



CALIFORNIA POLICE CHIEF

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

WINTER 2016

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About The California Police Chief

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

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

EDITOR

Sara Edmonds

Communications and Marketing Manager

California Police Chiefs Association
sedmonds@californiapolicechiefs.org
916-325-9006

EDITOR/ADVERTISING MANAGER

Leslie McGill

Executive Director

California Police Chiefs Association
lmcgill@californiapolicechiefs.org
916-325-9004

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Kellie Melby

www.commerceprinting.com



We are excited to present the 2016 Winter edition of the California Police Chief magazine.

I hope you can take a few minutes to explore this issue and learn about some of the innovative programs and efforts underway by several of our member agencies and the work of the California Police Chiefs Association team. It serves as a clear example of the strength of policing in California in responding successfully to the ever-increasing challenges of our profession in service to our communities.

As my term as president enters the final quarter, I want to let you know what an honor it has been to serve as president and represent the many dedicated and talented policing executives serving across our great state. While we may have gained a few more challenges as the result of recent legislative and election outcomes, our organization has hit the ground running to develop and implement member resources and legislative remedies to help us rise to these new challenges.

During my comments at our 2016 installation dinner, I spoke about the greatest strength of Cal Chiefs being our extraordinary team of staff, committee and board members, as well as general membership and retired chiefs, willing to get involved in the success of our organization. What I have observed and been a part of over the last nine months has served to reinforce and strengthen my belief that a strong, dedicated team, focused on a mission, can deliver extraordinary results. I am confident the future success of Cal Chiefs and our profession is secure in the strength of our unity, teamwork and commitment to overcome adversity as we continue to serve as guardians in our communities.

As this holiday season continues, I wish you all a happy and joyous holiday as well as good health and success for the New Year. I ask that during this holiday season, we each take a moment to reflect upon the ten families in California who cannot spend the holiday with their loved ones because they made the ultimate sacrifice in the line of duty in service to their community.

Best Regards,

Ken Corney

Chief Ken Corney, President

California Police Chiefs Association

Membership Update

Since the last membership update we have had the pleasure of welcoming 20 new chiefs and 41 new associate members. The names and agencies are listed below. Please help us welcome them all!

CONGRATULATIONS NEW CHIEFS!

7/1/2016	Robert Avels Montclair PD	10/1/2016	Jon King Moraga PD	10/25/2016	Paul Keith El Cerrito PD
7/6/2016	Robert Masterson King City PD	10/3/2016	Bryan Noblett Elk Grove PD	10/28/2016	Scott Heller Oakdale PD
7/18/2016	Lori Luhnow Santa Barbara PD	10/3/2016	Eugene Harris San Gabriel PD	11/12/2016	Jeremy Bowers Piedmont PD
7/25/2016	John Miller Winters PD	10/14/2016	Adele Frese Salinas PD	11/23/2016	Shelly Vander Veen Claremont PD
8/16/2016	Mike Washburn Indio PD	10/14/2016	John Curley Covina PD	11/26/2016	Steve Hunt Azusa PD
9/16/2016	Scott Whitney Oxnard PD	10/18/2016	Jeff Tudor San Leandro PD	11/28/2016	Adele Frese Salinas PD
9/28/2016	Kevin Zimmermann Shafter PD	10/19/2016	Darin Lenyi Placentia PD		

CONGRATULATIONS NEW ASSOCIATES!

Michael Martinez
Commander, Arroyo Grande PD

Victor Pecoraro
Lieutenant, Auburn PD

Carlos Islas
Captain, Bell PD

Mickey Williams
Captain, Carlsbad PD

Ton Phan
Deputy Chief, Davis PD

Timothy Albright
Captain, Elk Grove PD

Eric Skaja
Captain, Escondido PD

Greg Kogler
Captain, Escondido PD

Mike Loarie
Captain, Escondido PD

Orgelio Rodriguez
Captain, Fontana PD

Angela Stover
Captain, Fontana PD

William Green
Captain, Fontana PD

Carl Povilaitis
Deputy Chief, Glendale PD

Gregory Allen
Commander, Greenfield PD

Julian Catano
Captain, Hawthorne PD

Milton McKinnon
Captain, Hermosa Beach PD

Louis Perez
Deputy Chief, Inglewood PD

David Salcedo
Captain, Inglewood PD

Edward Ridens
Captain, Inglewood PD

Marie DiBernardo
Captain, Inglewood PD

Jeremy Young
Captain, Livermore PD

Anthony Souza Captain
Manteca Police Department

Kevin Smith
Lieutenant, Mendota PD

Jason Reed
Captain, Montclair PD

Michael Bruno
Lieutenant, Monterey PD

David Nichols
Captain, Orange PD

Jeffrey Burton
Captain, Orange PD

Anthony Borgman
Lieutenant, Paradise PD

Michael Butts
Lieutenant, Placentia PD

Eric Point
Captain, Placentia PD

Richard Pascarella
Captain, Placentia PD

David Nichols
Lieutenant, Pleasant Hill PD

Troy Bergstrom
Captain, Roseville PD

David Shaw
Deputy Chief, Salinas PD

Jorge Duran
Captain, San Diego PD

Anthony Mata
Captain, San Jose PD

Craig Stevens
Captain, San Ramon PD

Joseph May
Deputy Chief, Simi Valley PD

Brian Solinsky
Captain, South Pasadena PD

Steve Phillips
Captain, Visalia PD

Thomas Tappe
Commander, Yuba City PD

In Remembrance



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

Cliff Diamond,
El Cajon Police Department

John Dineen,
Milbrae Police Department

Carmine Lanza,
Baldwin Park Police Department

Curtis McCleskey,
Imperial Beach Police Department

Olen McDaniel,
Kerman Police Department

Bob McGowan,
Pasadena Police Department

Robert Norman,
Foster City Police Department

David Ricketts,
Colfax Police Department

Jack Storne,
Gridley Police Department

Alfred Trembly,
Santa Barbara Police Department

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Feds Prohibited From Prosecuting Those Who Comply With A State's Laws Allowing Use Of Medical Marijuana

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

filed interlocutory appeals which were consolidated by the Ninth Circuit.

On August 16, 2016, the Ninth Circuit U.S. Court of Appeal vacated the orders of lower courts denying relief to the appellants.

COURT DISCUSSION

The Consolidated Appropriations Act, 2016, Pub. L. No. 114-113, §542, prohibits the Department of Justice ("DOJ") from spending funds to prevent states' from implementing their medical marijuana laws.

A rider to the Appropriations Act provided that, "None of the funds made available in this Act to the Department of Justice may be used, with respect to the States of Alabama, Alaska, Arizona, *California*, Colorado, Connecticut, Delaware, District of Columbia, Florida, Hawaii, Illinois, Iowa, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nevada, New Hampshire, New Jersey, New Mexico, Oregon, Rhode Island, South Carolina, Tennessee, Utah, Vermont, Washington, and Wisconsin, to prevent such States from implementing their own State laws that authorize the use, distribution, possession, or cultivation of medical marijuana."

