



Volume 36 Issue 1

www.nlpoa.org

June 2008

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**35th Annual NLPOA National Training
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**Denver, Colorado
Oct. 29 to Nov. 2, 2008**

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National Latino Peace Officers Association® invites you to become a part of El Puente! El Puente is the official publication of the National Latino Peace Officers Association (NLPOA) and is published three times a year. The El Puente is distributed to more than 20,000 individuals and over 2,500 institutions and has been published continuously since 1976.

About the NLPOA: The National Latino Peace Officers Association is the largest Latino Law Enforcement Organization in the United States. With membership exceeding 20,000, NLPOA covers officers in almost every state and at all career levels.

The National Latino Peace Officers Association does not discriminate in its membership. As such, a percentage of our members are non-Latinos and have joined with us in supporting our goals and objectives.

NLPOA's goal is to promote equality and professionalism in law enforcement. We accomplish by providing our members, and members of the community, with career training, conferences and workshops and by promoting education, career advancement, mentoring, and a strong commitment to community service in all of our activities.

Why El Puente Newsletter: El Puente readers are members of the largest minority group in the country. By 2020 it is estimated that one out of every five U.S. residents will be Hispanic! El Puente is a fantastic source to cost-effectively target Latino law enforcement professionals and Latino members in the U.S. military and university systems.

We look forward to creating an El Puente advertising program for you. Contact nlpoa@comcast.net or 305-934-8525 to coordinate your advertising and to obtain current specials and advertising opportunities.

Jeff Mallow

National NLPOA El Puente Editor
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Roy Garivey
National President
Houston, TX

The National Spring meeting in San Diego was a huge success. I would like to thank the San Diego and San Diego Metro chapters for the great job in ensuring the success of the meeting. A few of the good things that came out of the meeting are the MILK program and the National Law Enforcement Museum program. Both programs are awesome opportunities for the NLPOA to support to great programs. One is related to our greatest fear the disappearance of a child. One lost child is to many. Anything the NLPOA can do to prevent or assist in the recovery effort of any lost child we will do to the best of our ability. The other relates to the great pride we each have in our hearts for the profession we so have chosen for ourselves. The profession is not one we enter for the financial gain but for the sense of giving back to the community in which we live and work. The interactivity phase of the museum provides each one of us to record our individual story, providing our children, grandchildren and extended family, friends to research for years to come. As an Association and as individual chapters the opportunity to show our support for the museum has been laid at our feet. Based on the conversations I had with several chapters after the meeting the level of support is very high.



The NLPOA and Farmers Insurance have teamed up in the M.I.L.K. program. The MILK program is the first step in the Amber alert process. Farmers has requested that the NLPOA be their law enforcement liaison in to the community. Farmers has a strong reputation and highly respected throughout the nation. I believe that this is another opportunity to display the NLPOA as an Association that is very strong and respected in the hundreds of communities that we are located in throughout our great country.

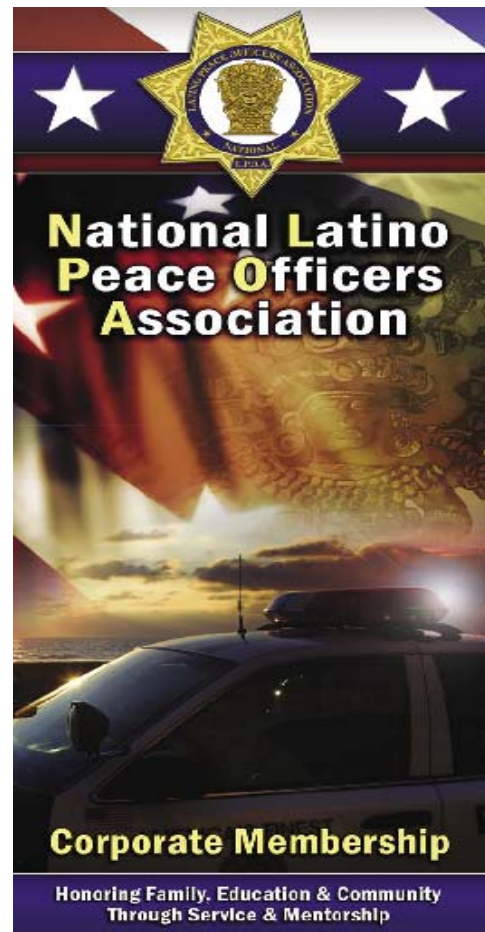
The MILK program is totally funded by Farmers with NLPOA providing the events within the community throughout the year. Two MILK events have already been hosted in Texas and California with great success. I am challenging each chapter to host 2 events minimum where the MILK program is presented.

Companies such as Farmers are exactly what NLPOA wants to team up with to continue to display all facets of the Association.

Thank you for your continued support of our entire national programs such as National Center for Missing and Exploited Children, M.I.L.K., etc

Thank you for support throughout the past 18 months.

Roy Garivey
National President
National Latino Peace Officers Association



City of Oakland, California seeking Police Officer - Over \$70K +generous benefits!



SFPCU Proud Partner of the NLPOA

A MESSAGE FROM PRESIDENT/CEO MICHAEL R. SORDELLI
SFPCU is excited as we approach the one year anniversary of our partnership with the NLPOA. We are proud of this partnership and are pleased to be selected for our expertise in Financial Services. We salute NLPOA members across the country for their passion, commitment and dedication to the well-being of the communities they live in.

Over the past year our partnership has made both the NLPOA Visa Card and membership at the SF Police Credit Union available to all NLPOA members. The NLPOA Visa Card offers a low fixed-rate, no annual fee, no balance transfer fees and most importantly each time the NLPOA Visa is used to make a purchase, a percentage will be contributed back to the NLPOA.

