police attempted unsuccessfully to reach Gentile at home and on his cell phone.

Learning the police were looking for him, Gentile went to the police station the morning after the victim's disappearance and spoke with Sergeant Garcia. Gentile refused to enter the station and stated he would only speak in the lobby. After Gentile was given his *Miranda* rights, he was asked if he knew the whereabouts of the victim. Gentile described the victim's car troubles and stated he eventually agreed to give her a ride. Gentile said he became lost and dropped the victim off between 8 p.m. and 10 p.m. that night. He also stated he and the victim had smoked marijuana together and claimed that after dropping the victim off, he went to a bus station where he slept all night.

An officer asked for permission to look inside the truck. Gentile agreed and opened the driver's side door and stated, "See, look," and slammed the door shut. Gentile repeated this action with the rear hatch covering the truck. The officer then asked if he could search the truck. Gentile refused, stating he had a "pot pipe" in the truck and could be arrested. Gentile then asked if he could leave and was told he was free to do so, but the truck had to remain. Gentile went to the truck, locked the doors, and slammed them shut. He stated if the police wanted to get inside, they'd have to break in.

Sergeant Burke arrived to supervise the investigation. After contacting his attorney, Gentile refused to give a statement to Burke. Burke then told Gentile he was free to leave but the truck had to stay. Gentile asked if he could remove something from the truck and was told he could not.

Another trooper pointed out to Burke a discoloration on Gentile's pants. Burke then noticed a scabbed gouge on his right bicep and a scratch that looked red and fresh.

Search warrants were obtained for his truck and clothing. Incriminating evidence, including the victim's blood mixed with Gentile's semen, was found.

At his trial for the victim's murder, Gentile contested the admission of the evidence, arguing the warrantless seizure of his truck was unconstitutional. The court denied his suppression request, and Gentile appealed.

#### **DECISION: Affirmed.**

The incriminating evidence found in Gentile's truck was properly admitted.

Warrantless seizures were permissible in certain circumstances. Certain circumstances included when an officer rationally entertained more than a suspicion of criminal involvement and rather had something definite and substantial, but not necessarily evidence of commission of a crime.

Here, the police seizure of the truck was grounded firmly in probable cause to believe that evidence Gentile had kidnapped or otherwise harmed the victim might have been in the truck. The police knew the girl had not phoned her parents, though she normally did so frequently. When the victim was last heard from, she was in Gentile's truck, allegedly driving to where her parents were staying. She did not arrive, nor did she call. When the victim's family tried to contact the victim at Gentile's cell phone number (which he had given them), there was no answer. Gentile was the last person seen with the victim and had a related criminal record. Also, many of the statements Gentile gave to police were inconsistent, false, or implausible. Further, there were eight hours of time Gentile could not account for, which was plenty of time for him to have harmed the victim.

Thus, it was proper for the police to seize the truck while awaiting a search warrant to avoid any loss or destruction of evidence. There was evidence the truck might have contained traces of a struggle or evidence relative to the victim's disappearance. Had Gentile been able to leave the police station with the truck, he might have destroyed that evidence.

*see also: Commonwealth v. Beldotti, 567 N.E.2d 1219 (1991).*

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## Due Process

Officer claims rumors implicating him in murder forced his retirement

*Citation: Rusnak v. Williams, 3rd U.S. Circuit Court of Appeals, No. 02-1257 (2002)*  
*The 3rd U.S. Circuit Court of Appeals has jurisdiction over Delaware, New Jersey, Pennsylvania, and the Virgin Islands.*

Rusnak began working for the Pennsylvania state college police department in 1970, rising to the rank of sergeant. In 1987, a student was murdered on campus. Rusnak had been out sick that day, and the previous two days. No one was ever charged, and the investigation remained open.

Two years later, the murdered student's father received an anonymous letter signed, "Concerned Officers," implicating Rusnak in the murder. After an investigation, in which Rusnak fully cooperated, the attorney general's office cleared him.

From the time of the murder until the spring of 1998, according to Rusnak, rumors of his involvement in criminal activity swirled through the department. For example, Rusnak allegedly overheard the detective investigating the student's murder tell other officers that just because someone is investigated and not charged didn't mean they didn't do it, and then ask him, "Isn't that right, Lou?"

He claimed other officers conspired to implicate him in two 1995 rapes and a series of dumpster fires on campus in 1998. He did not file grievances, however, allegedly because he believed he wouldn't get a fair hearing. He said his supervisors knew about the rumors, but did nothing to stop them.

After 28 years in the department, Rusnak retired in October 1998—a month before his 62nd birthday. He admittedly contemplated retirement for at least three years and chose his retirement date.

Rusnak sued 10 officers, past and present, claiming the persistent rumors forced his involuntary retirement and the department's failure to give him prior notice and a hearing violated his constitutional rights.

At the officers' request, the court granted them judgment without a trial.

Rusnak appealed.

**DECISION: Affirmed.**

Rusnak voluntarily resigned, so the officers did not violate his due process rights.

Public employees like Rusnak had a protected property interest in their continued employment; the Constitution guaranteed them notice and an opportunity to be heard before being fired or forced to quit. If they chose to quit or retire, even if prompted to do so by some action of the employer, they gave up their property interest in continued employment and had no due process right to notice and a hearing.

Rusnak failed to prove his retirement was involuntary. He admittedly considered retirement for several years before doing so. He was not denied any promotion or threatened with disciplinary action to force him to retire and picked the date himself. He claimed the rumors persisted for 11 years, but any events connected with them were rare—and they had stopped several months before he chose to retire.

see also: *Cleveland Board of Education v. Loudermill, 470 U.S. 532, 105 S.Ct. 1487, 84 L.Ed.2d 494.*

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## Right of Intimate Association

Deputy fired for having affair with married confidential informant

*Citation: Marcum v. McWhorter, 6th U.S. Circuit Court of Appeals, No. 01-5020 (2002)*  
*The 6th U.S. Circuit Court of Appeals has jurisdiction over Kentucky, Michigan, Ohio, and Tennessee.*

Marcum was a Pulaski (Ky.) deputy sheriff. He was married and lived with his wife and children. In 1995, he struck up a friendship with a female confidential informant, who was married and lived with her husband and children. They became friends, and their families got together for social gatherings.

As an informant, the woman frequently met with Marcum to discuss cases. By June 1996, the sheriff received complaints about their relationship, which was the subject of rumors within the sheriff's office and the courthouse. In May 1997, Marcum separated from his wife.

While on duty on Sept. 4, 1997, Marcum told the woman her husband was having an affair with her best friend. Marcum accompanied her when she confronted the friend. She moved out. She suggested they move in together as roommates to share expenses. Before moving in on Sept. 10, according to Marcum, they did not have a sexual relationship. The informant said they moved in together on Sept. 5, the day after she left her husband.

When the sheriff found out, he told Marcum either he or the woman had to move out. When Marcum was still living with her on Sept. 19, the sheriff fired him. On Oct. 6, the woman moved out to reconcile with her husband.

Marcum sued the sheriff for wrongful termination, claiming a violation of his right of association. Granting the sheriff's request for judgment without a trial, the court ruled Marcum's "adulterous" affair was not entitled to constitutional protection.

Marcum appealed.

**DECISION: Affirmed.**

Marcum could not sue the sheriff for firing him for having an affair and living with a married woman. Though perhaps unfair, his dismissal did not infringe his right of association as guaranteed by the First and Fourteenth Amendments.

The First Amendment had long protected an individual's right of association for the purposes of speech, assembly, petition for the right to redress, and exercise of relation. In the 1980s, the Supreme Court recognized the separate right of intimate association from undue intrusion by the government. This right extended beyond family relationships, but it did not cover all personal attachments.

Marcum's exclusive, romantic, and sexually intimate relationship and cohabitation with a married woman was not entitled to constitutional protection. Although they might have shared thoughts, experiences, and personal aspects of their lives, the adulterous nature of the relationship weighed against constitutional protection.

Proscriptions against adultery have ancient roots, and it remains a crime in a number of states. "Based on the historical treatment of adultery, the right to engage in an intimate sexual relationship with the spouse of another cannot be said to be either deeply rooted in this Nation's history and tradition or implicit in the concept of ordered liberty."

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## Federal Funding

NIJ issues RFP for drug violent offender reentry program evaluations

**Evaluation of the Serious and Violent Offender Reentry Initiative**

The Serious and Violent Offender Reentry Initiative is a program cosponsored by the Office of Justice Programs (OJP) and the National Institute of Corrections (NIC) "to increase public safety by reducing recidivism among juvenile and adult offender populations." The Reentry Initiative is an attempt by the OJP and NIC to work on the issue of the increasing numbers of offenders who return to their wayward ways upon going home after completing incarceration.

Without rehabilitation, these offenders "further victimize their communities" and once again wind up in jail. The Reentry Initiative utilizes funds either to enhance existing, comprehensive reentry programs or to develop new ones in an effort to strengthen government attempts to effectively transition offenders back into the community.

Currently, the NIJ is seeking proposals from single or collaborative research agencies to assess the efficacy of programs receiving Reentry Initiative funding. Proposed evaluation projects should last no more than five years and use a sample of offenders selected from Reentry Initiative-funded programs and a control group for comparison. Research will focus on 10 Reentry Initiative-funded sites and will follow the offenders through their participation in the comprehensive reentry programs for up to two years after they graduate/terminate their programs. Projects should follow the control group for an equivalent time period and should not start before Feb. 28, 2003.

NIJ is looking for analyses of data collected during interviews with participant offenders, as well as data from official records and the programs. Interviewers should obtain the standard set of demographic and social background, criminal and substance abuse histories, workforce participation, education, and offense characteristics. The selected projects will measure program efficacy through such variables as "program success or expulsion, recidivism for a new offense, revocation of probation, substance abuse, and other social, educational, and vocational adjustment" factors.

NIJ is especially interested in applications from partnerships between researchers of diverse backgrounds and fields. If proposing a project in partnership, applicants should delineate which agency will be the primary grantee, as well as the responsibilities of each participating agency. Proposals should include both plans for an advisory board of subject experts (criminal justice, employment, education, housing, etc.), and plans to share research findings with the relevant law enforcement and research communities.

