



KCLEF

Kern County Law Enforcement Foundation

"The right things... for the right reasons"

PRESIDENT'S MESSAGE

We are announcing our annual membership and fundraising drive for this year. As you know, we have been in existence since 1988 and have given over \$500,000 in grants, gifts and scholarships to local law enforcement in Kern County. In the last year, we have given over \$10,000.00 for law enforcement purposes.



Tom Sheets

Our scholarship committee has given over 23 law enforcement scholarships to local students pursuing a career in law enforcement. We are pushing this year to grow the membership and sponsors and recruit young new members as well. Board Members, Jon Busby, Greg Sturges, Angela Barton, Dennis Brostrom and Sofie Zimmermann have already made their presence known by attracting many new members and new sponsors. KERO and KGET-TV has given several public service announcements to broadcast our goals and objectives and further inform the public of the positive things law enforcement does in Kern County. We are mailing to retired and active law enforcement members who can also join for \$50.00 per year.

On Saturday, April 17, 2010, will be the date of our new Poker Tournament at the CHP "420" Club on Alfred Harrel Highway. The event will begin at 5:00 p.m. Tickets are \$100.00, which include a steak dinner. You can also purchase individual tickets for just the steak dinner for \$20.00 each. For tickets, contact Pauly Wren @ 861-7911, or call Sofie Zimmermann at 342-1532.

On June 11, 2010 we will host the annual Law Enforcement Officer of the Year Awards Dinner. Yes, again this year it will be a dinner at the Stockdale Country Club, which will be a first class awards presentation. Seating is on a first come, first serve reservation basis and we are expecting over 300 people who support law enforcement to attend; the website also has information on this event.

If you renewed your membership after September 1 of 2009, your membership is for 15 months. We encourage all of to renew or join now; \$100.00 for regular members and \$50.00 for active or retired law enforcement. If you know someone else who wants to join or support us, please encourage them to join today. In addition, we need more business support to continue our missions and we offer business and group memberships for larger donations. For \$1,000, you now can have up to five friends or employees as members, receive a beautiful badge plaque for your wall and also be placed on our sponsorship site on our web page. Any donation given is tax deductible as we are a 501(c)(3) foundation.

Finally there are many other sponsorship opportunities, so if you just want to give a donation please free to do so. There is no overhead or salaries; all money goes to local law enforcement projects. We need and want your help and participation in any and all ways. For over 20 years we have been supportive of law enforcement, so join now and help Kern law enforcement thrive and enjoy our continued support. ■

KERN CHIEF'S TRAINING WORKSHOP

Chief **CHARLIE FIVECOAT**
Shafter Police Department



Chief CHARLIE FIVECOAT
Shafter Police Department

The Kern County Chief Law Enforcement Officers Association is honored to have the Kern County Law Enforcement Foundation as its sponsor for our 2010 Training Workshop. The Kern County Chief Law Enforcement Officer's Association, also known as the Kern Chief's Association, is comprised of senior management and executives from all twenty-nine Federal, State, and Local law enforcement agencies in Kern County.

The economic recession has impacted all segments of our society and law enforcement is not an exception. Today's economic challenges have also created an unprecedented opportunity. The Kern Chiefs Association has evolved with the changing dynamics of the 21st Century and today is a very cohesive organization with a holistic approach to law enforcement. Inter-agency cooperation is at the highest point anyone can remember, with all executives and managers working together to share resources to support every community in our county.

The partnership between the Kern County Law Enforcement Foundation and the Kern Chief's Association has created collaboration between business and law enforcement that truly benefits all of the citizens of this county. The Foundation has provided in excess of \$250,000 over the past twenty-years that have benefited police agencies and youth programs throughout Kern County.

The Kern Chief's Association was

forced to cancel last years training workshop due to the economy, but the Kern County Law Enforcement Foundation stepped up to ensure this years event could be held. The workshop is designed to accomplish three major goals. First, to ensure compliance with the California Peace Officer's Standards and Training (POST) Commission training requirements for Chief Law Enforcement Executives. The second major goal is to provide training that is timely and beneficial to all Federal, State, and Local law enforcement managers and executives in our county. The third goal of the workshop is to bring the members of the Kern Chief's Association together to discuss, and find solutions to the crime problems that are facing all of us.