As many of you know membership at SFPCU opens the door to many exclusive privileges, promotions, low-cost loans and above average dividends on your deposits. Once you join the SFPCU family, you'll be eligible for a lifetime of benefits. We started back in 1953, and have grown to over 25,000 members and over \$500 million in assets through a commitment to meeting the needs of our members. With steady membership, share and loan growth, I'm happy to say that our outlook is positive.

We hope that you will take advantage of the NLPOA Visa Card and membership at SFPCU. All of us here at SFPCU are looking forward to another year of providing quality financial services to NLPOA members and the continuation of a prosperous partnership.

Sincerely,

Michael R. Sordelli
President, CEO

National Latino Peace Officers Association Visa

Show your support and pride, and get the credit you deserve!



- Each time the NLPOA Visa is used to make a purchase, a percentage will be contributed back to the NLPOA!
- Low, Fixed Annual Percentage Rate
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If your chapter needs help getting the NLPOA Visa Card program launched, or would like more information about your NLPOA Visa or SFPCU, please contact:

Darlene Hong V.P. Business Development 415.699.6137 DarleneH@sfpcu.org	OR	Priscilla Kioa Business Development Officer 415.990.2390 PriscillaK@sfpcu.org
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35th Annual NLPOA National Training Institute
Convention Schedule

Wednesday -October 29, 2008

- Registration and Vendor set-up
- Hospitality Suite

Thursday - October 30, 2008

- National Law Enforcement Training
- Recruiters and Vendors
- NLPOA President's Luncheon

Louis F. Quijas, Asst Director FBI - Keynote Speaker

- Individual Firearms Competition (Indoor range)
- Coors Brewery Tour and Reception, Golden Colorado

Friday - October 31, 2008

- National Law Enforcement Training
- Recruiters and Vendors
- NLPOA Training Luncheon
- New President's Training

Anthony Chapa, Asst Director Secret Service - Keynote Speaker

Mitchell R. Morrissey Denver County District Attorney –Keynote Speaker

Saturday – November 1, 2008

- National Meeting and Elections

National NLPOA Awards & Installation Banquet

Pete Coors. President CEO – Keynote Speaker

- Officer of The Year
- Chief's leadership Awards
- Lifetime Membership Awards

35th Annual NLPOA National Training Institute
Chief's Leadership Awards for 2008

These Law Enforcement Executives
were selected for their
Law Enforcement Excellence and Leadership

- **Sheriff Raymond Loera**,
Imperial County Sheriff's Office, CA
- **Chief David G. Dominguez**,
Palm Springs Police, CA
- **Richard Salas, Lt. Colonel**,
Colorado State Patrol
- **Chief David A. Felix, Deputy Director**
Arizona Department of Public Safety
- **Chief Jose Lopez, Sr., Durham Police**,
Durham, North Carolina
- **UnderSheriff Ralph Rivera, Jr.**,
Bergen County Sheriff's Office, NJ

35th Annual NLPOA National Training Institute
Lifetime Membership Awards for 2008

These NLPOA members were selected for
their commitment to the NLPOA.

- **Richard Calderon** (member 32 years)
NLPOA Santa Clara Chapter, CA.
- **Manuel Rodriguez** (member 25 years)
NLPOA San Diego Metro Chapter, CA.
- **Jose Santiago, Posthumously**, (member 25
years) NLPOA Santa Clara County
Chapter, CA.
- **Robert Bravo** (member 31 years)
NLPOA Santa Clara County Chapter,
CA



***NLPOA Los Angeles Chapter, California
2008 Fallen Officers Ride
May 18, 2008***



The NLPOA Los Angeles Chapter 2008 Fallen Officer Ride Committee presented both Los Angeles Police Department SWAT Officer Jim Veenstra and Lisa Simmons with an "Honorary Membership" to the NLPOA Los Angeles Chapter and a combined total donation of \$7,000. Officer Simmons E.O.W 2-7-2008, the donations will go to help fund an annual Christmas Toy Give a Way supported by Officer Simmons. Pictured left to right SWAT Officer Jim Veenstra, Lupe Barrera NLPOA LA Chapter, Lisa Simmons, John Yateem NLPOA LA Chapter President & NLPOA San Gabriel Valley Albert Rivera.



Attending the NLPOA Los Angeles Chapter Fallen Officer Ride was NLPOA CA State President Darrell Cortez, Lupe Barrera, Los Angeles Carmen "Nuch" Trutanich & Hank Aguilar-NLPOA Chief Secretary for Governmental Affairs. A special thanks to all who helped make this event a success. John Yateem, NLPOA LA Chapter President.



***City of Elk Grove, California
Seeking Chief of Police - Current Salary
(DOQ) \$119,000 - \$178,689***

"Violence by Teenage Girls: Trends and Context"

Office of Justice Programs - Office of Juvenile Justice and Delinquency Prevention, U.S. Department of Justice, May 2008.

"According to data from the Federal Bureau of Investigation, from 1991 to 2000, arrests of girls increased more (or decreased less) than arrests of boys for most types of offenses. By 2004, girls accounted for 30 percent of all juvenile arrests. However, questions remain about whether these trends reflect an actual increase in girls' delinquency or changes in societal responses to girls' behavior. To find answers to these questions, the Office of Juvenile Justice and Delinquency Prevention (OJJDP) convened the Girls Study Group to establish a theoretical and empirical foundation to guide the development, testing, and dissemination of strategies to reduce or prevent girls' involvement in delinquency and violence. The Girls Study Group Series, of which this Bulletin is a part, presents the Group's findings. The series examines issues such as patterns of offending among adolescents and how they differ for girls and boys; risk and protective factors associated with delinquency, including gender differences; and the causes and correlates of girls' delinquency."