The total level of funding for this grant has yet to be determined. Once determined, grant funds will be released to the winner in two phases to better support project implementation (hiring staff, institutional expansion, site selection and access).

Proposals are due by Nov. 25, 2002.

**More info online ...**

For more information, visit [www.ncjrs.org/txtfiles1/nij/sl000578.txt](http://www.ncjrs.org/txtfiles1/nij/sl000578.txt).

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## Jose Carlos Miramontes Re-Elected 2003-2004 National President!

The 2002 National Latino Peace Officers Convention was attended by over 90 percent of the chapter presidents, their delegates and NLPOA members. Ten new NLPOA chapters from across the United States were voted in for 2002. The agenda was filled with action items. The NLPOA state presidents provided yearly reports of the activities of the NLPOA Chapters in their respective states. **David Bejerano**, Chief of Police, San Diego, Calif., welcomed the convention participants. **Juan Carlos Benitez**, Special Counsel, Washington, D.C., provided a keynote welcome to the convention participants.

National Executive Board Elections were held with the following results: **Jose Miramontes**, National President (East Los Angeles, Calif.), **Louis Espindola**, West Coast Vice President (Phoenix, Ariz.), **Roque Ramos**, Central Coast Vice President (Dallas, Tex.), **J. Louis Lopez**, East Coast Vice President (Milwaukee, Wis.), **Mary Lou Rivera**, Secretary (Los Angeles, Calif.), **Alex Garcia**, Treasurer (Dallas, Tex.), **Lorenzo Provencio**, Parliamentarian (San Diego, Calif.), **Joe Lopez**, Sargeant At Arms (San Jose, Calif.), **Andrew Cruz**, Historian (Sacramento, Calif.), and **Felipe A. Ortiz**, Editor (Las Vegas, Nev.). Congratulations to the 2003-2004 National NLPOA Executive Board!

Executive appointments were **John Messina**, Legal Counsel (West Covina, Calif.) and **René Lopez**, Business Manager (Petaluma, Calif.).

The National Advisory Board is comprised of **Don Haidl**, Chief Advisor, Assistant Sheriff Orange County Sheriff, **Simon N. Semaan**, CEO/PAC WEST, **Michael Bloom**, Executive Vice President, Randall Foods, **Arthur M. Kassel**, Senior Consultant, **Mario Rodriguez**, CEO, Latino Coalition and U.S. Commissioner to Reform Social Security, **Richard Hernandez, Esq.**, Hernandez and Associates Law Firm, **Leonard Tavera, Esq.**, Tolle, Denison, Smith, Tavera, LLP., **Eduardo G. Roy, Esq.**, Arter & Hadden Law Firm; **Gil Carrillo**, Office of the Sheriff, Los Angeles County Sheriff's Department, **James Filipan**, owner of Steven's Steakhouse, and **Dennis Assael**, President, Assael BMW.

## 2002 National Latino Peace Officers Association Convention President's Luncheon!



*Keynote speakers for the 2002 National Convention President's Luncheon were Louis F. Quijas, Assistant Director of the FBI and Cruz Bustamante, Lieutenant Governor of the State of California. Pictured left to right: Manny Rodriguez, 2002 Convention Chair; Louis F. Quijas, Assistant FBI Director; Cruz Bustamante, Lt. Governor; Jose C. Miramontes, National President; and Hank Aguilar, NLPOA California State President.*



*President Jose Miramontes is welcomed by David Bejerano, Chief of Police San Diego, Calif.*



*Juan Carlos Benitez, Special Counsel, Wash., D.C. and National President Jose Miramontes*



*2002 President's Luncheon had over 400 participants*



*NLPOA Alameda, California chapter members*



*NLPOA members and delegates attend the NLPOA National Convention*



*NLPOA state presidents provide annual reports on chapter activities*



*We Leave San Diego with fond memories, old members, new members, and new friends!*

## 2002 National Latino Peace Officers Association Convention and Training Institute A Success!

The San Diego Chapter was the host to the Annual NLPOA National Convention and Training Institute. Chairman Manny Rodriguez and San Diego Metro Chapter members worked extremely hard to make this event the best so far. Over 500 police, corrections, probation, local, state and federal officers attended the NLPOA National Training Institute and Convention at the San Diego Marriot Marina Hotel.

We would like to thank the trainers and special guests that attended the Institute. We would also like to thank the numerous national sponsors including **Prudential Financial Services** and **Miller Brewing Company**.

The 2002 National Latino Peace Officers Convention and Training Institute culminated in the awards and installation banquet where over 650 individuals attended. The keynote speakers included: **Gray Davis**, Governor of California, **Louis F. Quijas**, Assistant FBI Director, Washington, D.C., **Juan Carlos Benitez**, Special Counsel on Unfair Immigration and Labor Practices, Washington, D.C., and **David Bejerano**, Chief of Police, San Diego, Calif.

## Prudential-National Latino Peace Officers Association 2002 Scholarship Recipients!



*Alexa Williams age 19, is a college student enrolled at the San Diego City College, Calif.. Alexa previously hosted a local TV show called "Turning Youth Around." Alexa received \$1,000 scholarship at the 2002 National Latino Peace Officers Association Training Institute Luncheon. Congratulations Alexa!*



*Rebecca Esparza is a student at San Diego State University. Rebecca volunteers at local elementary schools, works two jobs, goes to school and maintains a 3.44 GPA. Rebecca received a \$1,000 scholarship at the 2002 National Latino Peace Officers Association Training Institute Luncheon. Congratulations Rebecca!*



*Gray Davis, Governor of California and National President Jose Miramontes*



*2002 Annual Banquet*



*Santa Clara chapter members*



*2002 Annual Banquet*



*Sacramento chapter members*



*Officers from: Santa Ana, Calif., Orlando, Fla., and Las Vegas, Nev.*

## Making Communication Count: An Experience in Leadership

By: *Tim Johnson and Jeanette Freed, U.S. Department of Justice, Community Relations Service*

The United States Department of Justice, Community Relations Service (CRS) is in the business of conflict resolution. Our business is to help people communicate and it brings us into contact with the top leadership in many areas. One of these is the area of law enforcement. Mr. Byron Wong, a former CRS staff member came up with an idea to reduce tensions in the area of traffic stops by police. Mr. Wong discovered that, based on the test required for new drivers, most state department of motor vehicles do not require any particular knowledge of what to do when stopped while driving a vehicle by a police officer. We at CRS are aware that traffic stops can be a flash point that leads to unnecessary conflict between officers and drivers and that often these tensions are a result of drivers simply not knowing what they are supposed to do in a traffic stop.

Building on Mr. Wong's idea, CRS reached out to the American Association of Motor Vehicle Authorities (AAMVA) and organized a meeting of national law enforcement organizations located in the metropolitan Washington, D.C. area. These included the National Black Police Association, the National Sheriffs Association, the National Organization of Black Law Enforcement Executives, the Police Executive Research Forum, and the United States Department of Justice, Office of Community Oriented Policing Services. The meeting, hosted at AAMVA offices and attended voluntarily by the national law enforcement organization representatives, was totally cost-free to the taxpayers of America. The process CRS followed in this endeavor was to create the opportunity for public service to happen. The purpose of the meeting was to build a set of informational recommendations on what the most important things a driver who is stopped by police should keep in mind.



Traffic stops can be a stressful experience for both the police officer and the person stopped. CRS posed the question "what would make this less stressful?" The meeting participants, motivated by their collective desire to do public service, and given the opportunity by CRS and the AAMVA, created an easy to comprehend list of do's and don'ts for drivers:

- Pull the vehicle off the road.
- Remain calm; do not be argumentative.
- Remain in the vehicle unless ordered out.
- Turn off the motor, headlights, radio and cell phone.
- Turn on flasher lights.
- Keep both hands on the steering wheel (10 and 2).
- Roll down the driver's side window.
- Comply with the officer's requests.
- Tell the officer what you want to do before doing anything.
- Tell the officer where your license and registration are before retrieving them.

With assistance from the AAMVA, we are reaching out to as many police-oriented organizations as possible to encourage them to make this information mandatory for all new drivers. This list would be very helpful to all drivers in making conscientious decisions. CRS would also like to distribute informational and educational materials to the public in any way possible to help increase knowledge of traffic safety, including what people should do in the event of being stopped by a police officer. The U.S.D.O.J. Community Relations Service can be reached at (202) 305-2935.

## ALLIANCE NEWS

### Alliance of National Minority Law Enforcement Associations

2002 Annual Meeting Report • Washington, D.C.



*Capt. Francisco Ortiz*

Dear President Jose Carlos Miramontes,

As you are aware, on May 23, 2002, the Alliance of National Minority Law Enforcement Associations met in Washington with various minority community groups to address various community issues. I was delighted that you delegated me to represent the National Latino Peace Officers Association at this meeting on such crucial issues namely: use of state/local law enforcement to enforce immigration laws; hate crimes initiatives; practices of Transportation Security Administration and the Office of Homeland Security; and racial profiling.

You will recall that we were engaged in a dialogue prior to the meeting so that I could clearly articulate NLPOA's position on these issues and more importantly, your views as President. This report will be a synopsis of the issues discussed and NLPOA's response.

**Use of State/Local Law Enforcement to Enforce Immigration Laws**—NLPOA is opposed to using state and/or local law enforcement agencies to enforce immigration laws. Our belief is that we neither have the training, equipment, or the resources to adequately address this issue. Furthermore, engaging state and local agencies would alienate law enforcement from the public and deteriorate the relationship that exists and that have been enhanced through efforts such as community policing.

**Hate Crimes Initiatives**—NLPOA supports initiatives to identify, track, and enforce hate crimes. Law enforcement needs to make this initiative a top priority and to raise the level of awareness throughout the

country as well as within law enforcement to recognize hate crimes. This should include training for law enforcement and working with victims in the courts to provide services for those affected by hate crimes.

**Practices of Transportation Security Administration and the Office of Homeland Security**—NLPOA is concerned about the lack of minorities at every level of hiring made by TSA and OHS. At this particular meeting, the Alliance learned that a small percentage of the thousands of employment opportunities had been filled and minorities represented a slim number of those already hired. The Alliance and NLPOA volunteered their services to aid in the hiring and recruitment of employees for TSA and OHS and to specifically increase the number of minority applicants.