The Court of Appeal stated that: "We are asked to decide whether criminal defendants may avoid prosecution for various federal marijuana offenses on the basis of a congressional appropriations rider that prohibits the

In *United States v. McIntosh*, 2016 U.S. App. LEXIS

15029 (9th Cir. 2016), five co-defendants allegedly ran four marijuana stores in the Los Angeles area, known as Hollywood Compassionate Care (HCC) and Happy Days, and nine indoor marijuana grow sites in the San Francisco and Los Angeles areas.

The appellants, located in California, were indicted for conspiracy to manufacture, to possess with intent to distribute, and to distribute more than 1,000 marijuana plants in violation of 21 U.S.C. §§846, 841(a)(1), 841(b)(1)(A). The government sought forfeiture derived from such violations under 21 U.S.C. §853 of the Controlled Substances Act, 21 U.S.C. §§ 801 et seq., based on their marijuana-related activities.

The appellants sought to dismiss their indictments, or enjoin their criminal prosecutions, on the grounds that the U.S. Department of Justice (DOJ) was prohibited from spending funds to prosecute them pursuant to a 2014 congressional appropriations rider. The district courts denied the motions to dismiss and Appellants

United States Department of Justice from spending funds to prevent states' implementation of their own medical marijuana laws?" As of now, the answer is "yes."

The Court explained that, at minimum, § 542 prohibits the DOJ from spending funds from relevant appropriations acts for the prosecution of individuals who engaged in conduct permitted by state medical marijuana laws and who fully complied with such laws.

However, the DOJ is not in violation of § 542 if it prosecutes individuals who do not strictly comply with state law conditions relating to the use, distribution, possession, or cultivation of medical marijuana, as such conduct is unauthorized.

The Court remanded the cases to the district courts, noting that, if DOJ desired to continue the prosecutions, Appellants were entitled to evidentiary hearings to determine whether or not they strictly complied with state law provisions relating to the use, distribution, possession, and cultivation of medical marijuana.

CONCLUSION

This decision prevents the federal government from using federal funds to prosecute persons who comply with

their states' medical marijuana laws. It has no impact on a state's authority to prosecute violations of state law, but it does mean that the federal government will be of no help to local government.

However, the Court notes that this prohibition on the use of federal money could change at any moment. "The government had authority to initiate criminal proceedings, and it merely lost funds to continue them. The DOJ is currently prohibited from spending funds from specific appropriations acts for prosecutions of those who complied with state law. But Congress could appropriate funds for such prosecutions tomorrow."

Furthermore, in a footnote, the Court warns that marijuana is still illegal under federal law. "The prior observation should also serve as a warning. To be clear, §542 does not provide immunity from prosecution for federal marijuana offenses. The CSA prohibits the manufacture, distribution, and possession of marijuana. Anyone in any state who possesses, distributes, or manufactures marijuana for medical or recreational purposes (or attempts or conspires to do so) is committing a federal crime. The federal government can prosecute such offenses for up to five years after they occur." ■

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Legislative *Update*

By Chief Jennifer Tejada,
Chair of the Law and
Legislative Committee



It's hard to imagine an election that decided so much, but left more unanswered. Enormous questions remain at the national and local level. What impacts should we expect in California following the national election? How will the legalization of marijuana unfold?

What will the early release of felons under Prop 57 do to already hard-pressed police departments? And what course will the new members of the California Legislature take on law enforcement reform?

One thing for sure, the election may be over but there is plenty of work to be done.

Despite a tireless effort of Cal Chiefs leadership and staff, California joined the growing list of states to legalize recreational marijuana by approving Proposition 64. Today, adults over the age of 21 may legally possess up to an ounce of marijuana, and cultivate up to six plants. Additionally, penalties on transportation and sale have been reduced. Over the next year, the state will also have to develop regulations and state licensing standards for commercial sale and distribution.

With the development of state retail licenses for marijuana, Cal Chiefs will have a chance to tighten the controls on commercial operations throughout the state. Additionally, we can expect numerous bills to be introduced next year to reinforce laws that guard against youth access and exposure to marijuana, and restrictions against smoking in public. If Colorado is any indication of what to expect, we can assume marijuana policy will be an ongoing debate for years to come.

Unfortunately, Prop 64 was not the only initiative that created a new change for law enforcement.

Continuing in the footsteps of prison realignment and Proposition 47 (2014), the voters approved Proposition 57, allowing early parole consideration for serious felons. With law enforcement across the state already inundated with crime, it is not hard to predict the outcomes of Prop 57. However, the initiative does require the Department of Corrections and Rehabilitation to adopt regulations to implement new parole and sentence credit provisions, giving law enforcement a chance to mitigate the consequences.

Cal Chiefs has already engaged CDCR and the Governor's office about developing Prop 57 regulations, and will have a strong voice in ensuring dangerous individuals are not considered for parole. Furthermore, the Legislature gives us opportunity to limit the impacts of the Prop 57 by potentially redefining violent felonies and clarifying parts of the initiative related to sentence enhancements. However, the success of any measure will depend on the new Legislators headed to Sacramento in January.


While the incoming class of Legislators will be largely the same as the previous year, there have been some important changes. Although we are still counting ballots in a few contested races, it does appear that the Democrats have regained the supermajority in the California Assembly, while the Senate will likely remain one seat shy. Although we have lost several friends of law enforcement, the incoming class may shape up to be more aligned with public safety concerns than it would appear.

With the top-two primary system now in place, races between two democratic candidates now typically results in a victory for the moderate. In the Assembly and Senate, incoming Democrats are predicted to be less liberal than their predecessor. Still, we cannot assume to know how they will vote, which is a similar uncertainty many Americans are dealing with after the national election.

Regardless of party affiliations or political beliefs, everyone can agree the election of Donald Trump has already had an impact on America. From the stock market to social media, there has been constant speculation on what could be coming next. For California, one immediate concern is the likely reduction in the matching federal funding California currently receives to support state welfare programs, which will likely end with the new administration. Billions could be at stake if the federal government decides to hold back funding, which will tighten purse strings throughout the state and impact any additional funding for public safety.

Whatever challenges may come, at least **the mission to protect and serve has not changed**, and neither have the men and women sworn to carry it out. ■

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- John C. Maxwell*

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OFFICER OVERLOAD:

Are Too Many Responsibilities Compromising Officer Safety?

By Leischen Stelter,
Editor of InPublicSafety.com,
American Military University



When five police officers in Dallas were killed by a military-trained sniper in July 2016, agencies around the country conducted briefings to discuss ways officers could protect themselves should they find themselves in a similar situation. Now common practice, these briefings are one of the most effective tools for promoting officer safety, allowing agencies to share emerging threats, promote best practices, identify policy issues, and discuss training needs.