What We Know About Girls and Violence

Trends- Available evidence based on arrest, victimization, and self-report data suggests that although girls are currently arrested more for simple assaults than previously, the actual incidence of their being seriously violent has not changed much over the last two decades. This suggests that increases in arrests may be attributable more to changes in enforcement policies than to changes in girls' behavior. Juvenile female involvement in violence has not increased relative to juvenile male violence. There is no burgeoning national crisis of increasing serious violence among adolescent girls.

Context - Although more information is needed, current literature suggests that girls' violence occurs in the following situations, for the following reasons:

- **Peer violence.** Girls fight with peers to gain status, to defend their sexual reputation, and in self-defense against sexual harassment.
- **Family violence.** Girls fight more frequently at home with parents than do boys, who engage more frequently in violence outside the household. Girls' violence against parents is multidimensional: for some, it represents striking back against what they view as an overly controlling structure; for others, it is a defense against or an expression of anger stemming from being sexually and or physically abused by members of the household.
- **Violence within schools.** When girls fight in schools, they may do so as a result of teacher labeling, in self-defense, or out of a general sense of hopelessness.

■ **Violence within disadvantaged neighborhoods.** Girls in disadvantaged neighborhoods are more likely to perpetrate violence against others because of the increased risk of victimization (and the resulting violent self-defense against that victimization), parental inability to counteract negative community influences, and lack of opportunities for success.

■ **Girls in gangs.** Survey research has shown a number of factors associated with girls' involvement in gangs (e.g., attitudes toward school, peers, delinquency, drug use, and early sexual activity); qualitative research points to the role of disadvantaged neighborhoods and families with multiple problems (violence, drug and alcohol abuse, neglect). Girls associated with primarily male gangs exhibit more violence than those in all-female gangs. Girls in gangs are more violent than other girls but less violent than boys in gangs.

What We Need To Know

Available evidence strongly suggests that girls are, over time, being arrested more frequently for simple assaults, despite evidence from longitudinal self-report and victimization surveys that they are not actually more violent.

The reasons for increasing arrests, however, are not well established. Studies of police and court practices—particularly with regard to girls—are sorely needed. Evaluations of domestic violence laws and zero-tolerance school policies and enforcement practices are also crucial. It is also important to develop a better understanding of the consequences for girls of increased involvement in the juvenile justice system. Longitudinal studies of girls who are arrested for assaultive behavior would help us better understand the pathways to and consequences of arrests for violent behavior among girls. Although there does not appear to be a large increase in physical violence committed by girls, some girls do engage in violent behavior, and it is important to understand the context in which such violence occurs and how these situations differ for girls and boys. Although peers and family members are the most common targets of violence by girls, not all family or peer conflicts result in physical assault. Understanding which ones do, and why, remains vital for both prevention and intervention efforts.” (See full Report)

By: Margaret A. Zahn, Susan Brumbaugh, Darrell Steffensmeier, Barry C. Feld, Merry Morash, Meda Chesney-Lind, Jody Miller, Allison Ann Payne, Denise C. Gottfredson, and Candace Kruttschnitt.



“Police Ethics - An Organizational Perspective: A Survey of the Literature of Ethics and Organizational Policy”

By: Felipe A. Ortiz, MPA and Immediate Past National President

This research is a continuation of previously submitted articles. It provides a better understanding of ethical challenges that law enforcement officers face.

In this section, we reviewed *the Police and the Community Social Contract Theory*. This included the impact that Community Oriented Policing has had on police ethics. Police departments operate on a strict chain of command that insures accountability. Officers are given few, or if not, no amounts of discretion. Community Oriented Policing dictates that the patrol officers have extensive contacts with the citizens of the community and requires discretion.

Past Studies - The U.S. Department of Justice, Office of Justice Programs, completed a research report entitled “*Use of Police Force, Overview of National and Local Data*” [Washington, D.C. October 1999]. This report reviewed information on police discipline, misconduct, recruitment, selection, detention, planning, and police management. The central question of this report was whether excessive use of force was a pattern and practice of the entire law enforcement profession or whether excessive use of force was aberrant behavior of individual officers? The study concluded with substantial confidence, that only a small percentage of public-police contact involved force. When force was used, it usually involved low level-force such as grabbing, pushing, or shoving. Further, the most common injury was a bruise or abrasion and it usually occurred when the police were trying to make an arrest of a resisting suspect. The study also concluded with modest confidence that age, gender, and ethnicity is unrelated to the use of force. Lastly, the use of force will most likely occur when the individual is under the influence of alcohol, illicit controlled substance, or has mental health problems.

Police & the Community Social Contract Theory

John Kleinig in his book *Handled With Discretion: Ethical Issues in Police Decision Making* [New York 1996] suggested that police officers should not see themselves as crime



fighters, but should instead view themselves as social peacekeepers, “whose larger task is to remove the obstacles to the smooth and specific flow of social life.”

Jeffrey Reiman, in “*The Scope and Limits of Police Ethics*” [Criminal Justice Ethics 16, No. 2, Summer/Fall 1997], argued that “Recognition of the specialness of the authority of the police to use force, an authority which is the people’s and only lent to the police and thus appropriately subject to evaluation by its rightful owners.”

Michael D. Wiatroski in “*Formal and Informal Social Control: The Police and the Community*” [The Police Journal LXI, No.2, April 1988] noted that “The officer is part of the community, should share in the community needs, concerns, pride and interest. One needs to interact with the community to become familiar with it, and familiarity leads to caring and concern.”

Eli B. Silverman in “*Reining in on the Police*” [Criminal Justice Ethics 17, No. 2, Summer/Fall 1998] goes on to extend the police and the community social contract theory by saying “that the social contracts’ design is to sustain distributive justice rest on the foundations similar to those constructed by John Rawls which, in brief, place higher priority on justice as fairness than on competing values of efficiency, happiness, and welfare.”