**Racial Profiling**—NLPOA is strongly opposed to racial profiling and has long been outspoken against this illegal practice. To use racial profiling as the single component to launch an investigation is wrong and illegal. Law enforcement agencies should adopt policies that make such practices unlawful and that hold violators accountable. Racial profiling exists in law enforcement and must be stopped unilaterally. Police executives must lead the way to eradicate this practice.

In closing, I would like to say that I thoroughly enjoyed attending the Alliance meeting and I was proud to represent the NLPOA on these issues. A number of materials were distributed at the meeting and I forwarded them to your office for your review and for distribution among NLPOA chapters and Board of Directors. Once again, thank you for the opportunity to represent the National Latino Peace Officer Association.

Sincerely,  
Captain Francisco Ortiz  
New Haven, Connecticut

#### Alliance of National Minority Law Enforcement Associations (ANMLEA)

Washington, D.C.—ANMLEA was formed in early spring of 2000, with the blessing and support of the Department of Justice and the spadework of the Hispanic American Police Command Officers Association (HAPCOA) as well as Asian Americans in Justice's Community Relations Services. This group of law enforcement officers of color has embarked on a national networking and awareness campaign to address common problems that make them and their communities vulnerable to "divide and conquer" practices prevalent in the criminal justice system. Members include the National Association of Asian Law Enforcement Commanders, Hispanic American Police Command Officers Association, National Latino Peace Officers Association, National Asian Peace Officers Association, National Black Police Association, National Organization of Black Law Enforcement Executives, and the National Native American Law Enforcement Association.

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## From the National Office

### Notes from the Editor

The National Latino Peace Officers Association would like to thank all of the writers and contributors. Please feel free to express your opinion about the content for or against any articles. We will be happy to include them in our OP-ED Section which will appear in the next issue. Also, if you have an article on probation, corrections, or supervision, we are very interested in printing them. Please send your information (cancellations or change of addresses) via e-mail to FelipeOrtiz@nlpoa.com.

### National Latino Peace Officers Association's "EL PUENTE" Newspaper Launched 1974

**By: Gene Reyes, Sacramento, CA**

The (National) Latino Peace Officers Association (NLPOA) was approximately two years old in 1974, before it was formalized and incorporated. Communications within and outside of the organization became critical and necessary for its continued mission of service, expansion and professional growth. The initial (N)LPOA newsletter was prepared in 1974. Co-founder Vicente Calderon reported that "in early 1974, I contacted Rosamaria Hernandez and Barbara Rodriguez Ponze (members of the Santa Clara Chapter, Calif.) to assist me in starting the first formal edition of the EL PUENTE, the (N)LPOA newspaper. Barbara Ponze and I wrote the articles and Rosamaria Hernandez typed."

The fourth prospective member of the team was Fred Caballero, who owned a printing company in San Jose, Calif. Fred, who was always very busy, finally accepted our request for help. We would constantly change the format and the articles. Fred Caballero always came through doing a beautiful job with very little material. Fred never received any monies for his excellent efforts, but he did receive all our gratitude for the way he treated and worked with us during the very hard times of the Association.

As editors, we had to be very creative because obtaining articles was very difficult (as it still is today). We had to scramble to publish each newspaper with interesting articles. We even had some action photos of the first (N)LPOA Run in 1974. John Vasconcellos (California state assemblyman) participated by firing the gun to start the runners, awarding ribbons to the victors, as well as speaking on the value of (N)LPOA to the community.

The (N)LPOA, jointly with the promotional talents of Jack Pierce, a professional fund raiser in the San Diego, Calif., area utilized the EL PUENTE to raise corporate funds. Under Jack's leadership, thousands of dollars were raised to offset the growing (N)LPOA administrative costs. Monies were also used to support the growing community-based NLPOA sponsored programs.

The NLPOA further enhanced its political image by carefully utilizing the EL PUENTE to cover and discern many important issues that were being addressed by the (N)LPOA political arm, the Law Enforcement Officers for Law and Order Political Action Committee.

The EL PUENTE, after its initial birth, grew to become a permanent part of the Association. The EL PUENTE became an important internal communications agent for the membership. It is a great recruitment tool for the Association's leadership. It is "a light beam" for many federal and state law enforcement issues. It is an instrument used to break down institutional biases against minorities in the law enforcement profession. It is a vehicle to address other obstacles that constantly face organizational efforts. Those few brave officers that realized the need for an organization such as the NLPOA used the EL PUENTE as the foundation for success. The goals and objectives of the Association have been realized via this communications instrument. The NLPOA, at the local, state and national level would not be where it is today without the EL PUENTE newspaper. A high priority for its continued existence is paramount to the Association.

*(Gene Reyes is a lifetime member of the National Latino Peace Officers Association. Gene provided input to the Association in the early 1970's. Gene also served as the Association's business manager in the 1990's. Gene Reyes can be reached via e-mail at Genejessie@aol.com.)*

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## FROM THE HISTORIAN: ANDREW CRUZ

### First Female Officer Joins the National Latino Peace Officers Association in 1974!



The first female officer to join the National Latino Peace Officers Association and serve as a Chapter President was Barbara Ponze.

Barbara was born in the small town of Madera, Calif. She was one of eight children who were reared by their mother as they grew up in East San Jose and Milpitas. Barbara went through San Jose area schools and graduated from Samuel Ayer High School in Milpitas in 1961. She studied law enforcement at San Jose State University and other area colleges, joining the Santa Clara Sheriff's Department on January 10, 1966.

Barbara's first assignment was in the jail where most deputies start their law enforcement careers. While working in the jail on the grave yard shift she met Vicente Calderon who was an officer with the California Highway Patrol working in the

San Jose area. When Vicente arrested drunk drivers he would bring them to the jail and always talk to Barbara about the NLPOA.

"It was their baby," said Barbara. "Vicente and John Parraz spent all of their time trying to get the Association going. Vicente started the Santa Clara Chapter in San Jose and he was always trying to get me to join. Later, after I joined the chapter, Richard Reyes, Louis Covarrubias and myself traveled around the state getting other chapters started."

Barbara's career changed after a civil suit forced Santa Clara County to allow females deputies to transfer out the jail and into patrol. Of course, Barbara was the first female deputy to work the streets of Santa Clara County.

In 1974, the first association newspaper was started by Vicente Calderon, Barbara Ponze and Rosamaria Hernandez. The newspaper was called the El Puente.

In 1987 Barbara was elected president of the Santa Clara County Chapter. Barbara, now a detective, was the first female in the organization to head an NLPOA chapter. Barbara went on to prove herself by serving on the tactical team, at the police academy, and in then the courts. While serving in the courts she was tasked with the enormous responsibility of developing a "risk assessment protocol" for moving prisoners safely through the court system. Again Barbara was the first. She became the first "Risk Management Officer" for the Department.

Barbara retired in 1996, but didn't stop there. She went on to Mills College where she earned a degree in Anthropology and Sociology. Barbara was then hired by the Federal Job Corp where she served as a senior staff official. Barbara, now retired, lives in Madera with her daughter, Louisa, and two adopted daughters, Mia and Hillary.

Barbara is a long-standing member of the NLPOA and has made many contributions toward the success of the organization. Through her hard work and active participation, she has earned the respect of all NLPOA members.



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## The 2002 Vincente Calderon Hispanic Officer of the Year Award Presented to Lieutenant Croce "Al" Casciato

In 1979, Casciato was a driving force in the San Francisco's very first minority recruitment effort. He recruited many Latinos into the San Francisco Police Department, many of whom are now reaching important positions within the Department. His efforts were the very beginning of the SFPD's long and resistant struggle to attain ethnic diversity.

In the very early days of the San Francisco chapter of the NLPOA, Al wrote and walked through a city ordinance which allowed NLPOA dues to be collected through payroll deduction. This was a major boost for a young chapter struggling to achieve financial security. A short time later, the San Francisco Housing Authority Police were informed that they were going to be disbanded. The housing police consisted mostly of minority officers. Alarmed at the injustice being proposed, Al Casciato, again acted. This time he caused an amendment to the city charter to appear before the San Francisco voters. Largely through his efforts, the voters passed the charter amendment and the housing officers were absorbed into the San Francisco Police Department. Because of his effort, a gross injustice was averted, and the San Francisco chapter gained over 20 new members.

Over the years, Al Casciato was the driving force behind many of the community programs in which the San Francisco chapter of the NLPOA participated. For many years, the chapter worked in voter registration drives in the Latino community of San Francisco. Al guided the chapter's support of a movement which resulted in the hard fought placement of a community college campus in the Mission District (Latino community), which made it much easier for the residents to further their education. When there was a sudden rash of youth gang violence in the Mission District, Al immediately put together a group of Spanish-speaking chapter members to mentor the young Spanish-speaking gang members. It was a very effective program. Al worked very hard for the establishment of an organized day labor program to assist immigrants find day labor and to prevent them from being victimized. His efforts were also critical in the foundation of a women's alcoholism center in the Mission District. During the many years that the San Francisco Police Department was under a federal consent decree, Al attended literally hundreds of meetings to assure equitable treatment and representation of Latinos at the entry level of the SFPD, and during the promotion process. Many Latinos in the

San Francisco Police Department owe their promotion in large part to Al's, watchfulness and tenacity. Al Casciato has also served for many years on the San Francisco retirement board. As a member of the unpaid board, Al has been a dogged advocate for benefits for all San Francisco city employees. He has also been a member of, or been associated with, the Latinos Issues Forum, Latino Steering Committee, Arriba Juntos, Real Alternatives Program, the Latino Democratic Club and the Mission Coalition.

Croce "Al" Casciato has spent the last quarter of century working toward the establishment and improvement of the San Francisco chapter of the NLPOA. He has spent his adult life fighting prejudice and discrimination and assuring the equitable treatment of everyone, police officers and community members alike. Lt. Croce "Al" Casciato is a 31-year veteran of the San Francisco Police Department, assigned to the Traffic Company Motorcycle Unit. He is married to the lovely Maritza Zamora. They have two children, daughter, Melissa, 25, and son, Alexis, 23.