The \$2,800 provided by the Kern County Law Enforcement Foundation allows members to attend whose agencies could not afford to send them and helps to provide quality instructors for the various topics covered. This year the workshop is scheduled for April 6, 7 & 8. The training includes a variety of topics including: the Executive Role in Maintaining Trust, Confidence, and Respect in Law Enforcement; the FBI Child Abduction Rapid Deployment Team; Prison Gang and Inmate Radicalization Activity in California; Islamic Extremist Criminal Activity; Case Law and Legal Updates; and California Legislative Updates.

Both California and Kern County will continue to struggle through what has been described as one of the

worst recessions in our great country's history but we will also continue to learn better ways to be good stewards of public trust. The collaboration of the Kern County Law Enforcement Foundation and the Kern Chief Law Enforcement Officer's Association is one excellent example of what happens when people come together for a common cause.

On behalf of the Kern Chief's Association I want to thank each of you for supporting our agencies through this wonderful sponsorship. ■



Spring Awards Dinner 2010

WHEN June 11, 2010
WHERE Stockdale Country Club
PRICE \$50.00 each
TIME Doors open at 6:00 p.m.
Dinner served at 7:00 p.m.
TICKETS Contact Pauly Wren @ 861-7911

"Legends of Law Enforcement" FALL LUNCHEON

By Lynn Watkins, Associate Editor

On November 17, 2009, members of the Kern County Law Enforcement Foundation along with family, friends and co-workers gathered at the Stockdale Country Club to salute six legends in Kern County Law Enforcement. It was a standing room only crowd with all tickets sold early on.

The crowd was there to recognize the outstanding service and dedication exhibited by the following men and women slated for retirement in 2010:

- District Attorney Edward Jagels
Kern County District Attorney's Office
- Chief of Police William R. "Bill" Rector
Bakersfield Police Department
- Chief of Police Charlie Fivecoat
Shafter Police Department
- Chief Larry Bentley,
"Administrator of the Year"
Kern County District Attorney's Office
- Chief of Police, Claudia Neal
California State University at Bakersfield
- Chief John Roberts
Kern County Probation Department

Of the six being honored for their service, Ed Jagels, Bill Rector and John Roberts finished their career with the agency where they began; however, all six remained in Kern County Law Enforcement their entire career. For that, the citizens of Kern County are fortunate and very grateful!

The event started off with a wonderful lunch prepared by the staff at the Stockdale Country Club. The Master of Ceremonies was Mike Hart of KERO TV. . . Introductions were made by Captain Brian Smith, CHP, and Kern County Sheriff, Donny Youngblood who both have a tremendous quick wit, enabling them to keep the audience and the honorees laughing, at times resembling a Saturday Night Live skit.

The departure of these six community leaders will be sorely felt and all will be difficult to replace, if at all. None will be more difficult to replace that Ed Jagels who had remained at his post for an unprecedented amount of time, running unopposed since his first election in 1982. Ed and his staff always fought hard to make Kern County safe and also had an impact on crime issues statewide.

The gathering also observed a heartfelt moment of silence for William R. "Bill" Dolan who passed away on October 4th, 2009. Mr. Dolan, a former Bakersfield Policeman, Undersheriff and Arvin High School Teacher, was a co-founder of the Kern County Law Enforcement Foundation and the organizations president during its first two years of existence. Mr. Dolan remained an active member on the Board of Directors until his death at 97 years of age. Bill will be remembered as a kind man who made a positive impact on our community and those who knew him.

The Kern County Law Enforcement Foundation organized and was honored to be a part of saying good-bye and acknowledging the accomplishments of all these individuals wishing them all a long, happy retirement.

K.C.L.E.F. wishes to acknowledge our generous sponsor's who provided support with this event and Joe Serrano who was the photographer capturing the activities at the luncheon. ■



By Lynn Watkins, Associate Editor

Since 1962, when Police Week was established by John F. Kennedy, along with a joint resolution by Congress, the Nation has honored its fallen Law Enforcement Officers killed in



the line of duty. The first law enforcement death can be tracked back to 1792. Since that time, almost 19,000 have been killed in the line of duty. We are now losing an average of 160 Law Enforcement Officer's per year nationwide. Sadly, Kern County has lost several of our brothers in the line of duty.