The police and the community social contract theory as stated by Jeffrey Reiman is “that police are simply and explicitly authorized to enforce the law that the peoples’ representatives enact and no more.”

An FBI Law Enforcement Bulletin [No. 68, November 1999] article noted that law enforcement officers are confronted by three critical factors that affect their ethical judgment, “the temptation of the illicit drug trade, the challenges posed by decentralization, and the compromising nature of police organizational culture.” In the police and the community social contract theory, the notion of the police as law enforcers is simply not correct. The police play a larger role taking care of significant obstacles to a peaceful social life.

“The Continuum of Compromise”

One view interpreted in this research was gleaned from Kevin M. Gilmartin and John J. Harris and “*The Continuum of Compromise*” [The Police Chief LXV, No. 1, January 1998]. This article attempts to provide an understanding on how an “honest police officer” becomes a “compromised police officer” and makes unethical decisions.

“The Continuum of Compromise” asks the ethical question “whether the police can be trusted to police themselves?” Gilmartin and Harris recognized that while high profile unethical police cases are in the newspapers daily, much more other unethical behavior continues. Police departments are spending an inordinate amount of time investigating, disciplining and prosecuting unethical behavior. This unethical behavior is sometimes more subtle and not criminal in nature.

Gilmartin and Harris observed an increase in ethics training across the United States. However, they also concluded that the ethics training was not internalized throughout the organization and

especially through the street level officer, leading to the impetus of their article. The officer views ethics training as politically motivated or as a reaction to media attention. Gilmartin and Harris maintained that re-conceptualizing ethics training is necessary in order to internalize ethical behavior in the officer and in the overall organization.

“The Road to the Continuum of Compromise” begins with police organizations instituting ethics training after a situation arises in the police agency. Ethics training is taught (by instructors and viewed by the officers) as a class that has to be taught, diluting the importance or making it ineffective. The socialization process of the officer during the first two years of service also has a big impact on ethical behavior. The officer is immediately exposed to numerous ethical dilemmas. The officer is transformed by an “us versus them” mentality. The officer is trained at the academy to be mentally prepared for tactical situations and to be mentally prepared for lethal situations. The officer is not mentally prepared for ethical dilemmas and may not assume responsibility when those ethical dilemmas appear. These are organizational factors that impact ethical decisions.

The first sign of ethical compromise of an officer begins with over-identification with his/her job. The career becomes one’s life. Gilmartin and Harris proposed that over identification creates comradery but that it also creates a sense of victimization by the officer. Victimization occurs because the officer sees no control over his department’s rules, procedures, budget allocations, and assignments. The officer also sees no control over other agencies: the district attorney’s office, the courts, supervisors, and politicians, all of whom impact his job. The officer experiences loss of control over his/her personal life also.

The second area the officer faces is the physical risks attached to the job. The officer becomes “hyper vigilant.” The officer begins to believe that the only person that he/she can really trust is another real cop. Alienation from the public increases as well as alienation with their own department begins to set in. Idealism and trust of his/her police administration changes unconsciously. The officer becomes more resentful of who controls his/her job. Gilmartin and Harris point out that feelings victimization do not automatically translate into unethical behavior.

In the officer’s career, he or she is faced with an ethical dilemma of loyalty versus integrity. This dilemma is experienced by the officer several times in his/her career. Does the officer tell internal affairs about another officer or does he/she not tell due to loyalty to the officer?

In “The Continuum of Compromise” the officer struggles with issues of entitlement versus accountability. This goes to the issue of “professional courtesy” both on and off the job (This is the belief that many rules do not apply to the officer).

The next phase described by Gilmartin and Harris is an act of omission. As the officer feels victimized, not in control, and resentful, he/she is less productive, commits situational avoidance, takes the path of least resistance, and does just

enough work to get by and go unnoticed. This behavior is easily rationalized by the officer. At this point, ethical behavior begins to deteriorate. The officer's behavior escalates into administrative acts of commission. The officer breaks policy or rules and justifies his/her action as the rules "getting in the way of real police work."

The final stage of compromise describes the officer as rationalizing behavior that amounts to criminal acts of commission. The authors cite several examples including throwing away of evidence instead of turning it in because the evidence will never be used. Another example is padding overtime records. The loyalty versus the integrity dilemma can cause other officers to permit criminal actions to occur.

Gilmartin and Harris observed that this behavior is predictable and preventable. Gilmartin and Harris suggest that in order to achieve ethical behavior, police departments need to teach officers "to appreciate and understand what they do and do not control." Supervisors need to practice ethical behavior and lead by example. Professional and personal integrity starts with the top police administrators who commit to organizational ethics. Lastly, police agencies need to foster personal and professional accountability.

Police Organization Informal Culture

Numerous articles observed that police culture exalts loyalty over integrity. More specifically it is called the code of silence. This is created through the mentality and the clannish nature of police which dictates the "us versus them mentality."

Professor Jerome Skolnick [Gafidan and McDonald "*Public Integrity Public Service With Honor*," USDOJ, January 1997], noted that police informal culture includes at least six beliefs: "the police are the only real crime fighters; no one else understands the work of a police officer; loyalty counts more than anything; it is impossible to win the war on crime without bending the rules; the public is demanding and non supportive; and working on patrol is the least desirable job in the police department."

Police Officer's Beliefs/Attitudes

William DeLint in "*Regulating Autonomy: Police Discretion as a Problem for Training*" [Canadian Journal of Criminology 40, No. 3, July 1998], observed the following: "It is quite arguable that police officers have never been free to act according to their personal ethics. Institutional and occupational constraints and now the myriad of technical devices aiming to contour decision-making have each been building their special agendas into the contouring of the police officers' actions."