Lieutenant Croce "Al" Casciato was born in San Francisco to Croce Casciato of Italy and Isabel Guardado of El Salvador. He was raised and educated in San Francisco. Al served his country in the U.S. Navy. On his 21st birthday, he was sworn into the San Francisco Police Department. He holds a B.A. degree in Urban Studies from San Francisco State University, and is a graduate of the FBI National Academy. Al Casciato is a charter member of the San Francisco chapter of the NLPOA. He is a past president of the San Francisco chapter, and has been a member of the executive board for over 20 years. Lt. Casciato has made significant contributions to the community, to the NLPOA, and the San Francisco Police Department. He constantly demonstrates exemplary actions and leadership skills.

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CHAPTER UPDATE—CALIFORNIA

NLPOA California State Chapter  
2002 Year-In-Review!

By: *Hank Aguilar, California State  
President*

In 2002, we established six more NLPOA chapters in the State of California. Recruitment of Latino into law enforcement has surpassed our expectations. In July 2002, we held our annual NLPOA California State Convention in Sacramento. Every chapter president attended and participated. Our keynote speakers included Governor Gray Davis, Attorney General Bill Lockyer, and California Highway Patrol Commissioner Spike Hemlick. We expect to grow at the same pace in 2003. Please join our efforts or attend one of our many events.



*Sacramento Chapter  
Member Molly Zamora  
and Governor Gray  
Davis*



*Governor Gray Davis  
and Suzanna Aguilar-  
Marrero, President of  
the Chicano Correc-  
tional Workers  
Association*



*Members at the California state meeting in Sacramento*

*California Chapter Update, continued on page 18*



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## California Chapter Update

*continued from page 17*

### Kings/Fresno Chapter, California News!

*By: Jess Martinez, Chapter President*

In March 2002, our chapter held its first family bowling night for the year. We were able to raise monies for the scholarship fund. We are scheduled to hold two each year, one in the spring and one in the fall.

Our annual Cinco De Mayo Fiesta/Tardeada, held at the Kate Boswell Park, was attended by about 500 guests. The event was a huge success. We sold a deep-pit BBQ dinner. We allowed other organizations to open booths so they could sell food items of their choice. Music was provided by member Eligio (Rick) Burnias, and we also had folklorico dancers. This law enforcement/community event gets bigger each year. We hope for an even bigger and better event in 2003.

In mid-September, the chapter was awarded the LULAC Kings County "Organization of the Year." My understanding was that there were at least eight other organizations vying for the award, and we were selected, due to our hard work, our contributions to the community, and our commitment to our youth. We are extremely proud of the award.

On the first weekend of October, our chapter opened a food booth for the Corcoran Cotton Festival. The event was held on the streets of Corcoran.

On Sunday, October 27, 2002, our chapter held its second yearly family bowling night. All proceeds went towards the scholarship awards in 2003.

This year, we again furnished Thanksgiving food baskets for needy local families. We also distributed Christmas toys to the needy, much as we did the past two years. These events are very rewarding and fulfilling, and we hope it will be as successful this year as in the past.

I am proud to announce that Mariano Flores, one of the founding fathers of NLPOA, has joined the Kings/Fresno Chapter. Mariano has family in Corcoran, and although he will be moving shortly to Fresno, he has joined our Chapter. We are very proud to welcome Mariano to our Chapter!

### Past NLPOA Sacramento Chapter President Sworn in as United States Marshal for the Eastern District of California!

**Antonio C. Amador** was appointed by the Honorable George W. Bush on August 1, 2002, and confirmed by the United States Senate on September 20, 2002 as the United States Marshal for the Eastern District of California. Antonio served 12 years as an officer with the Los Angeles Police Department. Antonio moved on to be appointed as the director of the California Youth Authority, chairperson of the Youthful Offender Parole Board and he was a member of the Public Employment Relations Board for the State of California. Antonio also served as the vice chair of the U.S. Merit Systems Protection Board. Congratulations Marshal Amador! You follow a long line of Hispanic law enforcement executives.



*Antonio C. Amador*



*Mike Kanalakis*

### NLPOA Member Elected Sheriff in Monterey!

*By: Bill Freeman, Monterey Chapter Vice President*

**Mike Kanalakis**, one of the first members of the NLPOA Monterey chapter, was elected sheriff in the November 2002 elections. Mike won by a landslide! He ran a clean campaign and took the high road all the way to victory. The NLPOA was one of his first endorsements and he used it often and proudly! Sheriff Kanalakis traveled to the 2002 National LPOA Training Institute and Convention in San Diego to show his thanks and appreciation. To have Mike as a sheriff makes us all winners!

### Bill Freeman Appointed New Under Sheriff in Monterey, California!

Sheriff-elect Mike Kanalakis has appointed Bill Freeman to be his under-sheriff of the Monterey County Sheriff's Department. Bill is a 28-year veteran of the sheriff's department and currently holds the rank of Commander. He will be sworn into his new position, along with Sheriff-elect Kanalakis, on January 5, 2003. Bill is currently the vice president of the NLPOA Monterey Chapter.



*Bill Freeman (C)*

### San Diego County Chapter's Special Event

**Supported and Attended by Actor Mario Lopez!**

*By: Richard Agundez, NLPOA San Diego County Chapter President*

On November 23, 2002, the NLPOA San Diego County Chapter co-sponsored amateur boxing, along with the Chula Vista PAL. The amateur boxing event took place at Chula Vista High School. A total of 11 bouts took place during the day, with over 700 friends and supporters in attendance, making the event a great success! This amateur boxing event was a fund raiser for the Community Youth Athletic Center, which is a local gym established to give young people a positive alternative to keep them out of trouble.

On hand was television star and native Chula Vista resident, Mario Lopez. At the event, Mr. Lopez gave a \$5,000 donation to the gym. Pictured is NLPOA San Diego County chapter member Lucia Church, members of the El Cajon Police Department's D.A.R.E. Spirit All Star Cheer team and Mario Lopez.



*Members of the El Cajon Police Department's D.A.R.E. Spirit All Star Cheer team and Mario Lopez*



*Darrell Cortez*

### News from the NLPOA Santa Clara Chapter

*By: Darrell Cortez, President and Lt. Carlos Miranda, Vice-President*

The Santa Clara Chapter, established in 1974, was the founding chapter of the National Latino Peace Officers Association!

The chapter has been very active in the community this past year. In February 2002, we were able to award \$14,500 in college scholarships in memory of Richard Reyes, one of the five 1974 NLPOA constitutional signors. In September 2002, through a generous grant of the Pepsi-Cola Foundation and in collaboration with the Mexican Heritage Plaza, we organized the Mariachi youth group at Gardner Academy.

We also have new office space located at 93 Devine Street, #100-A, San Jose, Calif. Our telephone number is (408) 289-1057.



*Lt. Carlos Miranda*



*Nelson A. Martinez, President, Julio Molina, 1st Vice President, Jorge Garza, 2nd Vice President, Agustin Gala, Sgt. at Arms, Stephanie Colmenero, Secretary, Jorge Carmona, Treasurer, Ricardo Hernandez, Parliament, Carmen Zamora, Parliament, Silvio Perez, Historian*



*Members of the San Francisco County chapter*

### Second NLPOA Chapter Established in the San Francisco Bay Area in 2002!

*By: Nelson A. Martinez, Chapter President*

Boy oh, boy! In early 2002, we were talking about this, now look, it's all coming together. I must give many thanks to Sgt. Andy Cruz and Mr. Rene Lopez. They are true gentlemen. Their help and knowledge was the foundation for this chapter. We look forward to meeting both of them in July. Sheriff Michael Hennessey was very supportive towards our association. Because of his support we have a place to hold our meetings. Chief of Staff, Eileen Hirst was very instrumental in getting us a meeting with him. Many thanks to both of them for their support.

## CHAPTER UPDATE—CONNECTICUT

### News from the NLPOA Connecticut State Chapter!



*Jose Miramontes, National President, Capt. Francisco Ortiz, and Louis F. Quijas, FBI Assistant Director*

The Connecticut State Chapter has been reactivated with an infusion of enthusiasm and new members. An interim board of directors was selected. The board's goal will be to increase membership throughout Connecticut.

Captain Francisco Ortiz of the New Haven Police Department represented the Connecticut State Chapter at the Annual National LPOA Training Institute and Convention held in San Diego, Calif. Captain Ortiz is a 24-year veteran of the New Haven Police Department and has been a member of NLPOA for over a decade.

This past summer, Captain Ortiz was selected to attend the 27th session of the Police Executive Research Forum's annual training. Entitled "The Senior Management Institute for Police Training (SMIP)," it was held at Boston University's Law School. This year SMIP's curriculum and faculty was expanded to include more discussion of the critical and larger-scale incident preparedness, intelligence management, technology and other issues that demand the attention of today's forward-thinking law enforcement leaders.

Captain Ortiz also attended the FBI's 170th Session National Academy in Quantico, Va. In 2003, the NLPOA Connecticut State Chapter will focus on the goals and missions of the NLPOA and consistent with the by-laws will carry out a number of functions and activities that will showcase our members skills and their contributions to the community.

## CHAPTER UPDATE—FLORIDA

### NLPOA-Florida State Chapter Year-End-Report!

*By: Michael Garcia, State President*

I would like to thank all of the members in the State of Florida for their commitment to the organization and for their hard work this past year. The NLPOA Metro Dade Chapter and the executive board (Jeff Mallow, President Jenny Bailey, Vice President, Awilda Latif, Treasurer, Melissa Rodriguez, Secretary, and Jorge Martinez) have been very busy with several programs that include law enforcement training and community/youth outreach. They also assisted the National Council of La Raza President Raul Yzaguirre with La Raza's national event in Miami.

The NLPOA Miami-Dade Chapter has been very busy increasing their membership and helping officers in the various departments. Every year this chapter is well-represented at the NLPOA National Convention and Training Institute.

The NLPOA Central Florida Chapter has been busy with recruiting and training. We were able to send seven officers to the NLPOA National Convention this year.

As Florida state president, I hope to increase the number of chapters in Florida this next year. For those of you in Jacksonville and in Tallahassee, we will be looking to start chapters there. Let me hear from you in Florida!

## CHAPTER UPDATE—MISSOURI/KANSAS

### News from the Greater Kansas City Chapter

*By: Bill Aguirre, State President*

This past year, we have had several success stories occur with the Greater Kansas City NLPOA chapter members. We have accomplished more this year than in any other year.