FINDING EVERY OPPORTUNITY TO TALK ABOUT SAFETY

Sergeants generally bear the responsibility of teaching officers how national incidents affect officer safety. Jeremy Nikolow, a graduate of American Military University's Criminal Justice program and 11-year officer at a large agency in central Florida, was recently promoted to patrol sergeant. He makes it a point to mention national incidents pertaining to officer safety during his daily briefings. In September, he discussed tactical and safety concerns after three Arizona officers were injured when a man intentionally drove his car into them at a gas station.

"Those officers were standing in a circle so they had a good 360-degree view," said Nikolow. "Sometimes, no matter what you do or how aware you are of your surroundings, you can't prevent attacks."

Incidents like those in Phoenix, Dallas, and Baton Rouge, where officers were targeted for attack, illustrate the inherent dangers of law enforcement. Nikolow believes it is the responsibility of a sergeant to identify officers who may be showing signs of distress. "Not every officer is able to compartmentalize after an incident. Some really need to sit down and talk it out," he said. "It's important to recognize those officers and find practical ways to work through it."

Sergeants are also responsible for conducting debriefings, a practice that has become more common among agencies. "We debrief now more than we ever did in the past," said Keith Graves, a police officer for over 28 years and current Criminal Justice student at AMU. Graves is a

Sergeant with the Livermore Police Department in California. "Whenever there's a major call, I like to get people together immediately after to talk about what went right and wrong."

Sitting down and critiquing an incident also serves as a daily reminder for officers to be aware of their biggest threat: complacency. That's something Michael Kashiktchian has already learned in his two years as an officer.

Kashiktchian was hired by the Riverside County (CA) Sheriff's Department in 2014, but has only been patrolling on his own as a Deputy Sheriff for eight months. He supplements his experience in the field with public administration classes at AMU. His training regularly reminds him never to make assumptions about what he'll be facing.

"Officers will inherently start developing an idea of what a call is going to be like," he said. If it's a theft, for example, officers might start to think about photographing the scene, collecting information about stolen property, dusting for fingerprints and so forth. Instead, officers should constantly remind themselves that they don't know what they're walking into and be prepared to use a myriad of techniques and tools.

"We have a checklist running through our minds, which seems like a constructive practice," said Kashiktchian. "But it can lead officers to lower their guard."

OFFICERS HAVE MORE TOOLS THAN EVER TO KEEP THEM SAFE

Talking about officer safety is nothing new—it's always been paramount for law enforcement. What has changed

is the techniques and tools officers have at their fingertips, said Graves. "I was on SWAT as a young man in 1992 and we would constantly be called out," he said. "Fast forward 25 years and our SWAT team isn't called out nearly as much. It's not that crime has decreased, but the average officer has better training on how to approach a situation when years earlier they would've called SWAT."

"When I first started, all I had was a revolver, a can of Mace, and a baton," said Graves. "Now officers have Tasers, bean-bag launchers, pepper spray—there's so much more equipment available for cops to protect themselves and to stop incidents before they escalate." Along with many of those tools come ongoing training and often required re-certifications.

Technology has given officers more tools than ever, but could all of this actually be detrimental to officer safety? Are officers overwhelmed by which tool or tactic they should apply while dealing with all the additional societal demands thrust upon them?

Are Officers Expected to Do Too Much?

"When I first started, cops weren't dealing with nearly as much in terms of addressing societal problems," said Graves. "But now, we're asking so much and giving them so much training that they're becoming overwhelmed."

Rendering medical aid is a great example of this. Around the country officers are equipped with Narcan, a drug that reverses drug overdose. "People think this is a great solution because cops get there the quickest so they should administer Narcan and try to save these people," said Graves. "The problem is that the places where people are overdosing often pose an officer safety problem."

Graves has seen this danger first hand. In one situation, he arrived at a house where a young officer was administering CPR to a man who had overdosed. However, in doing so, he'd forgotten to clear the scene. It turned out later that there were several dangerous people nearby.

Agencies need to recognize that all these new responsibilities, new policies, new training, and new tools are overwhelming officers and hindering their ability to respond effectively, said Dave Blake, who spent 16 years in law enforcement before retiring from the Livermore PD in California. After retiring, he earned a master's degree in psychology and started his own police practices consulting and training business focusing on use-of-force and the science of human performance.

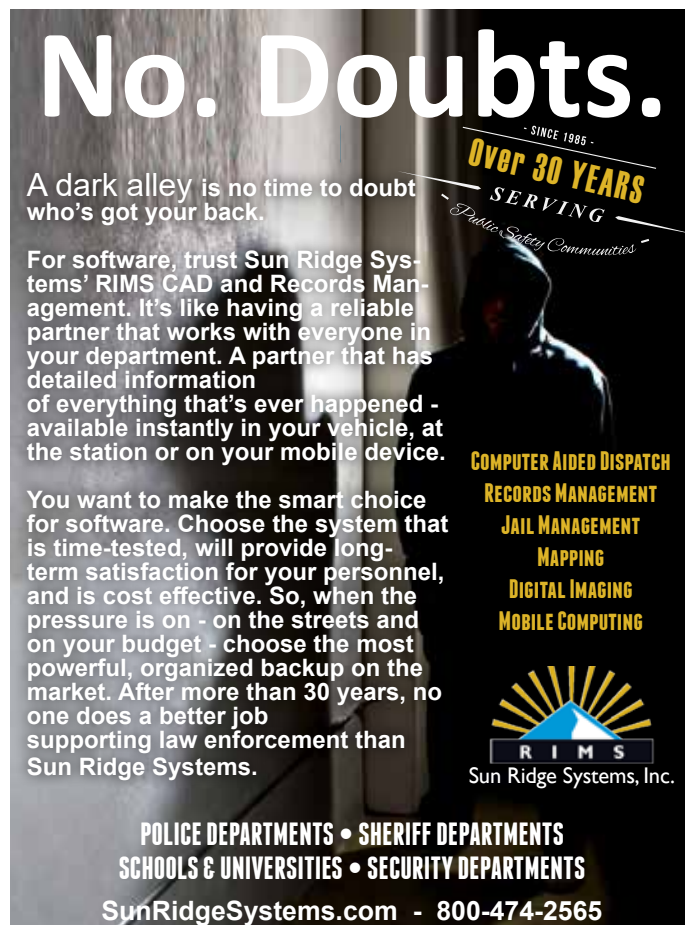
"Officers are suffering from cognitive overload because they need to know all these policies and procedures and understand their practical application. They also need to develop new skillsets to use all this equipment correctly," he said.