One model subscribed to by Robert E. Worden in "*Police Officers' Belief Systems: A Framework for Analysis*" [American Journal of Police 14, No. 1, 1995], stated that officers "believe that they should act on a basis of internalized norms are described as discretion-control-oriented. Officers who focus on process do not require such broad discretion, because they adapt to the norms and standards promulgated by the police organization."

Analysis

Gilmartin and Harris observed that unethical behavior is predictable and preventable. Gilmartin and Harris suggested that in order to achieve ethical behavior, police departments need to teach officers to understand what is in their control and what is not in their control. Supervisors need to practice ethical behavior and lead by example

Gilmartin and Harris developed the idea of predictable behavior by using good examples of the line officer's conduct and perception of his/her role in a police department and how in a continuum develops into unethical behavior. Gilmartin and Harris reflected that there is still confusion over what the role of a police officer should be. The police officer's role is complex and not easily understood. Gilmartin and Harris analyzed an officer's responsibility, freewill, socialization, use of discretion, and training.

Further, David Lillet and Sameer Hinduja, in "*Organizational Values and Police Officer Evaluation: A Content Comparison between Traditional and Community Policing Agencies*" [Police Quarterly, Vol. 9, No. 4, December 2006] noted that "in traditional law enforcement agencies, many of the character traits valued by administrators when officers were hired, evaluated, and promoted reflect origins of a military model—such as courage, loyalty, aggressiveness, and the ability to follow rules and regulations (Hughes, 1990; Iannone, 1994; Oliver, 1998). However, the community policing function requires additional officer skills or traits not emphasized by traditional law enforcement, such as creativity and public speaking ability (Oliver, 1998; Reiter, 1999). In addition, criminal justice academics have argued that leadership, intelligence, and the ability to relate to citizens may play an increased role in community policing" (Reiter, 1999; Trojanowicz et al., 1998).

This analysis and our experience tells us that law enforcement administrators, and their legal advisors, are tempted to create more accountability with more systems of discipline rather than teaching officers how to be ethical. It appears that performance appraisals need to be redefined to include community policing traits. Community Oriented Policing has had an impact on police ethics, as it requires the use of discretion and the ability to relate to its citizens.

The final sections will be published in future El Puente Newsletter issues:

- Part I. Community & Police History
- Part II. Police - Professional or Quasi-Military?
- Part III. Organizational Philosophy
- Part IV. Police: A Physical Science or Social Science
- Part V. Police Discretion
- Part VI. Past Studies
- Part VII. Community - Social Contract Theory
- Part VIII. Informal - Police Culture
- Part IX. Police Officer's Beliefs/Attitudes

Part X. Formal - Academy Training

Part XI. Leadership & Conclusion



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“NATURAL CAVITIES IN TRUCK TRACTORS AND COMMERCIAL TRAILERS”

**By Vicente Calderon, Capt. retired
FOUNDER, of the National Latino Peace Officers Association**

This information is provided to awaken a concern and an interest on the part of law enforcement, especially those in patrol assignments, to become better aware and prepared to inspect commercial vehicles. With the cooperation and hands on involvement of all concerned, transportation of drugs and security threats can be more effectively addressed.

Generally, most commercial truck tractors, when assembled, have natural cavities in their bodies and/or chassis's. These cavities are the result of construction design, however; these areas also provide excellent hidden compartments for the transportation of illegal drugs and other contraband. Law enforcement personnel should be aware of such cavities in order to conduct better visual inspections of any commercial vehicles suspected of criminal activities, specifically of truck tractors and trailers. Cavities exist in the engine compartments and in the engine itself, and until recently, few individuals, except criminals, knew of their existence since the criminal element use them in the transportation of drugs and contraband.

Drug traffickers are constantly searching for new ways to move large quantities of drugs in commercial vehicles. The reasons for

favoring commercial vehicles are that truck tractor and trailer combinations provide efficient and somewhat secure method of transporting big drug loads rapidly and to their destinations in one movement.

Prior to September 11, 2001, commercial trucks providing cross border transportation where not inspected, by state and federal agencies as thorough as they are today. Due to the threat of terrorist attacks, and/or introduction of weapons of mass destruction have dictated greater in-depth inspections be conducted at our country's port of entries.

With the heightened security and security programs implemented by U.S. Customs and Border Protection, large quantities of drugs and contraband are still transported illegally into this country. The security programs C-TPAT and Fast and Secure Transportation (FAST) were developed by U.S. Customs and Border Protection in order to require more individual security accountability (a security chain) to companies transporting goods into this country.

The following information on commercial vehicles and trailers is provided to peace officers to enhance their knowledge in visually inspecting commercial vehicles:

1. Truck Tractors:

a. Cabs

- i. Equipment
- ii. Paneling
- iii. Dash
- iv. Seats
- v. Steering column
- vi. Sleeping Berth
- vii. Drivers personal property compartment under seat
- viii. Vents

b. Engine Compartment

- i. Air filters
- ii. Air vents
- iii. Manifold
- iv. Front radiator/fan area
- v. Ascertain that all hoses and lines are connected and functional
- vi. Windshield water container (all lines connected)

c. Body

- i. Inside bumper area
- ii. Inside fender wells
- iii. Battery compartment
- iv. Emergency equipment compartment
- v. Gasoline/Diesel Tanks
- vi. Spare tires
- vii. Running boards
- viii. Light cavities
- ix. Chassis rails

Commercial drivers, mechanics and owners should be informed (by the department's public or information officer) to be aware and maintain strict vigilance on their equipment to eliminate or diminish the possibility of the transportation of illegal cargo by employees or others who take advantage, and utilize poor company security measures to introduce contaminated cargo into otherwise legal loads.