After trying for three years, in September 2002, the Board of Police Commissioners of the Kansas City, Mo.,

Police Department approved bilingual pay for Spanish-speaking officers. This was a result of collaboration with the Kansas City, Kan. Fraternal Order of Polic.

Ramona Arroyo, our first Hispanic female to be promoted to sargent, took the captain's promotion test and is now on the captain's promotional list. Congratulations Ramona!

Roger Villanueva of the Kansas City, Kan., Police Department was promoted to the rank of Major. Roger was one of the original members of our chapter. This is the highest rank held by a Hispanic in the department. The first major in the Kansas City, Kan., Police Department was Gilbert Chacon.

For the first time in the history of the Kansas City, Mo., Police Department we now have a Hispanic Police Commissioner appointed by the governor of the State of Missouri. His name is Javier Perez. We hope that he will be instrumental in changing the attitude that our department has had about Hispanics in the past. As you can see, we have had a very good year, and are looking forward to a better next year.

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### Education Funding

**Get smarter about tax-advantaged college savings plans.** High tuition bills on the horizon? The Financial Checkup can help you meet your college savings goals. A highly skilled financial professional can help you find the right savings solutions—from lending options to the popular Section 529 plan, with its attractive tax advantages.

### Insurance

**Re-evaluate your family's future needs.** If you haven't conducted a comprehensive review of your insurance in the last 12 months, you're overdue. With the help of a Financial Checkup, you can assess how life and disability insurance, long term care insurance and annuities can help protect your future. A licensed financial professional can help you decide what is right for you.

### Retirement

**Protect yourself against future shock.** People are living longer, which means retirees may be more at risk of outliving their assets. Fortunately, today you have more ways to save—with increased contribution limits on 401(k)s plus IRA "catch-up" provisions that allow those age 50 and over to make up ground. After completing the Checkup, you may decide it's time to tilt your portfolio towards fixed income and capital preservation.

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## CHAPTER UPDATE—NEBRASKA

### Year-in-Review from the NLPOA Omaha, Nebraska Chapter!

By: *Virgil J. Patlan, State President*

The NLPOA Omaha Chapter had a very successful and memorable year in 2002. In August 2002, Angie Armendariz received the Annual Latina of the Year Award by our chapter. No words can express how grateful we are to Angie for the time and talents she has dedicated to the NLPOA Omaha Chapter.

In October 2002, we successfully held a Halloween fund raiser that was well attended by officers and members of the community. As the Hispanic community continues to grow, so does our commitment to assistance in our community.



*Sgt. Al Martinez, Lt. Mark Martinez, Angie Armendariz, Officer Greg Gonzalez, Sgt. Rick Gonzalez, Chapter President Virgil Patlan, and Officer Nick Yanez as Zorro*

### Police Professionalism Initiative, Univ. of Nebraska—Omaha Establishes Partnership with the National Latino Peace Officers Association!

By: *Professor Samuel Walker*

The Police Professionalism Initiative (PPI) is funded through a special appropriation by the United States Congress. Over the next three years (2002–2004), PPI will be undertaking several specific projects designed to enhance police professionalism and accountability.

In November 2002, PPI released the *Police-Hispanic/Latino Community Outreach*. This was a joint project with the National Latino Peace Officers Association.

In May 2002, PPI released *Driving While Female: A National Problem in Police Misconduct*. This report received considerable national attention and was featured on CNN.

Copies of these reports and information on the Police Professionalism Initiative programs and initiatives can be obtained at [www.policeaccountability.org](http://www.policeaccountability.org).

## CHAPTER UPDATE—MINNESOTA

### 2002 News and Summary of Events—NLPOA Minnesota State Chapter

By: *Bill Martinez, State President*

On May 4, 2002, the NLPOA Minnesota State Chapter held its chapter installation in St. Paul. Over 100 attendees participated including the chief of police, deputy mayor, city attorney, the Honorable Judge Rosas, and the city clerk. The executive director of the Minnesota Hispanic Chamber of Commerce also attended. Helping to officiate at the chapter ceremonies were Jose Miramontes, National President and J. Louis Lopez, Regional Vice President.

NLPOA members participated in the Cinco de Mayo parade by marching before 100,000 individuals who attended the festival. The late Senator Paul Wellstone and Senator-elect Norm Coleman were present. NLPOA members also marched in Ecuadorian parade held in Minneapolis, in July 2002. Over 5,000 individuals were in attendance.

We held "La Feria," a career fair and fund raiser in August at Powderhorn Park in Minneapolis. This event was very successful, with over 500 residents in attendance.

MN-NLPOA members are currently volunteering as readers in schools throughout St. Paul and Minneapolis with an estimated 75 hours of volunteering. We established several reading programs with local schools where Latino children are the majority. We read to first and second graders in St. Paul and Minneapolis. We were able to gain valuable media coverage from the Latino press about our organization. Brochures, shirts and other merchandise is currently being developed for our chapter. We were able to donate a DVD player to Riverview School in St. Paul, as part of our annual effort to raise money for the school.

Our treasurer, Juan Lopez, was a candidate for sheriff in Hennepin County, the largest and most populated county in Minnesota. He was unsuccessful, but will continue his efforts in the future. In Minnesota, we are proud to be part of the family of the NLPOA. Thank you for your support and assistance.

## CHAPTER UPDATE—NEVADA

### NLPOA Nevada State Chapters Year-In-Review!

By: *Modesto Reyes, State President*

On October 6, 2002, the Nevada State meeting was held in Las Vegas. Members from Reno and Las Vegas attended. I was elected for a two-year term as the NLPOA Nevada state president. Outgoing NLPOA Nevada state president Deloy Martinez is moving to Providence, R.I. Deloy will be starting a new chapter in Rhode Island in February 2003.

The NLPOA Las Vegas-Clark County Chapter has been very busy this past year. Recruitment and retention was the top priority and the chapter has had several successes. They offered their members First Line Supervisor Training, provided by Lt. John Cribbs. In 2003, there will be Public Information Officer Training. They also awarded several college scholarships in 2002. The most recent one, in September 2002, went to Karime Rodriguez, a sophomore at the Community College of Southern Nevada.

### Latino Citizens Police Academy a Success in Reno!

By: *John-Michael Mendoza, Public Information Officer*

The NLPOA Reno Chapter has been extremely active in the community. Our list of accomplishments has steadily grown over the past few years. We are proud of our contributions to this wonderful area in which we live.

Early in 2001, we made a commitment to be more involved with our community. Our goal was to make a difference and inform the public about the NLPOA. Until that time, most officers were uninformed about the NLPOA. In a roundtable discussion, we brainstormed ideas that would benefit the community and bring positive recognition to the NLPOA. It was decided that rather than duplicating other well-known events, the Reno Chapter would look at more community-focused activities. We wanted to gain the attention and respect of both the citizens and law enforcement. In addition, we also needed to attract the politicians to our cause. We concluded that without political support our chances at success were minimal.

It was agreed that we would organize and conduct a Citizens Academy "en Español." Indeed, the idea raised a few eyebrows when it was presented to the community. Although the Latino population has grown to as many as 22 percent in our area, based on the 2000 U.S. Census data, this figure may be misleading; it is highly likely that a possible 10 percent never filled out the census form, either because they were late getting to their second job, or the novela was more interesting, and less work. In any case, it can be speculated that many people were not counted, and thereby not served adequately.

A marketing plan was quickly implemented and we began to run public service announcements and grant interviews; we were attempting to generate as much publicity as possible. Opposition by some Latino community leaders sparked some debate, thus creating a blessing in disguise, as it spurred an interest from the community and participation by the citizens.

### Latino Citizens Police Academy Class of 2001

With an ongoing publicity campaign program and a viable plan we plunged forward, we looked at the calendar and we all agreed on a date. Little did we know at the time this date would be remembered by every American. The date was September 11, 2001, ironically a day that united all Americans.

We began the selection process early in our planning stages. We decided to concentrate on our working citizens, in other words, due to the nature of our project, and the information we were providing, we decided to make it available to people who could not receive it in regular workday schedules. The term "working citizens," refers to people who work two jobs to make ends meet, or work for minimum wages. In our minds, these were the people that needed the information; they were the people who needed to know the process of our local judicial system. People who work in professional fields are more likely to know what to do when they receive a citation. It is the working citizen we were concerned with, e.g., the restaurant worker who gets a citation and is afraid to appear in court and chooses to ignore the ticket, thus creating a host of legal problems in the future that could have been avoided had he known what to do.

This was our core project—a major focus in 2001—and we were able to promote it to nearly everyone in our community. The former community leaders who were reluctant to support our efforts have stepped aside, and we now have 50 more community leaders that are heavily involved in local projects, such as organizing car washes to pay for a classrooms so they can hold an ESL classes as well as collecting donated items for yard sales, with all the proceeds being forwarded to the Alzheimer's Association. These people have come so far as to attend our town meetings and voice their opinions to our city council members.

Furthermore several other outstanding accomplishments have been attained in the past two years. An association of graduates from the Citizen's Academy has been formed. They held an election and now they have a working board and are succeeding to say the least. In addition, sons and daughters of participants are now members of the Explorers Program with one of our local agencies. The outgrowth of this has resulted in these children thinking about being police officers when they grow up. I told some of them to consider being a fire fighter, "they are also heroes," but they proudly responded, "I want to be a police officer." Remembering the 8-year-old that told us that still brings tears to my eyes. This statement and spirit is what we aspire to uphold. NLPOA Reno Chapter will have to be there to help these

*Nevada Chapter Update, continued on page 21*

## Nevada Chapter Update

*continued from page 20*

future police officers reach their goal. Providing role models, delivering mentorship programs, information and most important, support for them and their families to realize their dreams.

To further our dedication, the students of the Latino Citizens Police Academy (LCPA) completed an 11-week informational course sponsored by the Reno Police Dept., Washoe County S.O., State Parole and Probation, Nevada Highway Patrol, Sparks Police Dept., Juvenile Services, Washoe County School Police, Washoe County D.A.'s Office and the Latino Peace Officers Association. The informational academy focused on teaching future leaders of the Latino community the tools required to better understand the law, police procedures and the court system.