This year, there are a number of events throughout the week focused on honoring our Officers who have paid the ultimate price to keep our citizens safe. One such event is the Candlelight Vigil, where all fallen officers are honored and those names recently placed on the Memorial Wall will be read out loud. It is expected that there will be 20,000 people or more in attendance for this event alone.

There will also be a National Police Survivor Conference on two different days. Survivors gather for in depth grief work and issue oriented information. There is a "Police Unity Tour" where hundreds of law enforcement officers and supporters on bicycles are welcomed after they take a 300 mile ride in honor of fallen officers. There will also be several other special events such as the Honor Guard Competition that take place in and around the Memorial during National Police Week. Most events are generally free and open to the public.

This year, the Kern County Law Enforcement Foundation is very proud to sponsor Honor Guards from the two largest Law Enforcement Agencies in Kern County, the Kern County Sheriff's Department and the Bakersfield Police Department. The K.C.L.E.F. will provide airfare, lodging and meals for the 10 Honor Guard Officers selected by their agency to attend the event, to be held in Washington D.C. There will be a 5 person Honor Guard Team of officers participating from each agency.

This is an example of the kind of support the K.C.L.E.F. is able to give to the Kern County law enforcement community because of our

fund raising efforts, the support of our membership and our generous sponsors. If you are not yet a member or have been a member in the past, please consider joining K.C.L.E.F. and help us support the Law Enforcement Officer's of Kern County that keep us safe and protect our property. Visit our website: www.kernlaw.org. ■



MEMBERSHIP It's About Support and Giving

By Lynn Watkins, Associate Editor

When I joined the Kern County Law Enforcement Foundation (K.C.L.E.F.) as a member, my intent was to simply lend a little support to their mission. My own law enforcement career had been cut short due to an injury and I saw this organization as a way to reconnect in a small way, with the profession I was passionate about before my injury and subsequent retirement. As time passed I began to learn more about the K.C.L.E.F. mission, the character of its members and the efforts they make to provide support and assistance to the numerous Law Enforcement Agencies located within the boundaries of Kern County, that have a need.

The purpose of the Kern County Law Enforcement Foundation is to promote efficient law enforcement by providing assistance and support to the various police agencies of Kern County, whether federal, state or local, to provide scholarships for students who aspire to become involved in a law enforcement career, and to recognize outstanding accomplishments by law enforcement officer's and lay citizens who, at risk to themselves, have courageously taken action to resolve a law enforcement emergency.

Recently, I became a new member of the Board of Directors. After being placed in that role, I felt I needed to learn as much about the history of the organization as possible to be an effective member of the board. During my search through the records, I have seen firsthand the need for an organization such as K.C.L.E.F., especially during difficult economic times, such as we are presently experiencing. I have witnessed the hard work of both Board Members and supporters, past and present, and it has become evident that these people want to do everything possible to provide support in many forms, because they truly care about their local law enforcement officer's who are out there putting everything on the line everyday.

As a retired Deputy Sheriff, I can honestly say that the law enforcement community is truly blessed to have a group of hard working people such as K.C.L.E.F. in their corner.

The K.C.L.E.F. makes an effort to maintain a balance of board members with law enforcement backgrounds and members of the community who continuously give support to their local law enforcement. The primary objective of the K.C.L.E.F. membership is to help provide what our men and women of law enforcement

need to do their jobs as efficiently and as safely as possible. Law Enforcement is a profession that is in a constant state of change. There are situations that arise when equipment or financial support is needed that wasn't identified in time to be budgeted and this is when K.C.L.E.F. tries to help.

In a perfect world we would like to see every member of all Kern County Law Enforcement Agencies, both sworn and non-sworn to become members, because K.C.L.E.F. is here to help any of them when a need arises. I appeal to all those law enforcement folks out there who are not members, to take a look at what the K.C.L.E.F. has done for local law enforcement and become a member, after all, law enforcement is the recipient. Come join us!