Commercial Trailers at present are the criminals/drug trafficker's method of choice to move drugs and contraband in large quantities. Areas which have been identified to hid illegal items in different components of commercial vehicles are as follows:

2. Trailer Vans

- a. False roofs
- b. False front and side paneling
- c. Air vents on refrigerated trailers
- d. Modified floors
- e. Rear bumper 4x4 steel bar
 - i. look for fresh paint
 - ii. different and/or crooked welds
- f. False panels on trailer swing doors
- g. Refrigerated vans can be checked for false front walls through the small door located to the side of the refrigerating unit, open and look inside.
- h. Dry van, one not used for refrigerated cargo, should not have a refrigerating unit installed
- i. Dry van should not have a fuel tank and should be checked if one is installed.

3. Chassis

- a. Rails
- b. Tires
- c. Rear light panels
 - i. Pop lights out
 - ii. Look into the light (reflectors) cavities.
 - iii. Air tank, normally there should only be one'
 - iv. Check air lines, ascertain that they hook up to the tank
 - v. On open frame, look up from underneath to check for false floors

4. Tractor and Trailer Axels

- a. Air bags (each axel has two air bags) check by having driver release air by utilizing the switch in the cab; bags must deflate if properly connected.
- b. One air pod per wheel
 - i. Ascertain that the air lines are connected to the pods
- c. Check free floating axel if one is used
 - i. Check for drive line
 - ii. Both differentials must be hooked together by a drive line, drive lines are hollow.
 - iii. Generally, a free floating axel is not connected with a drive line and is used primarily to enhance the cargo capacity of the transporting vehicle.

5. Smoke Stacks

- a. Twin smoke stacks, make sure both are in use
- b. Check that both smoke stacks are hooked up to the exhaust system

6. Drivers:

- a. Ascertain that company drivers have the proper license for the vehicle being driven.
- b. Current insurance papers should be carried in the cab (may be copies)
- c. A driver's medical certificate should be current, check to be sure.
- d. Drivers should not be allowed to drive with any symptoms of alcohol on their breath; driver need not be dui simple odor of alcohol restricts his/her driving.
- e. Driver's drug and alcohol files should be current.
- f. Should any license restrictions be noted, such as needs glasses to drive, make sure these restrictions are being met.

As stated earlier, these possible problem areas, of commercial truck tractor and trailer vehicles, are not inclusive in the transportation of drugs, contraband or weapons. Officers discovering different or unusual methods in the transportation of illegal cargos should disseminate the information to other law enforcement agencies.

Only by exchanging information will we be able to stay abreast of changing methods of transporting illegal drugs and contraband across our country. The next big drug bust could be yours by being informed and staying curious.



POSITION- OPEN
The Chief (Director) of
University Police
State University of New York
Salary range: \$70,000 to \$75,000

**NLPOA North Los Angeles County
Chapter Members in Iraq
May 26, 2008**



NLPOA & U.S. Marines w/Staff Sgt. Ford & Sgt. Arida in Iraq

NLPOA North Los Angeles County Chapter-recently received a request from some of our military personnel stationed in Iraq with the assistance in putting together a boxing program for troops overseas. A number of chapter members have already raised boxing equipment to help with this request. The chapter has obtained over 10 pairs of boxing gloves, a punching ball, mouth pieces, head gear, tie wraps and other items. The equipment will be shipped out to Iraq next week. I would like to especially thank the Maywood Police Officers Association and Hugo Rojas of the California Youth Karate Foundation for helping sponsor this project, along with Officer Charles Mooney, Dave Angulo, and Jim Denington. If anyone else would like to include any items, please let me know so we can send out with our shipment.

I would like to also thank Staff Sergeant Ford, Sergeant Arida and the staff personnel for their dedication, courage and sacrifice in serving our country. It is because of men and women like yourselves that we are able to enjoy our freedoms and liberties in this beautiful country of ours know as the USA.

Oscar Mejia-President
NLPOA North Los Angeles County Chapter



**NLPOA Santa Clara County Chapter,
California - 2008 Scholarship Recipients**



NLPOA Santa Clara Chapter, CA
2008 Scholarship Recipients
w/ Manny Villagrana, Chapter President far left



Good News from NLPOA Members

NLPOA East Los Angeles Chapter, California

As most of you know *Dave Corona* (CHP) was officially promoted to Sergeant this Month and I'm glad to announce *Manny Santoyo* (LAPD) was Promoted to Lieutenant. We are all very proud of you & this is what the NLPOA is all about.

Congratulations!
Richard A. Jimenez, President
NLPOA East Los Angeles Chapter, CA



NLPOA Miami Dade Chapter, Florida

Good News!

Anthony Aladro was promoted to Sergeant of Miami Dade Corrections Department. The Miami Dade Chapter is very proud of his promotion.

Congratulations!
Jeff Mallow, President
NLPOA Miami Dade Chapter, Florida



NLPOA Miami Chapter, Florida

John McLaughlin was promoted to Lieutenant of Miami Dade Police Department. The Miami chapter is very proud of his promotion.

Congratulations!

Enrique Chavez, President
NLPOA Miami Chapter, Florida

NLPOA Wichita/Sedgwick Chapter, Kansas

James Espinoza was promoted to Lieutenant of Wichita Police Department. The chapter is very proud of his promotion.

Congratulations!