Other noteworthy accomplishments include the "Locust Street Neighborhood Clean-up Project." The students of the LCPA played a major role on the beautification of the Locust Street area. This area had been plagued with gang violence during the past year and the residents wanted to "take back their streets". The Reno Police Department had implemented the Neighborhood Contact Teams. These are groups of officers that walk the streets and survey the residents of the area. They gauged that while the residents were concerned with the gang problems, the primary concern was

the trash. This "trash" included abandoned cars and houses, graffiti, and garbage on the streets. The police department gathered all the resources available in the area and called a residents' meeting. The result of the meeting was a project proudly named "Livin' La Vida Locust."

Residents, police, and local businesses came together early one Saturday morning in November and took to their streets. Armed with garbage bags, rakes, shovels, and plenty of coffee, the residents and LCPA volunteers forged ahead and filled six HUGE dumpsters full of trash! The LCPA volunteers were ready, in full uniform, leading the effort. More and more residents joined the fun and effort. By day's end, the LCPA volunteers had made a positive change in their community. During the clean-up project more than 200 cubic-yards of trash, debris and discarded furniture were collected.

The Reno Chapter of the National Latino Peace Officers Association has been proud to offer their services, encouragement and support to the community. We have created an alliance that has produced positive and trustworthy ties to our neighborhoods. If we have made any impact at all, it is this alliance that will keep us focused on our original goal; service and commitment to our community.

*(John-Michael Mendoza is the Public Information Officer for the NLPOA Reno, Nevada Chapter. He can be reached at (775) 329-8845.)*



**Modesto Reyes, NLPOA Nevada State president and Deloy Martinez, outgoing president**



**2003 Menudo run is schedule for May 4th in North Las Vegas**



**"Livin' La Vida Locust"**



**Latino Citizens Police Academy Class of 2001**

## CHAPTER UPDATE—NORTH CAROLINA

### News from the NLPOA North Carolina-La Calle Chapter!

**By: Romeo Garcia, State President**

The NLPOA North Carolina-La Calle Chapter has been active in North Carolina for several years. Seeking a national voice, we converted to a National Latino Peace Officers Association Chapter. The State of North Carolina has had the largest percentage increase in Hispanics in America. The Charlotte-Mecklenberg area has had the largest increase. We at the NLPOA North Carolina-La Calle Chapter continue to work on increasing Hispanics in law enforcement.

In August, we held our Annual State Meeting and Training that was well-attended. We sent a representative to the 2002 Annual Spring Conference in Miami, Fla.

For those officers in North Carolina and South Carolina, call and join the premier Latino/Hispanic law enforcement association in the Carolinas!

## CHAPTER UPDATE—OHIO

### News from the NLPOA Ohio State Chapter!

**By: Tom Gonzales, Ohio State President**

The NLPOA Ohio State Chapter members had a good year in 2002. We provided youth delinquency prevention seminars in Toledo. The State of Ohio continues to face issues of racial profiling and employment issues in some departments. The Hispanic population has increased dramatically, as in most of the United States. We are prepared to face these new challenges.

I would like express my gratitude to the NLPOA Toledo Chapter executive board for their hard work: Jeffery A. (Martinez) Sabo, Chapter President, Moises Pacheco, Vice President, Daniel Contreras 1st Vice President, Tomas Gonzales, Secretary, Shane Gaoury, Parliamentarian, and Robert Torres, Public Relations Liaison.

The NLPOA Toledo chapter president and myself were able to attend the NLPOA Spring Conference in Miami in April 2002 and we provided a complete report on our activities. Call and join the NLPOA family in Ohio!

## CHAPTER UPDATE—TEXAS

### News from the NLPOA Texas State Chapter!

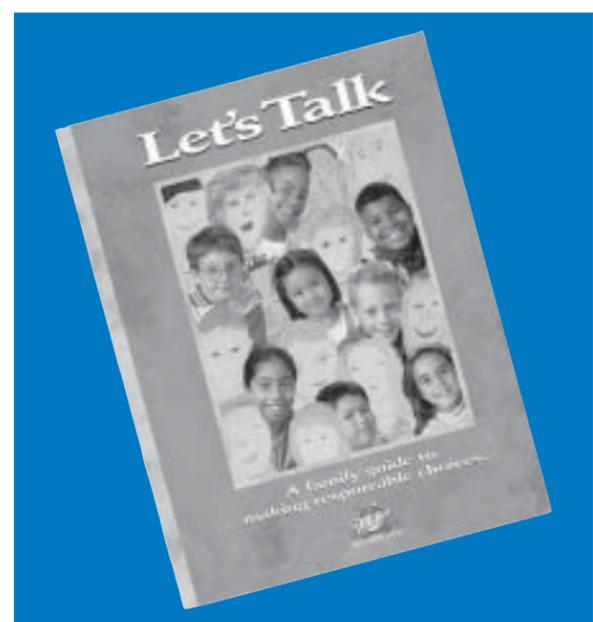
**By: Roque Ramos, NLPOA National Vice President-Dallas**

On behalf of all of the NLPOA members in Texas, I would like to thank the National for their continued support and attention. Over 20 Texas NLPOA members attended the National NLPOA Conference this year in San Diego. To all of the NLPOA Texas members—we continue to grow and be strong.

I am proud to remind everyone that NLPOA Texas has had two past National NLPOA presidents, three past National NLPOA vice presidents, one past National NLPOA secretary and two past National NLPOA treasurers. Congratulations to Alex Garcia for being elected National Treasurer in San Diego and, of course, thank you to all of the members for electing me as the NLPOA Central Coast Vice President.

Also, Texas started the first NLPOA chapter outside of California in June 1985 (NLPOA-Tarrant County). We have a long history with the National Latino Peace Officers Association and our membership has doubled. As of this writing, we will be holding elections for the NLPOA Texas State board of directors. Our goal is to start six new NLPOA chapters in Texas. As always, stay in contact and let us know of any promotions and events for each of our chapters. Welcome to the great State of Texas!

*Texas Chapter Update, continued on page 22*



Texas Chapter Update

continued from page 21



**Officer Patrick Metzler**

**NLPOA Greater Dallas Chapter Member Dies in the Line of Duty!**

*By: Jose Carlos Miramontes, National President*

I was saddened to learn that a good friend and NLPOA member Dallas Police Officer Patrick Metzler had died while on duty. According to Alex Garcia, NLPOA Texas State vice president, on Wednesday, October 23, 2002, at around 01:00 hours Patrick was working a freeway closure construction job. He was working with three other gang unit members. While stationed, a drunk driver rear ended his vehicle (a Ford Crown Victoria), which caught fire. Other Dallas police officers and NLPOA members George Aranda, Andy Caceras and Robert arrived and attempted to pull Patrick out of the flaming vehicle and were unable to do so.

The Dallas County Medical Examiner ruled that Officer Patrick Metzler died early from smoke inhalation and burns, not impact. It was not known what Patrick's injuries would have been had the car not caught fire.

Some of you may remember Patrick at our conference in Las Vegas. While in Las Vegas, he was big winner on the roulette table. Patrick Metzler was member of the Dallas Police Department Gang Unit, of which we have several members. Patrick was always smiling, very courteous and proud to be a member of the NLPOA. Most recently, while attending the NLPOA-Greater Dallas Chapter Banquet in September, 2002, I recall Patrick telling other police officers to join the NLPOA. Officer Patrick Metzler took pride in our Association. Patrick will really be missed and we have lost a true friend. Our prayers will always be with him and his family.

Patrick Metzler was born September 13, 1971, in San Antonio, Tex. and passed away October 23, 2002 in Dallas. He is survived by his mother, Pat Metzler and father, Retired Air Force General Phil Metzler of Colorado Springs, Colo.; brother, Police Sergeant Philip Metzler of Loveland, Colo.; sister, Paige Peden and husband, Ken; girlfriend, Cristina Stevens and her son, Christopher; two nephews, Jonathan Crowe, Walker Peden; niece, Maggie Peden; special family friends, Helmut and Gisela Vogt from West Germany and a host of other relatives.

Patrick graduated from Ramstein American High School in 1989 and graduated from Southwest Texas State University in San Marcos in 1993. He went to work for the Dallas Police Department on May 6, 1994. For eight years, five months and 17 days, he worked with the Southwest Patrol Division and was currently assigned to the Gang Unit.

Memorial donations may be made to the:

Patrick L. Metzler Memorial Fund  
c/o City Credit Union  
7474 Ferguson Road  
Dallas, TX 75228

CHAPTER UPDATE—UTAH

**NLPOA Utah Chapter Inaugurated on October 16, 2002!**

*By: Anthony Garcia, State President*

In the late 1980's, Salt Lake City had an NLPOA chapter that was unsuccessful in establishing itself formally. In the 1990's, the Hispanic population grew at a pace like the rest of the nation.

In early 2002, Lou Espindola, NLPOA regional vice president, traveled to Salt Lake and presided over a question and answer session. With renewed interest and vigor, in August 2002, the NLPOA Utah Chapter voted and elected its interim board of directors. The Chapter Vice President is Louis Muniz. Numerous law enforcement agencies are represented in our chapter.

The new NLPOA Utah Chapter was inaugurated on October 16, 2002. The NLPOA Utah Chapter is excited to be part of the National Latino Peace Officers Association and looks forward to helping our community through our organization.



*NLPOA Utah Chapter members with California Governor Gray Davis at the National Convention*



*NLPOA Utah Chapter members*

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CHAPTER UPDATE—WASHINGTON

**News from NLPOA Seattle, Washington Chapter!**

*By: Yvonne Gallegos, State President*

In 1994, three Chicano officers from the King County Jail met at a little Mexican restaurant in West Seattle barrio to form what would become the Washington Coalition of Hispanics and Law Enforcement (WACHALE). Gabe Morales was elected the group's first president, Benito Cervantes was elected vice president, Ramona Flores became treasurer, and Mary Lou Vigil was elected secretary. The goals of the group were very similar to the NLPOA: to eliminate prejudice and discrimination, to increase the professional goals of its members in promotions and training, to increase recruitment and hiring of qualified personnel, and to serve as role models for our youth.