IN SEARCH OF A SOLUTION

With more and more responsibilities to handle, being a police officer today is more stressful than it's ever been. Add in the high levels of pressure that come with the job and it's no wonder officers feel overwhelmed and make poor split-second decisions.

Blake thinks officers need to do more training in high-stress situations. "Situations do not often go as well as they do in training. If officers conduct training in an environment that is more in line with real-world events, they will be more successful," he said. "Officers need to learn how to deescalate their own stress and allow themselves more time to observe and react."

He also advocates initiating training programs that return to fundamentals. "With all this new training and equipment initiatives, basic officer skillsets keep getting reduced," he said. Reality-based or simulated training with an emphasis on real-life scenarios and practical exercises could go a long way toward instilling confidence and decision-making skills in officers today. Law enforcement managers should determine what equipment and tactics are most appropriate for their individual agencies, and then focus training on those. ■



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City Wide Clean Up: One Step At A Time

Sergeant Walt Bullington and Deputy District Attorney, Lucky Jesrani



The City of Redding is the county seat of Shasta County, California, and is in the northern-most region of the state. It is located along the Sacramento River with Interstate 5 passing through the middle of the city. Redding encompasses 65 square miles and has a population of approximately 90,000. Redding is the largest city in the Shasta Cascade region and is the fourth-largest city in the Sacramento Valley, behind Sacramento, Elk Grove and Roseville.



As with all law enforcement agencies throughout the state, resources have become restricted due to the economy. We are not only challenged by reduced staffing levels, but also limited jail space and the negative effects of prison realignment. The Redding Police Department recognizes it has become imperative for our community to be able to communicate with our department about crime concerns that affect the quality of life of our citizens. Neighborhood Watch and Business Watch programs are invaluable tools for bringing communities together in a concerted effort to recognize and report potential criminal conduct. Public outcry voicing concerns of rising crime trends in Redding did not go unnoticed. Chief Robert Paoletti and Councilman Brent Weaver approached the

City Council with an idea to create a new unit within the Patrol Division with a Community Oriented Policing philosophy that would attempt to use a multi-faceted approach at slowing the disturbing rise in crime. This unit would not be driven by calls for service, giving them the ability to address known high crime areas, while remaining flexible enough to work on emerging crime trends.

Our City Council and city leaders were intrigued and provided Chief Paoletti the approval to allocate four new police officer positions for two years, utilizing reserve funds, to create the "Neighborhood Police Unit". One Sergeant, one Corporal and four Officers were selected to begin their new assignment on January 4, 2016. Redding Police Department Crime Statistician, Mike Murphy, with input from Neighborhood Watch Groups and Business Watch Programs, identified several priority areas of concern. Hotels and motels with high numbers of calls for service were identified as the top priority for proactive enforcement.

One motel, The Redding Inn, was already known by all of the patrol divisions to be an especially high crime area of drugs and violence. This location was in our downtown area and naturally became a primary target for enforcement, not only because of the ongoing criminal activity, but because of the concerns voiced by surrounding business owners and citizens. Open drug dealing, prostitution, violence in the streets, burglaries and thefts, all pointed at The Redding Inn's long term tenants as the primary source. Cheap rooms rented with cash, without showing ID, and no credit card or deposit required, invited a criminal element to move in and take over. Dilapidated conditions, lack of upkeep, broken windows and unhealthy living conditions became the norm. Motel management and staff were instructed to not call police for any reason, yet this motel still had the highest calls for service by far of any location in Redding (over 400 calls for service between 2014-2015). This was the result of calls from concerned citizens, neighboring businesses, victims and patrol officers stopping to address open criminal activity.

The Shasta County District Attorney's Office, Senior Deputy District Attorney Anand "Lucky" Jesrani, heads-up the Consumer Protection Unit. The Consumer Protection

"Cheap rooms rented with cash, without showing ID, and no credit card or deposit required, invited a criminal element to move in and take over."

Unit provides assistance to individuals who live, shop, or do business in Shasta County. When investigations reveal illegal, fraudulent, or deceptive practices by a business, the unit may pursue criminal and/or civil actions under Business and Professions Code (B&P) §17200 et. seq.,

DDA Jesrani offered several innovative ideas for addressing criminal activity at business locations such as The Redding Inn, including civil prosecutions. A civil prosecution can be an

effective means of getting a business to cease their unlawful activity. The primary goal of a civil prosecution is to protect consumers, but it also protects honest businesses that comply with the law and helps ensure a fair marketplace.

Authority for filing civil prosecutions comes from B&P §17200, which is California's unfair competition law.



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Unfair competition includes anything that can be called a business practice and at the same time is forbidden by the law. This means that B&P §17200 borrows violations of other laws and treats those violations as unlawful practices by a business. So, when there is a violation of some other law, B&P §17200 can be used to treat the action as unfair competition and be independently actionable by prosecutors. Some of the remedies available under B&P §17200 are: an injunction, civil penalties, restitution and reimbursement of emergency costs. An injunction is a court order that prohibits a business from continuing its unlawful activity. Civil penalties under B&P §17200 are mandatory if a violation is found and a business can be penalized up to \$2,500.00 for each violation it had committed. One important distinction between a criminal prosecution and a civil prosecution is that at trial, a civil prosecution requires proof only by a “preponderance of evidence” rather than “beyond a reasonable doubt.”

The District Attorney’s Office, working in conjunction with the Neighborhood Police Unit, found multiple violations under the Controlled Substances Abatement Act, Red Light Abatement Act and Public Nuisance laws by The Redding Inn. (See Penal Code §§ 11225-11235; Health & Safety Code §11570, and Civil Code §§ 3479 and 3480). The Neighborhood Police Unit’s investigations and reports

allowed for the District Attorney’s Office, through DDA Jesrani, to file a civil lawsuit against the motel.

Shortly after the filing of the lawsuit, The Redding Inn made significant improvements and the calls for service there dropped by approximately 60%. Additionally, The Redding Inn decided to cooperate and reached a settlement with the District Attorney’s Office within 4 months of the filing of the lawsuit.

The settlement included repayment to the Redding Police Department for its investigative costs and also included a contribution of \$12,500.00 to the Neighborhood Police Unit to help continue its efforts of combating crime. The total judgment imposed \$35,000.00 against the motel. In addition, strict compliance measures were imposed requiring the Redding Inn to hire a security guard, install security cameras, improve lighting, and change their business operations to those of a more conventional motel business. The business has since ceased operations. The civil prosecution highlights successful collaboration between the Redding Police Department and the Shasta County District Attorney’s Office. Both agencies had specialized units to specifically address these types of issues, and the collaboration helped achieve law enforcement goals of compliance, punishment and deterrence. ■



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ONE SOLUTION, MULTIPLE BENEFITS

How digital evidence management is changing the way police officers gather, store and share information

By Eric Ruddy,
Sponsored by Motorola Solutions

Capturing, managing and storing digital evidence are critical components of law enforcement operations today. But while technology has introduced countless new systems and processes designed to help speed up these critical tasks, some solutions have proven to do otherwise. They are daunting, costly and complicated to operate—just how is that helping police officers do their jobs better?