Eddie Melon, Chapter Founder
NLPOA Wichita/Sedgwick Chapter, Kansas



**SEEKING POLICE CHIEF
TOWN of TRUCKEE, CALIFORNIA
Current salary \$105,612 - \$142,584**

2008-2009 NLPOA Puerto Rico Chapter Board of Directors



Nelson Rohena Guerrero – Federal Relations, Osvaldo Baez Ferrer – Treasury, Juan Contreras Gomez - President Puerto Rico Chapter, Nilda Martinez- Secretary, Rafael Cancel-Colon – Vice President, Jesús Padilla Caballero – Sgt. of Arms

2008-2009 NLPOA Clark County/Las Vegas Board of Directors



Antonio Munoz, Chapter President (LVMPD, NV), Les Lane Chapter Parliamentarian (Lieutenant-LVMPD, NV), Sonia Jasso, Chapter Treasurer (LVMPD/Corrections, NV), Andrew Peralta NLPOA Nevada State President (LVMPD/Corrections, NV), Lorena Bernardino, Chapter Secretary (LVMPD/Corrections, NV).

NLPOA New England Law Enforcement Summit In Boston, MA on Monday, July 28, 2008



**MS-13 Gangs
Promotions Testing Classes
Police Communications with the Latino
Community Free to NLPOA members**

Contact Information: Jacobo Negron
NLPOA-Massachusetts
P.O. Box 380782, Cambridge, Ma 02238
nlpoaboston@comcast.net 1-508-386-0428
go to <http://www.malpoa.com>

The National Law Center for Children and Families (NLC) - Applauds U.S. Supreme Court Ruling in Child Pornography Promotion Case

ALEXANDRIA, Va. - May 19, 2008 - The National Law Center for Children and Families (NLC), a national nonprofit organization dedicated to combating child sexual exploitation, applauds today's Supreme Court ruling as a victory in the fight to protect children.

The 7-2 ruling in *United States v. Williams* upheld provisions of the PROTECT Act of 2003 that had been struck down in 2006 by the 11th U.S. Circuit Court of Appeals. The case focused on the legality of promoting or "pandering" child pornography independent of possessing such materials.

"Today's ruling is an important win for families, particularly for those directly impacted by the horrors of child exploitation," said Richard R. Whidden, Jr., Executive Director of the NLC. "The Court correctly said that 'offers to provide or request to obtain child pornography are categorically excluded from the First Amendment' and this is an important ruling in favor of law enforcement and prosecutors' efforts to defend children from exploitation."

The Williams case involved an individual soliciting federal law enforcement in a computer chat room to exchange child pornography. Williams' home was later searched, yielding several illegal images. Williams was convicted and sentenced to five years in prison for possessing child pornography. The Supreme Court ruling did not challenge this conviction.

"Every week, new images of child pornography are uploaded to the Internet," Whidden said. "We know this evil is driven by demand, and child pornographers build demand through promotion and solicitation. Today's ruling is a confident step by the Court to ensure prosecutors have a valid law to curtail the demand of child predators who pander their wares to other predators."

About the NLC, The National Law Center for Children and Families is a nonprofit organization headquartered in Alexandria, Va. It is a leading source for experienced assistance and training in the law enforcement and legal profession's efforts to defend children from sexual exploitation. Information on the National Law Center's programs can be found on our Web site located at www.nationallawcenter.org



**Searching for the Chief (Director) of University Police
State University of New York
Salary range: \$70,000 to \$75,000**

2008-2009 NLPOA Detroit Chapter, Michigan Board of Directors



NLPOA Detroit Executive Board Left third Denny Borg VP and far right Stephen Pardo, President

**Last date to pay NLPOA National Dues
August 1, 2008**



[Nick Yanez](#)

**National NLPOA Treasurer
Bellevue, Nebraska**

- ✚ After August 1, 2008, Chapter's can't vote in National Election (Per NLPOA National 90 Day voting rule)
- ✚ Also Chapter's not paying dues, will be placed on Temporary Suspension after August 1, 2008

**Send All National Chapter Dues to:
NLPOA
PO Box 938
Bellevue, NE 68005
nlpoatreasurer@hotmail.com**



National Latino Peace Officers Association

Through a special partnership with the National Latino Peace Officers Association, NLPOA members receive significant savings on Excelsior College tuition and fees. A leader in distance education, Excelsior College offers a flexible and effective way to:

- ✦ earn credit through
- ✦ Excelsior College Exams and
- ✦ Online Courses
- ✦ bank previously earned credits
- ✦ earn degrees and certificates

Of Special Interest to NLPOA Personnel: The following programs are particularly well suited to NLPOA personnel.

- ✦ Bachelor of Science with a criminal justice major with concentrations in
 - ✦ law enforcement and public safety,
 - ✦ administration of criminal justice, corrections,
 - ✦ law and society, and
 - ✦ homeland security.
- ✦ Certificate in Homeland Security
- ✦ Bachelor of Science in Liberal Arts (including criminal justice)--offers a flexible way to make the most of prior college credits.
- ✦ Excelsior College offers a generous transfer policy that saves you time and money. We award maximum credit for prior college education, military and academy training that has been evaluated for college credit, and for-credit exams such as Excelsior College Examinations, DSST, and CLEP. That makes advancing your career faster and more affordable than ever.

Contact our Admissions office in either of the following ways:
Toll free phone: 888-647-2388 (ext. 27) Email:
admissions@excelsior.edu

“Women in Jail”

“LIFE AFTER LOCKUP, Improving Reentry from Jail to Community,” By the Urban Institute, May 2008.

“During the past decade, the number of women involved in the justice system has grown substantially. The number of women held in local jails nearly doubled from 51,600 in 1995 to 98,577 in 2006 (Bureau of Justice Statistics, 2000; Sabol and Minton, 2007).