WACHALE met in members' homes and was met with a great deal of skepticism and suspicion from some Latino officers who were "fearful of retaliation or harassment from co-workers" and by many non-Hispanic officers as being some sort of "revolutionary group." The only things that were revolutionary were local department's awareness, provided by WACHALE, about the growing Latino community and the need to serve it and hire more bilingual/bicultural officers for their own benefit and improved operation! WACHALE put out employment report cards which showed statewide under-representation in all ranks. WACHALE held awards dinners every year for criminal justice workers who were shining examples of the mission statement. It gave away scholarships to youth and co-sponsored worthy community events and workshops.

In 2000, State President Luis Robles increased membership and wanted to give the group a more national, state, and local voice. The decision was made by the entire board who voted unanimously to join the National Latino Peace Officers Association! WACHALE was voted in as the NLPOA Seattle Chapter, Washington, on April 21, 2001.

In 2002, the NLPOA Seattle, Washington Chapter has been very active in recruiting more minorities into law enforcement. NLPOA member Steve Gonzalez, a former Assistant United States Attorney for the Western District of Washington, was appointed Superior Court Judge in Seattle. Congratulations Judge Gonzalez. Founder Gabe Morales continues to work extensively with the community. Gabe advises that the International Gang Investigators Association Conference will be held in Seattle May 5-9, 2003 and over 800 individuals are expected to attend. Join the NLPOA Seattle Chapter on May 5, 2003 at the Sea-Tac Holiday Inn Hotel for a Cinco de Mayo fund raising event!

*(Prospective NLPOA members in Washington State and for more information, you can reach Gabe Morales via e-mail at gcmorales@lycos.com.)*



*NLPOA Seattle, Washington State Chapter members*

**March 2003**

DATE	TITLE	LOCATION
20	Less-Lethal Force Options: Concepts and Considerations	Durham, NH
20	Racial and Criminal Profiling	Boston, MA
20	The Reid Technique of Interviewing and Interrogation® (Advanced)	Houston, TX
20-21	PATC - Arson Scene Search	Harrisburg, PA
20-21	Media Relations for Law Enforcement -Chris Ryan Seminars	Houston, TX
20-21	Basic Police Radar	Hamilton, OH
22-23	Defensive Handgun I	Los Angeles, CA
24	Planning, Designing and Constructing Police Facilities	Sammamish, WA
24	SWAT Supervision and Management	Durham, NH
24	Less-Lethal Projectile Instructor Certification	Manchester, NH
24	Value-Centered Leadership: A Workshop on Ethics	Chesterfield, VA
24-25	Media Relations for Law Enforcement - Chris Ryan Seminars	Chattanooga, TN
24-25	Civil Disturbance Tactics	Syracuse, NY
24-25	Inside The Tape: Death Investigation	LaPorte, IN
24-26	PATC - Hostage Negotiations	Brookline, NH
24-26	NCPI - Criminal Patrol/Drug Interdiction	Centerville, OH
24-26	PATC Bomb Investigations	Grand Prairie, TX
24-26	PSI - Adult Sexual Assault Investigations	Orlando, FL
24-26	IPTM - Police Traffic Laser Instructor/Operator	Jacksonville, FL
24-26	John E. Reid-Street Crimes Program	Golden, CO
24-27	Helicopter Rope Operations, (rappel & Fast Rope) from a UN-1 Huey	Kennedy Space Cntr, FL
24-27	IPTM - High Risk Warrant Service	Jacksonville, FL
24-28	PATC - Death And Homicide	St Charles, IL
24-28	Analytical Investigation Methods (AIM)	Austin, TX
24-28	Field Training Officer	Vermillion, SD
24-28	PPCT Defensive Tactics Instructor-call 412.766.4754	Pittsburgh, PA
24-28	NRA - Law Enforcement Handgun/Shotgun Instructor	Fredericksburg, VA
24-28	Managing Criminal Investigation Units	Evanston, IL
24-28	Managing The Technical Support Unit	TBA
24-28	NRA Law Enforcement Patrol Rifle Instructor	Gilbert, AZ
24-28	PATC Detective & New Criminal Investigator	Slidell, LA
24-28	IPTM - Police Internal Affairs	Jacksonville, FL
24-28	IPTM - Human Factors In Traffic Crash Reconstruction	Jacksonville, FL
24-28	Traffic Crash Level III	Hamilton, OH
24-28	Management of the Small Law Enforcement Agency	Meriden, CT
24-28	SPEAR System™ Tactical Ground Combatives Instructor Development	Green Bay, WI
24-04	IPTM - Advanced Traffic Crash Investigation	Panama City, FL
25	Tactical Life Saver: Surviving Gun Shot Wounds	Champion, PA
25-26	PATC - Domestic Violence	Scottsdale, AZ
25-26	PATC - Child Injury Investigation	Atlantic City, NJ
25-26	Patrol Staffing	Pocatello, ID
25-26	PATC Drug Interdiction	Reynoldsburg, OH
25-27	PATC - Fire Pattern Certification	Dover, DE
25-27	National Summit on Major Events Planning for Law Enforcement Agencies	Washington, DC
25-27	The Reid Technique of Interviewing and Interrogation®	Pittsburgh, PA
25-27	The Reid Technique of Interviewing and Interrogation®	Kansas City, MO
25-27	Leading Change in the Organizational Culture	Galveston, TX
26	The Wicklander-Zulawski Seminar on Field Interviewing	Natick, MA
26-27	PATC - Tactical Skills For Officer Survival	Indianapolis, IN
26-28	PSI - Investigative Techniques For New Detectives & Patrol Officers	Orlando, FL
27-28	Developing a Field Training Supervisor Program	Longwood, FL
27-28	The Wicklander-Zulawski Seminar on Investigative Strategies	Natick, MA
28	Property Crime Investigations-Burglary, Theft, Pawn	Columbus, OH
28	The Reid Technique of Interviewing and Interrogation® (Advanced)	Kansas City, MO
29	Handgun II C	Los Angeles, CA
29-30	PROTCOM-03, Integrated Pistolcraft & Close Quarter Combatives	Las Vegas, NV
30	All Purpose Rifle II	Los Angeles, CA
31	The Police Defendant	Hamilton, OH
31-01	PATC Rape & Sex Crimes	Lafayette, LA
31-01	IPTM - Property And Evidence Room Management	Jacksonville, FL
31-02	Streamlight Academy Low Light Survival Shooting Instructor Course	East Brunswick, NJ
31-02	IPTM - Digital Photography For Law Enforcement	Jacksonville, FL
31-02	John E. Reid-Street Crimes Program	Richmond, VA
31-03	Managing The FTO Process	Evanston, IL
31-04	Law Enforcement Response to an Active Shooter Instructor	Tomball, TX
31-04	NCPI - First Line Supervision	North Royalton, OH
31-04	SPEAR System™Confined Space Combatives: Military Closed Session	Hunter Army Airfield, GA
31-04	Digital Investigative Technology	TBA
31-04	PSI - Advanced Latent Fingerprint Recovery & Comparison	Orlando, FL
31-04	IPTM - Police Applicant Background Investigation	Jacksonville, FL
31-04	IPTM - Narcotic Identification And Investigation	Jacksonville, FL
31-04	IPTM - Homicide Investigation	Pensacola, FL
31-04	NRA - Law Enforcement Handgun Instructor	Castle Rock, CO
31-06	School Of Police Staff And Command	Evanston, IL
31-11	Smith & Wesson Academy Firearms Instructor	Springfield, MA
31-11	Homicide	Omaha, NE
31-18	Strategic Leadership	Lafayette, CO

**April 2003**

1	Basic Public Safety Grant Writing	Augusta, ME
1	PATC - Active Shooter	Scottsdale, AZ
1	IPTM - Traffic Trak - FREE for FL Officers	Pensacola, FL
1	Trucks and Terrorism for Law Enforcement	Oklahoma City, OK
1	Dealing with Youth Gangs	Hamilton, OH
1-2	PATC - School Violence	Lansing, MI
1-2	PATC - Fingerprints	Indianapolis, IN
1-2	PATC - Fire Origin and Cause - Intro	Hamilton, OH
1-3	Leading Today's Law Enforcement Agency in Challenging Times	Kent, WA
1-3	The Reid Technique of Interviewing and Interrogation®	Minneapolis, MN
2	Internal Affairs: Legal and Operational Issues	Nashville, TN
2	Administering a Small Law Enforcement Agency	Mooreville, NC
2	Contemporary Patrol Administration	Buffalo Grove, IL
2	Powerpoint for Law Enforcement	Hamilton, OH
2	The Wicklander-Zulawski Seminar on Field Interviewing	Bloomington, IN
2-3	PATC - Tactical Skills For Officer Survival	Scottsdale, AZ
2-3	PATC - Child Injury Investigation	Boise, ID
2-3	PATC Child Abuse	Grand Prairie, TX
2-3	The Wicklander-Zulawski Seminar on The Reid Method of Criminal Interviews & Interrogation	Huron, OH
2-4	PATC - Kinesic Interview®	Marietta, GA
2-4	Lateral Vascular Neck Restraint System/Ground Defense/Control Tactics	St. Louis, MO
2-4	PATC Kinesic® Interview Fire	Decatur, GA
3	Ethical Standards in Police Service	Oswego, NY

For more information on classes, go to [policetraining.net](http://policetraining.net)