For more than a decade, law enforcement units across Canada have been testing, instituting and embracing body-worn camera technology. We now know with absolute certainty that video holds great promise for enhancing transparency, promoting accountability and advancing public safety. As video evidence proliferates, police departments are looking for smarter ways to streamline the process while controlling the costs. No one wants to be strapped with multiple devices or generating more data and more work to manage on the back end. What's needed is a holistic end-to-end solution that can contain the expense of evidence management, enhance the safety and efficiency of officers, and improve interactions with the public.



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Cloud deployments reduce the operational impact of faults and outages, freeing staff members to focus on strategic initiatives instead of time-consuming tactical efforts, in turn driving greater value for responder and community safety.

For more information on digital evidence management and why your agency should embrace this technology today, Request a demo at:

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SANTA MARIA POLICE DEPARTMENT

The Heart of the City

By: Sergeant Terry Flaa,
Santa Maria Police Department



The state of the art crime lab now has four full time technicians, who processed over 400 crime scenes last year.



The employee breakroom has a 50's theme, complete with booths and a jukebox.

On June 22, 2015, the Santa Maria Police Department opened the doors of their new 72,000 square foot facility right in the heart of booming downtown Santa Maria. And it's all because of the support from the community and city!



The Santa Maria Police Department has nearly 130 sworn officers, 51 professional staff, and 8 volunteers. (Photography by Reflections Photography, 2015)

At the time the Santa Maria Police moved into their original facility in 1953, the city's population was about 15,000 people and the department consisted of 25 sworn and professional staff employees. Little did city and police officials know that once the new 12,000 square foot, state of the art facility would remain the home of the Santa Maria Police Department for over half a century.

Over a span of nearly 60 years, the city grew to over 23 square miles, with a population over 104,000 residents. The original 25-person department has now grown to approximately 180 personnel. In an attempt to keep up with the department's growth throughout the years, several make-do building modifications and additions were built. In 2008 the decision was made to locate a new facility, and so the City of Santa Maria purchased a previously occupied building for \$13.1 million.

In 2012, Chief Ralph Martin was hired and immediately saw the need of both organizational and philosophical change. Chief Martin garnered support from the community, city council, city administration, and within the agency to make those changes. The most significant changes included a renewed investment in the new police facility, a return to community based policing, and major policy updates.

Some of the notable changes included: increasing the line-level sworn staff from just over 100 to 128, with a goal of 135 in the next two years. Increasing supervision from 11 sergeants to 18 and from 4 lieutenants to 6. The department's entire fleet consisted of aged vehicles and a logo that represented the past. With direct input from the police department staff, a new fleet was selected along with a new department logo.

Santa Maria's new facility features: secured holding facilities, a spacious evidence room to meet the department's needs for years to come, and a modern crime lab. "This new facility is a physical representation of our modern and professional Police Department," said Chief Martin. "We have a great mix of experienced officers and support staff, and dynamic new officers and support staff, who are forward-thinking and who are proud to serve."

Assisting Chief Martin with this new direction was the overwhelming support for the police department from its community, media, city council, and one person in particular; City Manager Rick Haydon. From the onset, Mr. Haydon stated that his goal all along was to provide the officers with the tools they need to succeed.

Teamwork, community support and dedication to public service has landed Santa Maria PD right in the HEART of their ever-supportive city. ■

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Pink breast cancer awareness patches *grow in popularity*

By Jessica Peralta





Irwindale Police Sgt. Rudy Gatto was at the Starbucks drive-through when the young woman at the window noticed the pink patch on his uniform. She asked about it and then called her co-workers to the window as well.

“Just the stimulating conversation with the community is incredible,” says Gatto, who added that this particular conversation occurred within the first hour of Irwindale Police officers starting to wear their pink patches in the community in 2015. **“It’s really staggering to think the kind of impact it’s having on the community.”**

In addition to raising funds for breast cancer research, this kind of dialogue is one of the Pink Patch Project’s key goals. According to the Pink Patch Project, about one in eight women will be diagnosed with invasive breast cancer in her lifetime and breast cancer is the second leading cause of cancer death among women.

“We want to find a cure, we want to fight cancer and raise awareness,” says Irwindale Police Chief Anthony Miranda, who got the basic idea of wearing pink patches as a way to support October’s Breast Cancer Awareness Month from the Seal Beach Police Department, which did this in 2013.

In 2015, Irwindale Police developed a more expanded version of the idea and had a goal of raising \$10,000 by

selling the patches in the community. They doubled their target goal by raising \$20,000.

“It’s very, very personal and the energy is incredible that [participating agencies] bring to the project,” says Miranda.

With such great success, Miranda decided to go even bigger this year, inviting the Los Angeles County Police Chiefs’ Association to participate. The participants list has grown consistently (at 71 agencies as of Oct. 14), including departments all over California, and even several out-of-state agencies as well.

“It’s really kind of a collaborative effort between all these agencies,” says Gatto.

Many agencies have really taken the idea and run with it, according to Gatto. Some stick to the pink patches, while others sell T-shirts, plush animals, license plate frames, challenge coins, etc.

One agency even received a donated women’s diamond ring to sell raffle tickets for and give proceeds to the Pink Patch Project Fund for Cancer. Each agency selects a local breast cancer group to support and runs its fundraising efforts independently – determining marketing, promotions and sales on a local level. Each agency also handles its own record keeping and works directly with the local organization receiving the donations.

There has been collaboration among agencies – including a Pink Patch Project booth at the recent Los Angeles County Fair, which sold patches and T-shirts from several different agencies and collectively raised \$30,000 in just four weeks.

“It’s a feel-good program that a lot of people have a *connection* to.”



“The agencies are getting really creative on how they’re doing it,” says Gatto. “They have a commitment at the agency level and helping at a larger scale.”

For example, Fullerton Police Department is selling its pink patches the traditional way (the agency’s patch redesigned using vibrant pink) and also in a framed version. For those who wanted something a little different, Fullerton Police Community Service Officer Kristy Wells put together 4-by-6 framed patches on black matte, which sold for \$20, with the loose patches selling for \$10. After selling all 150 frames, she had requests for more – which she’s supplying. The campaign will run through the end of October.

“I had a lady last week saying she’s actually collecting the pink patches and will be making a quilt,” says Wells.

Wells says many people in law enforcement and the

general community have been impacted by the disease.

“I think a lot of people have been affected in some way, whether they know a family member or friend,” she says.

“I think everyone has a story.”