As more women enter the justice system, it is apparent that their paths to crime differ from those of men, and their service and programming needs are unique. Women in the justice system often have longer and more complex histories of criminal activity, trauma, substance use, health, and other issues (McCampbell, 2005). Female inmates are more likely than men to be dependent on alcohol or drugs and are more likely to have mental health problems (James and Glaze, 2006; Ditton, 1999). They also face unique reproductive health needs and are often mothers of young children. Women who enter the justice system have high rates of physical and sexual abuse in their past; more than half (55 percent) report abuse before admission (James, 2004). This physical and sexual abuse is often correlated with substance abuse and mental illness. In addition, women in jail have HIV infection rates twice those of men (National Commission on Correctional Health Care, 2002).

In recent years it has become increasingly clear that even evidence-based interventions for men in the correctional system are not necessarily applicable to or appropriate for women. There is emerging research on women in the justice system and strategies for their distinct risks and needs. The National Institute of Corrections has published a series of reports on gender-responsive strategies for justice-involved women, including one that presents guiding principles for gender-responsive strategies in the jail setting (McCampbell, 2005). These principles include the following:

- Acknowledging that gender makes a difference.
- Creating an environment based on safety, respect, and dignity.
- Developing policies, practices, and programs that are relational and promote healthy relationships with family, children, spouses, significant others, and the community; and taking this relational model into consideration when implementing evidence-based practices.

- Addressing substance abuse, trauma, and mental health issues through comprehensive, integrated, and culturally relevant services and supervision.
- Providing women with opportunities to improve their socioeconomic status.
- Establishing a system of community supervision and reentry with comprehensive and collaborative community-oriented services.”

For more information, see *The Gender-Responsive Strategies Project: Jail Applications* (McC Campbell, 2005). Full Report- **LIFE AFTER LOCKUP, Improving Reentry from Jail to Community**, By the Urban Institute, May 2008 [page 33].

“DIMENSIONS OF ASSOCIATION BRANDS”

Reprinted With Permission - Leo J. Shapiro, Ph.D. Copyright 2008 SAGE Survival and Growth Enterprise LLC, April 21, 2008.

LJS Association Survey- Associations that endure do so because they are successful in attracting new members to join them. Retailers that endure – similarly – do so in part because they are successful in attracting new customers to shop with them.

Successful retailing executives have a good idea about what is attractive about them – Price! Selection! Service! – The dimensions of retail brands. Successful association executives also have a good idea about what is attractive about them, the dimensions of association brands.

The LJS Association Survey finds association executives give the highest rating – in terms of importance in attracting members – to the benefit “communication with professional peers or colleagues” (44%). Other benefits that attract members to join, ranked in descending order of importance, are: “friendship with other members” (43%); “conferences” (41%); “publications” (38%); “advocacy of values” (34%); “training” (33%); and research (22%).

Ranked in eighth place (18%) on the list of benefits that attracts members to join is the association’s ability to “represent members’ opinions before government agencies or legislative bodies.”

Ranking in ninth to sixteenth place are eight additional benefits that relate largely to being associated with persons of their own kind. There are marked differences between associations of different types in the ranking of benefits that attract members.

Professional association executives give higher importance ratings to “communication with professional peers” (61%) than executives of civic associations (29%).

“Friendship with other members” is rated higher in importance in attracting members by executives of civic associations (48%) than by executives of business associations (31%).

In the course of enjoying these benefits, members of an association come together as a unified force, better able to use their First Amendment Rights to defend their shared interests by acting collectively to influence public opinion and government policy.

Associations give every group within the population, even those too small to influence the choice of government officials by exercising their right to vote, a way to represent their views to government officials.

National Tax Returns filed with IRS & CA

- ✚ Any NLPOA Chapter needing assistance please contact



Steve Fajardo, NLPOA Business Manager
nlpoasf@yahoo.com 1-510-287-6291

2008 NLPOA Officer of the Year Nominations Due by August 15, 2008!



Roque Ramos
 NLPOA MidWest Vice President

Nominations should be sent to e-mail:

RoqueR214@aol.com

Roque Ramos - NLPOA

PO Box 226411

Dallas, Texas 75222 clique link

http://www.nlpoa.org/Hispanic_Officer_Of_Year_Program_NLPOA.htm



National Center for Missing and Exploited Children (NCMEC) 2008 National Child Drawing Winner, Las Vegas, NV

A Proven Track Record - Since its creation by Congress in 1984, NCMEC has assisted law enforcement with more than 130,300 missing child cases, resulting in the recovery of more than 112,900 children. Our CyberTipline, a reporting mechanism for child sexual exploitation, has handled more than 500,000 leads.

Who We Are - Our people are our value. The National Center for Missing & Exploited Children brings a team of more than 350 dedicated and highly-trained professionals with access to an extensive network of resources, research, and cutting-edge technologies. NCMEC staff include former, career law enforcement officers with experience at federal, state, and local levels, as well as forensics experts, technologists, analysts, attorneys, and social workers.



National NLPOA Celebrates TAKE 25 on May 23, 2008, San Diego, CA

Take 25 was started to commemorate **National Missing Children's Day on May 25th**. First proclaimed by President Ronald Reagan in 1983, the day serves as an annual reminder to the nation to renew efforts to reunite missing children with their families, remember those who are still missing, and make child protection a national priority. It's a time of reflection and renewed hope for millions of families in communities across the country.

**The NLPOA 2008 National Spring Meeting and Conference, San Diego, California
May 23 & 24, 2008 - A Success!**



National NLPOA Membership cards



Edwin Maldonado
East Coast Vice President
Plainfield, New Jersey

Please send your rosters to Edwin Maldonado on excel or word. Front of card same for all Back of card will have member's Name and Chapter send in list asap as half are already completed to: njstatalpoa@aol.com 1-908-623-9452

NLPOA EL PUENTE NEWSLETTER
Publisher:
The National Latino Peace Officers Association®
Headquarters -EIN #94-3465929
PO Box 8986
Emmeryville, California 94662-8986
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