**April 2003 (cont.)**

DATE	TITLE	LOCATION
3-4	The Wicklander-Zulawski Seminar on Investigative Strategies	Bloomington, IN
4-5	Edged Weapons Awareness & Spontaneous Response Instructor	Slidell, LA
4-6	PWC (jet-ski) Training For Law Enforcement	Miami, FL
4-7	Training & Gear Extreme Expo	Las Vegas, NV
7	Executive and Dignitary Protection	Boston, MA
7	Advanced Internal Affairs: Proactive Steps for Cor.	Nashville, TN
7	Advanced Grant Writing and Management	Silver Spring, MD
7	Intellectual Property Crimes	Phoenix, AZ
7-8	PATC - Fingerprints	Harrisburg, PA
7-8	PATC - Domestic Related Homicides	Derby, KS
7-8	PATC - Vehicle Theft	Boise, ID
7-8	PATC Hiring & Background Investigations	Pasadena, TX
7-8	Civil Disturbance Tactics	Des Moines, IA
7-9	Leading Today's Law Enforcement Agency in Challenging Times	Orlando, FL
7-9	GRAPLE - Hostage Negotiations	Springfield, MO
7-9	PATC - Bomb Investigations	Springdale, AR
7-9	PATC - Fire Pattern Certification	Denver, CO
7-9	Streamlight Academy Low Light Survival Shooting Instructor Course	Las Vegas, NV
7-9	First Line Supervision	Fallon, NV
7-10	Arson Investigation	Martin, TN
7-10	Surveillance Equipment Engineering	Springfield, IL
7-11	Prevailing in Low Light Conditions: Instructors	Austin, TX
7-11	GRAPLE - Gracie Resisting Attack Procedures for Law Enforcement	Long Island, NY
7-11	Investigative Interview & Interrogation Techniques	Long Beach, CA
7-11	IACP-Police/Medical Investigation of Death	Miami, FL
7-11	SPEAR System™ Instructor Certification	Ft. Worth, TX
7-11	Vehicle Dynamics	Evanston, IL
7-11	Basic Hostage Negotiations	Evanston, IL
7-11	Executive Protection	New York, NY
7-11	Pro Active Criminal Investigations	TBA
7-11	Law Enforcement Surveillance (Tracking)	TBA
7-11	NRA Law Enforcement Patrol Rifle Instructor	Gulfport, MS
7-11	PATC Death And Homicide	San Antonio, TX
7-11	PSI - Confidence Crimes	Orlando, FL
7-11	PSI - Blood Pattern Analysis	Orlando, FL
7-11	IPTM -Interviews And Interrogations	Jacksonville, FL
7-11	IPTM - Computerized Collision Diagramming	Jacksonville, FL
7-11	IPTM - Bloodstain Interpretation	St. Petersburg, FL
7-11	NRA - Tactical Shotgun Instructor	Castle Rock, CO
7-11	Police Instructor	Hamilton, OH
7-11	Internal Affairs	Louisville, KY
7-11	NRA - Law Enforcement Tactical Handgun Instructor	Ontario, CA
7-11	NRA - Law Enforcement Handgun/Shotgun Instructor	North Las Vegas, NV
7-18	Advanced Police Executive & Administrative Leadership	Cleveland, OH
7-18	IPTM - At-Scene Traffic Crash/Traffic Homicide Investigation	Jacksonville, FL
8-9	NCPI - Hotel/Motel and Parcel Interdiction	Westlake, OH
8-9	PATC Tactical Skills For Officer Survival	Walbridge, OH
8-10	The Reid Technique of Interviewing and Interrogation®	Orono, ME
8-10	The Reid Technique of Interviewing and Interrogation®	Cleveland, OH
8-10	The Reid Technique of Interviewing and Interrogation®	Ankeny, IA
8-10	John E. Reid-Street Crimes Program	Sioux City, IA
9	Investigation of Incidents of Excessive/Deadly Force	St Peters, MO
9-10	PATC - Burglary/Robbery Investigations	Boise, ID
9-10	PATC Medical Death Investigation	Myrtle Beach, SC
9-11	Urban Lifesaver	Long Beach, CA
9-11	John E. Reid-Street Crimes Program	Sandy, UT
9-11	Diogenes & Associates on Interviewing, Neurographics, Obtaining Confessions (Level 1)	University of Houston, TX
9-11	The Wicklander-Zulawski Seminar on The Reid Method of Criminal Interviews & Interrogation	West Orange, NJ
9-11	The Wicklander-Zulawski Seminar on Interviewing and Interrogation	San Antonio, TX
10	Survival Communication	Fallon, NV
10-11	Media Relations for Law Enforcement - Chris Ryan Seminars	Indianapolis, IN
11	Special Anti-Terrorism Seminar	Atlantic City, NJ
11	Gambling Enforcement for the Patrol Officer/Detective	Hamilton, OH
11	Property Crime Investigations-Burglary, Theft, Pawn	Denver-Lakewood, CO
11-13	Louis Awerbuck's Advanced Handgun	Los Angeles, CA
11-18	Narc. Vice & Street Crimes Supervisors Conference	Las Vegas, NV
14	Liquor Enforcement	Hamilton, OH
14	Raves, Ravers, & Drugs	Rochester, NY
14-15	PATC - Damage Control	Clarksville, TN
14-15	PATC - Fingerprints	Moon Township, PA
14-15	PATC - Civil Liability & Risk Management	Indianapolis, IN
14-15	PATC - Domestic Violence	Reynoldsburg, OH
14-15	Counter-Terrorism/WMD Joint Tactical Planning & Response	Seattle, WA
14-15	PATC Policies and Procedures	Lafayette, LA
14-15	PATC Elder Abuse	San Antonio, TX
14-16	PATC - Court Security	Lansing, MI
14-16	Violent Encounter Resolution	Kent, OH
14-16	High Impact Police Leadership	Troy, MI
14-16	PATC - Officer Involved Shooting	Bothell, WA
14-16	PATC - Bomb Investigations	Scottsdale, AZ
14-16	PATC - Equivocal Death	Frisco, CO
14-16	PSI - Internet Investigations	Orlando, FL
14-16	The Reid Technique of Interviewing and Interrogation®	Philadelphia, PA
14-16	John E. Reid-Street Crimes Program	Canton, OH
14-17	NRA - Law Enforcement Tactical Shotgun Instructor	Ontario, CA
14-18	NRA - Law Enforcement Patrol Rifle Instructor	Pittsburgh, PA
14-18	Basic Financial Crime Investigations	Evanston, IL
14-18	IPTM - Developing Law Enforcement Managers	Jacksonville, FL
14-18	IPTM - Crime Scene Processing	Independence, MO
14-18	NRA - Law Enforcement Handgun/Shotgun Instructor	Pearl, MS
14-18	Management of the Small Law Enforcement Agency	Louisville, KY
14-18	National Animal Cruelty Investigations School Level 3	Baltimore, MD
14-25	Traffic Accident Reconstruction 1	Evanston, IL
14-25	IPTM - Traffic Crash Reconstruction	Indianapolis, IN
14-25	IPTM - Traffic Crash Reconstruction	Tempe, AZ
14-25	IPTM - Police Motorcycle Instructor	Jacksonville, FL
15-17	PATC - PowerPoint	Indianapolis, IN
15-16	Smith & Wesson Academy Handcuffing Instructor	Springfield, MA
15-17	The Reid Technique of Interviewing and Interrogation®	Nashville, TN
15-18	Police Revolver Instructor	Hamilton, OH

For more information on classes, go to [policetraining.net](http://policetraining.net)



# National Latino Peace Officers Association Membership Application

**Information:**  
1-877-657-6200

National Headquarters  
351 E. Washington Street  
Petaluma, CA 94952  
Fax: 415-897-3961  
www.nlpoa.com

## National Latino Peace Officers Association (NLPOA)

The goal of the Association is to promote equality and professionalism in law enforcement. The objectives of the organization are to create a fraternal/professional Association that provides its members and members of the community with career training; conferences and work shops to promote education and career advancement; mentoring; and a strong commitment to community service.

NLPOA members build bridges between law enforcement and their communities while working to reduce neighborhood tensions through awareness programs and role model programs. Our philosophy regarding youth and education has reinforced the important contributions that our cultural diversity has provided this great nation. The National Latino Peace Officers Association in the largest Latino law enforcement

association in the United States.

## NLPOA HISTORY

In the early 1970s, two Latino peace officers had a vision of a Latino law enforcement association, working cooperatively with law enforcement agencies and the community to recruit, select and retain Latinos into the criminal justice system. John Parraz, from the Sacramento Sheriff's Department and Vincente Calderon, from the California Highway Patrol, using their personal time and money, organized and eventually founded what is now known as the National Latino Peace Officers Association. Today, NLPOA has chapters from coast-to-coast.

## MEMBERSHIP

**REGULAR MEMBERSHIP** is available to all peace officers actively employed in, or retired from, any professional position in the criminal justice system and who supports the objectives of NLPOA.

**ASSOCIATE MEMBERSHIP** is available to all non-sworn persons who identify with and support the objectives of NLPOA.



## YES! I want to join the association!

Date: \_\_\_\_\_

New Member     Regular Member     Member-at-Large

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State, Zip Code \_\_\_\_\_

Employer \_\_\_\_\_

Home Phone \_\_\_\_\_

Work Phone \_\_\_\_\_

E-mail \_\_\_\_\_

Pager \_\_\_\_\_

## Membership Fees \$40 (tax-deductible)

## Payment Information

Mail your payment to:

NLPOA, 351 E. Washington Street, Petaluma, CA 94952.

Our treasurer will forward your dues and membership information to the NLPOA chapter in your area. Dues may vary per chapter and may be slightly higher. In order to receive any association benefits, your name MUST be on file with the National Treasurer.

## National Office

351 E. Washington Street  
Petaluma, California 94953  
Office 877-657-6200 • Fax 415-897-3961  
Web Site WWW.NLPOA.COM

## N.L.P.O.A. CHAPTERS

### ARIZONA STATE CHAPTER

P. O. Box 1551, Phoenix, AZ 85001

#### Maricopa County

P. O. Box 716, Glendale, AZ 85311-0716

#### Tucson

P. O. Box 90180, Tucson, AZ 85742

### CALIFORNIA STATE CHAPTER

P. O. Box 4411, Montebello, CA 90640

#### Alameda

P. O. Box 17083, Oakland, CA 94601

#### Coachella Valley

80352 Corte El Dorado, Indio, CA 92201

#### Contra Costa County

P. O. Box - under construction

#### East Los Angeles

P. O. Box 1525, Montebello, CA 90640

#### Kern

816 Minter Ave, Shafter, CA 93263

#### Kings/Fresno

P. O. Box 122, Corcoran, CA 93212

#### North Santa Barbara Chapter

C/O Ed Torres

2121 So. Centerpoint Parkway, Santa Maria, CA 93455

#### Monterey Co.

P. O. Box 4608, Salinas, CA 93912-4608

#### Orange

P. O. Box 6773, Fullerton, CA 92834

#### Sacramento

P. O. Box 1135, Sacramento, CA 95812

#### San Bernardino/Riverside

25612 Barton Rd., Loma Linda, CA 92354

#### San Diego Co.

P. O. Box 122708, San Diego, CA 92112

#### San Diego Metro

P. O. Box 128025, San Diego, CA 92112

#### San Diego North Co.

P. O. Box 605, San Marcos, CA 92079

### San Francisco

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