Breast cancer awareness efforts at Fullerton PD began a few years ago with proceeds from T-shirts sold within the agency donated to St. Jude Cancer Research. This year, the FPD’s campaign expanded to the community at large with the pink patches. In one month, the agency sold 220 patches, according to Wells, and that was even before the month of October.

“It got a lot bigger than I thought it would and very quickly ... which I’m very happy about,” says Wells.

Fullerton Police is selling patches far beyond its city borders, including a mother from West Virginia who want-



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ed one of the pink patches sent to her daughter, a breast cancer survivor. Another buyer is a retired police officer all the way in Scotland.

"Everyone in the community has been affected in some way by cancer. I continue to be amazed by the efforts of the men and women of the Fullerton Police Department and their desire to help others in need. CSO Wells did a great job organizing and promoting our involvement. We are proud to be a part of the Pink Patch Project, a project that will help us donate funds directly back into the community to fight cancer," says FPD Chief Dan Hughes.

The larger initiative as a whole has really taken off, says Gatto. His mother-in-law is a breast cancer survivor who had early detection, treatment and 100-percent recovery – so he understands the importance of awareness.

"It's really exploded," he says. "It's a feel-good program that a lot of people have a connection to."

With half of L.A. County's law enforcement community committed to the campaign and more than 65 agencies involved, Miranda hopes the effort can go national.

"Ideally I'd love to see this go out like a National Night Out," he says. "I think for me personally at the end of the rainbow that would be awesome to see that as a nationwide effort."

Miranda points to the ALS Ice Bucket Challenge as an example where a widespread marketing campaign raised a lot of money that made an impact for a great cause. He hopes the law enforcement community can do the same for breast cancer.

"Maybe we can have some kind of breakthrough with this initiative as well,"
Miranda says.
"Do our part."

To purchase the patches from other agencies, visit pinkpatchproject.com. Any public safety agency wishing to start a Pink Patch Project locally or wanting to partner with an existing Pink Patch program, can email pinkpatchproject@gmail.com. ■

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"It's just us getting involved with the community more and seeing us in a different light... They see us as more human."



APD PATROL OFFICER DOUBLES AS POP WARNER COACH AS PART OF COMMUNITY OUTREACH

By Jessica Peralta



After working a 12-hour shift in a patrol car, Anaheim Police Officer Eddie Fletcher drives straight over to Brookhurst Community Park for a couple of hours of Pop Warner football.

But he's not there watching his own kids play. He's there helping coach the 28 9- and 10-year-olds on the Anaheim Rams to improve their offensive and defensive skills, as well as serving as a law enforcement liaison to community youth and their families.

"The mission was to build a relationship between the cops and the kids," Fletcher says of the new pilot Youth Athletic Program under the Cops4Kids (C4K) Program. "[The agency] wanted officers to be more involved in the program."

As part of that, Fletcher arrives to practice (three days a week) in his patrol car and during the Saturday games, he wears an APD Youth Athletic Program shirt, badge and gun. The idea is for kids and their parents to participate in a fun activity with a law enforcement officer, opening a line of communication, as well as providing some added security to the area. (A 9-year-old girl was killed three years ago in a gang shooting across the street from the park.)

"Me being there was more of a deterrent for anything to happen with all these kids," says Fletcher. "It's just us getting involved with the community more and seeing us in a different light... They see us as more human."

At first there was a bit of a hurdle to cross. Not so much with the kids, who found Fletcher's police Charger and gun of particular interest. But he was met with silence from many parents – especially moms – who might have a husband in jail and not think very highly of law enforcement.

But once family members saw the positive influence Fletcher provided and his supportive coaching style, they seemed to relax.

"Now they interact, they say hi," Fletcher says. "A lot of them just call me coach, which is great."

Fletcher is no newbie when it comes to coaching

football. He coached Pop Warner for six years when his son (now 18) was on a team.

As assistant coach for the Anaheim Rams, his specialty is the offensive and defensive line, but he tries to leave the intensity of actual coaching to the other coaches. His role is more of confidence-builder and motivator.

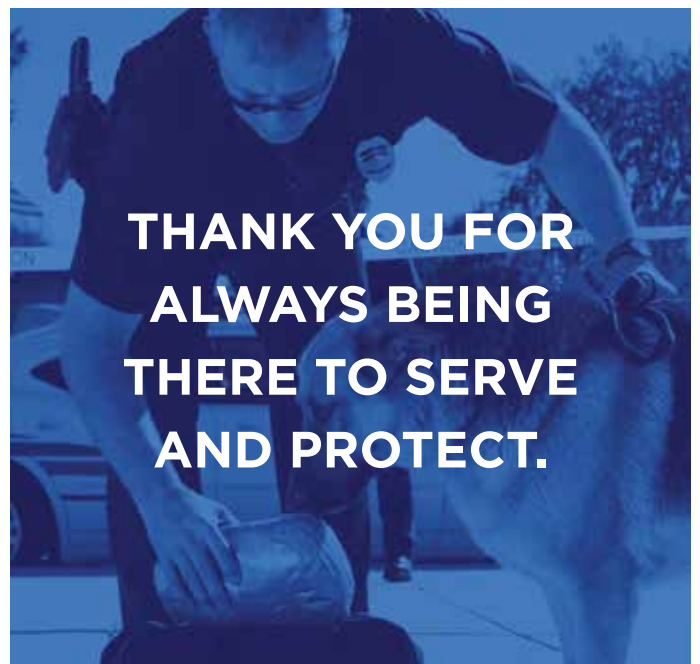
"They needed a good role model," he says. "I let the head coaches and the dads be out there yelling."

Fletcher's Pop Warner connections also have come in handy for the team. When he started coaching, the Anaheim Rams didn't have much in the way of equipment. He made a few calls and got some tackling pads donated by Foothill High School. Servite High School donated a sled and also student volunteers for Anaheim Rams games.

"It's been a great influence for them and also for me," Fletcher says.

Anaheim Lt. Tim Schmidt says Fletcher is a great role model for the agency.

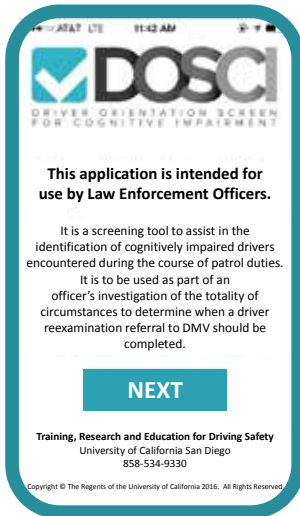
"I'm not aware of any other police department in Orange County that is supporting a youth sports program like this ... with on-duty police officers engaged with kids and families," he says. ■



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TRAINING TOOLS TO IDENTIFY COGNITIVE IMPAIRMENT IN LAW ENFORCEMENT CONTACTS

Linda Hill, MD, MPH
Training, Research and Education for Driving Safety
University of California San Diego

Law enforcement contacts always include unknown factors. Whether it's a call of a person behaving oddly, an irate customer at a

business, or a roadside contact with a confused driver, officers are required to make quick decisions to avoid danger and quickly find solutions to these problems.

In the example of confused drivers, it is unknown how many motor vehicle crashes involve persons affected by cognitive impairment. We do know that medical conditions, medications, and cognitive impairment have the potential to interfere with the ability to drive safely, and the prevalence of these conditions is higher in older drivers. By 2030, one in five drivers in the U.S. will be over age 65. With the rising age of our population, the risks associated with cognitive impairment in older drivers is a problem that needs to be addressed.

Law enforcement is often lenient with older drivers out of respect, compassion or identification with a parent or grandparent. The impact that one unsafe older driver can have on themselves, other drivers or pedestrians can be devastating. The proper identification of cognitive impairment causing unsafe driving can prevent injury and fatal collisions in our communities.

The Training, Research and Education for Driving Safety (TREDs) program at the University of California San Diego (UCSD) has resources available to assist law enforcement in the identification and management of drivers with cognitive impairment. In collaboration with law enforcement, TREDs developed the Driver Orientation Screen for Cognitive Impairment, or DOSCI, to assist officers in assessing a driver's cognitive status and their ability to safely continue driving.

The DOSCI is available as a laminated card, which fits into a ticket book, and as a smartphone application. It allows officers to screen for orientation to person, place, and time by asking nine routine questions such as "What is your date of birth?" and uses a scale for weighing responses. It also provides resources and contact information to assist in making referrals when impairment is detected. A



10-minute video that provides instruction on the use of the DOSCI tool can be viewed at <http://bit.ly/dosci>.

Additional online training videos that describe the impact medical conditions can have on driving and demonstrate use of the DOSCI during a law enforcement contact can be found at the TREDs website on the page designated for law enforcement, treds.ucsd.edu/law-enforcement. A password can be issued for use within your agency.

In-person training, delivered by law enforcement professionals, is also available as either a 2-hour POST-certified course entitled "Law Enforcement's Role in Older Driver Safety" or a 30-minute abbreviated version suitable for shift change briefings.

While situations involving older drivers may be challenging, properly screening drivers for impairments protects the driver, other roadway users, and our communities from harm. To schedule a training or request free DOSCI cards, contact TREDs at treds@ucsd.edu or call (858) 534-9330. ■

BENEFITS OF THE DOSCI

- ✓ Assists in identifying cognitive impairment in drivers
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THE IRVINE MODEL

The next step in police support of those with mental illness

By Lieutenant Dave Klug

Law Enforcement has made significant improvements in responding to calls involving people who suffer from mental illness. These improvements have primarily focused on reducing violent encounters by ensuring police officers are trained to assess, identify and deescalate situations involving at-risk individuals with mental illness.

In support of these improvements, there has been an increase in the adoption of proven mental health programs by law enforcement agencies across the nation. Programs like the Crisis Intervention Training (CIT) initiated by the Memphis Police Department in 1987 have grown in popularity and helped provide thousands of police officers with specialized training in differentiating those suffering from mental illness who are not violent from those who are. There are more officers responding to mental health calls

with a mental health professional by their side, as part of programs like the Psychiatric Emergency Response Team (PERT), allowing for an immediate professional assessment. These programs are, and will continue to be, an important part of law enforcement.

As successful as these programs have been, what is the next evolution for law enforcement involvement in supporting the mentally ill in our community? What more can we do to proactively reduce the number of people from entering a crisis state and, how can we best serve those in our community suffering from mental illness? The Irvine Model was created with these questions in mind. We determined that the following were common factors for nearly every mental health detention.



- Those detained for mental health evaluations have had prior contacts with law enforcement for issues stemming from their mental illness.
- Many of those detained reached a crisis point because they destabilized; they stopped taking medication, they were self-medicating and/or experiencing stressors at home.
- The majority of mental illnesses requiring a police response can be stabilized with proper medication and proper case management.
- Mental health services are not equipped to provide quick and ongoing case management for many of those suffering from a mental illness in our community.
- Few mental health detainees are contacted by mental health services after they are released. There is no emphasis on long-term case management to support them over time.

The Irvine Model is a proactive outreach approach that focuses on wrap-around services. Mental health related calls for service are assigned to our Mental Health Officers (MHO) in the same way that crime reports are assigned to detectives. These become an active case for the MHO and the goal is to make contact on every case. Our MHO's work together with mental health professionals who are assigned to the program. The Irvine Police Department has partnered with the Orange County Health Care Agency and they have provided us a mental health professional that works directly with our MHO. The pairing of the two is the perfect partnership for our Mental Health Team (MHT).

The Mental Health Team does not normally respond to calls for service, but rather conducts outreach to those already known to need mental health support. The team travels to the home of many of the individuals to meet with families and determine if any challenges exist that might cause the individual to destabilize triggering a mental health crisis. Oftentimes connecting a family to available resources for support is enough to keep their loved one on track and out of crisis.

Another benefit of the home visit is the trust that law enforcement can build with the individual and his or her family. There is a perceived fear of police that if a family calls the police to assist with a mental health crisis, the police will either injure or kill their family member. Proactive outreach significantly helps reduce those fears and build long term relationships with families. Additionally, a proactive approach increases the likelihood those families will seek out assistance before a new, greater crisis occurs.

The Irvine Model is not a "one-size-fits-all." Rather, it



caters to the specific needs of the individual as well as their family. Because the needs of the individual or their loved ones can be very diverse, the team focuses on the inclusion of a variety of County and non-profit agencies. The Mental Health Team has a licensed marriage and family therapist who is employed by the City of Irvine, who is able to act as a resource for these individuals should the need be there. In addition, a county clinician is also a part of the team, offering expertise in county services and assessments.

Once a month, they meet with a variety of stakeholders within the mental health community (Adult Protective Services, CPS, Senior Center Social Workers, Investigators, Victim Advocate, Code Enforcement, and our Mental Health Liaison Officers), to review cases and strategize new ways to assist individuals who may overlap into a variety of programs. This collaboration allows for more succinct service, eliminates duplication of services, and ensures that individuals do not go unnoticed or "fall between the cracks". When more than one organization is working with an individual, the team works together to ensure that everyone meets with the individual at the same time. This eliminates numerous home visits from a variety of agencies, minimizing confusion or contradicting action plans. The relationships we have fostered with professional care providers has helped fast track recovery for those who have been in crisis.

The Irvine Model ensures that once someone is identified as needing mental health support, they are quickly contacted by the Mental Health Team, who can then provide individuals and their support system with the resources they need in order to avoid a larger crisis. This model also helps develop an organizational culture of care and support for those suffering from a mental illness. We can make a tremendous difference by expanding the role of every police officer to be a "mental health advocate" responsible for connecting members of the community who need support with the available mental resources. ■



WOMEN LEADERS IN LAW ENFORCEMENT: *Courage, Connection, Compassion*



PHOTOGRAPHER CREDIT

David Garber, Chula Vista PD
Priscilla Graton, Chula Vista PD
Selena Gruning, Escondido PD

Over nine hundred women and men, of all rank and level, gathered in San Diego on November 2-4, 2016 for the 11th Annual Women Leaders in Law Enforcement Training Symposium (WLLE). The attendees came to learn, be inspired and to network. This year's symposium theme, *Courage Compassion and Connection*, was reemphasized by speakers such as Chief Sylvia Moir, Sue Rahr and Dr. Terrance Roberts. The high-level training this year featured presentations on leadership, critical incident survival, and health and fitness for law enforcement, as well as other exciting topics.

The idea of bringing women together to exchange ideas, training, struggles and triumphs began in 1987. Two women, Los Gatos Police Captain Alana Forrest and Menlo Park Police Commander Lacey Burt, met in a restaurant with 20 other female law enforcement professionals to discuss how to help each other in their profession. In 2006, after several years of small, local training events, the

California Police Chiefs Association took the event statewide and brought in the State Sheriffs' Association, the California Peace Officers' Association and the California Highway Patrol as co-sponsors. To this day, WLLE hosts upwards of 800 female and male attendees each year. WLLE has grown tremendously since 1987, and this year we were honored to have attendees from states such as; Arizona, Colorado, Michigan, Nevada, Texas, Tennessee and Utah.

Chief Sandra Spagnoli was the recipient of this year's Trail Blazer award which is presented annually to a woman working in law enforcement (sworn or professional) who has made outstanding contributions to her profession and/or professional organization. A secondary consideration is her contribution to the California community as a volunteer. The community service may be in any sector (human services, the arts, civic, political) but must be as a volunteer and not as an employee or elected official.

The Women Leaders in Law Enforcement Training Symposium would not be possible if not for our generous sponsors; American Military University, U.S. Armor, Union University, Jones & Mayer, Liebert Cassidy Whitmore, Wells Fargo: Home Mortgage, Cambridge Financial, Sun Ridge Systems, Blauer, San Jose Police Department, CAHP Credit Union, Nationwide, Bob Murray & Associates, Bay Area Rapid Transit Police and LA County Police Chiefs Association.

The San Diego Chapter of WLLE hosted this year's event and planning for the 12th Annual Women Leaders in Law Enforcement Training Symposium is already underway! We hope you will join us in Monterey November 5-7, 2017 when we are hosted by the Central Coast WLLE Chapter. ■

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THINK BIG: HOW TRUCKEE PD IS GAINING NATIONAL ATTENTION

The Truckee Police Department, Big Brothers Big Sisters and the Boys & girls Club of North Lake Tahoe have been partners since 2014. The reason for this? **Mentorship.**

At the suggestion of Truckee's Police Chief, Adam McGill, officers are encouraged to spend some of their on-duty time once a week mentoring a child. Several officers have volunteered so far with the program expanding into officers participating even when they're off duty. Officers and their "littles" have spent time at the Truckee Tahoe Airshow, fishing, riding bikes, hiking, and visiting Woodward at Boreal along with countless lunches.

"The Truckee Police Department's partnership with Big Brothers Big Sisters fulfills a missing link between the police department and the community we serve by providing reliable role models for deserving youth in our community," said Chief McGill.

"The staff at Boys & Girls Club has identified five Club members who could use a little extra help with academic or social skills," said Peggy Martin, community development director for Big Brothers Big Sisters of Nevada County and North Lake Tahoe. "Big Brothers Big Sisters then recruits, screens and trains the mentors to work with these children on site at the Club once a week. Having local police officers fulfill these roles is such a bonus to our program that touches all of our members, and not just those assigned to a police officer."

"I think it is critical that kids get to know our officers on a personal level through positive interactions and not develop a mindset where they feel hesitant or uneasy when encountering police. Participating in Big Brothers and Big Sisters gives us that opportunity. Kids get to see that police officers are just part of the community like everyone else and they get great exposure to what our jobs are like," said Captain Leftwich.



It's not just the kids who benefit from this program. Parents benefit as well! One of the parents of the mentored kids explains, "My son now sees the police in a good light. He realizes they are real people with real lives and families that have feelings. I hope that it will inspire him to be a good person, to do good in the community and to possibly become police officers someday. I'm happy that he now sees police officers as role models instead of people that arrest you or are against you."

Big Brothers Big Sisters of Nevada County and North Lake Tahoe (BBBSNC) is an affiliate member of Big Brothers Big Sisters of America, a national nonprofit agency dedicated to creating a volunteer base where at-risk child and youth can be matched with a Big Brother or Big Sister. Recently the local chapter was notified by the national Big Brothers Big Sisters headquarters that the national organization was launching a new initiative in communities across the country known as "Bigs in Blue" based off the Truckee program.

"We are honored to have contributed to initiating this worthwhile program across the country and hope it takes off in a meaningful way," said Chief McGill. "Any opportunity we can find that creates a positive interaction with those we serve is something we should always be in search of so that we continue to build relationships that co-op the responsibility of public safety between the police and community." ■



Cal Chiefs Highlights Strategic Partner and Corporate Circle Members

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

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

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mjm@jones-mayer.com



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Alfonso Estrada **Jay Trinnaman**
562-653-3474 562-653-3497
alestrada@aalrr.com JTrinnaman@aalrr.com



Elle Daniels, Director of Enrollment Services
714-882-7825
edaniels@calsouthern.edu



Edith Tsui
916-900-5505
tsuie@nationwide.com



Erik Fritsvold, Ph.D.
Academic Coordinator, Law Enforcement & Public Safety
Leadership M.S.
619- 260-4026
erikf@sandiego.edu

STANDARD CORPORATE CIRCLE MEMBERS



Elizabeth Pastores-Palffy
310-417-3500, x 1722
Beth.Pastores-Palffy@myunion.edu



Sam Davis
951-202-5577
sdavis@fedsig.com



David Mack, Nor. Cal
916-747-7357
David.mack@verizonwireless.com

George Barela, So. Cal
949-275-6229
George.barela@verizonwireless.com



Max Santiago, Dir. of Law Enforcement Relations
916-601-7856
max.santiago@outerwall.com



Jennifer Johnson, Business Development Manager
310-391-2057, jjohnson@lcw.com



Dan Kelleher
Business/Sales Development
650-333-8323
dan.kelleher@harris.com

Jayne Leighton
Area Sales Manager
505-414-8700
Jayne.leighton@harris.com

Eli Ruonavaara
Radio Sales Manager Northern California
530-306-7271
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California Police Chiefs Association

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Sacramento, CA 95865-5745

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