As I researched old paperwork, publications, and records, I was in awe of what has been accomplished since 1988. The K.C.L.E.F. has given over \$25,000.00 in scholarships and given a total in excess of \$500,000.00 for various reasons, some of which are listed below:

- The first major contribution was \$5000.00 to purchase Murphy, a narcotic sniffing dog that was credited with close to 4000 deployments and over 1000 arrests.
- A building was donated by Berry Petroleum to be used as a K-9 training facility. The K.C.L.E.F. paid \$4,000.00 to have the building moved to its present site and then spent a few thousand more for improvements to the building.
- Purchased a special Fax Machine for the sum of \$3,500.00 to complete the networking capabilities for the Rural Crime Task Force.
- A substantial amount of money was donated for the Fallen Deputy Memorial.
- \$22,000.00 gift to the Kern County Sheriff's DARE Program.
- \$2,000.00 for Kern County Sheriff S.W.A.T. Team flack jackets.
- \$2,500.00 for a laptop purchase for the Sheriff's Dept. Narcotic Enforcement Detail to enable them to complete search warrants in the field to expedite issuance of the warrant and make arrests during special circumstances.

- A STARX computer for the Sheriff's Command Center.
- \$500.00 for 20 jackets to be used by the Gang Suppression Unit.
- \$1,650.00 for two global position receivers for the Kern County Sheriff's Search and Rescue Unit.
- \$4,000.00 to purchase half of an \$8,000.00 boat for the Sheriff's Kern Valley Search and Rescue Team.
- \$2,800.00 to purchase refurbished .40 Cal Glock handguns for California City PD.
- \$1,000.00 each year for purchase of Bakersfield PD Holiday Gift baskets for the needy.
- \$8,000.00 to various Police Activity Leagues.
- \$1,000.00 to the Deputy James Throne family to attend National Police Week in Washington DC after he was killed in the line of duty.
- \$500.00 to Bakersfield Police Department for Anatomical Dolls used for sex crime investigations involving children.
- \$2,800.00 for Chief of Police Conference due to our present economic situation.
- \$3,500.00 to Shafter PD to repair/refurbish Defibrillators in order to have one operational for each patrol unit.
- \$1,000.00 for Central California COPS/Officer Down Program.
- \$3,000.00 to Tehachapi PD for 5 Pullet Proof Vests/Raid Jackets and one field testing breath device.
- \$12,000.00 to send two Honor Guard Teams from the Bakersfield Police Department and the Kern County Sheriff's Department, to National Police Week in Washington D.C.

After viewing this list, I sincerely hope that non-members will be motivated to join us in our efforts to help. The more members we have the more we can do. Visit our website, www.kernlaw.org and find out more about K.C.L.E.F. and what we do. There is an application form on the website. ■

POLICE RESPONSE TO THE MENTALLY ILL: HOW PREPARED ARE WE TO TAKE ON THE TASK?



Chief Deputy **SHELLY J. CASTANEDA** Kern County Sheriff's Office

Shelly Castaneda was appointed as a Deputy Sheriff Trainee and assigned to the Basic Academy on January 22, 1991. In May of 1991, she promoted to Deputy Sheriff and was assigned to the Lerdo

Pre-Trial Facility.

In March 1995, Shelly transferred to the DARE Unit, where she served as a countywide DARE instructor at numerous Kern County Schools.

In March 1998, Shelly promoted to Senior Deputy and transferred to the Delano / McFarland Substation where she performed investigative and patrol duties. She also served as the acting Sergeant for a period of time in the supervisor's absence. As a result of her performance, she received a certificate of recognition from the City of McFarland for serving the community capably as the acting substation sergeant.

In July 2001, Shelly transferred to the Detective Division. While in this assignment, she worked in both the Sexual Assault and Abuse Investigations Unit and also the homicide unit. She also handled a number of highly sensitive cases assigned to her by the Division Commander.

On October 5, 2002, Senior Deputy Castaneda was promoted to the rank of Sergeant. She was assigned to the Metro Patrol Division. While in this assignment, she worked both day and night shifts as a Patrol Sergeant and for a short time she worked as the Administrative Sergeant.

In September 2004, she transferred to the Special Enforcement Division and served as the Administrative Sergeant. In this capacity, she had general oversight of the division and also assisted on under cover narcotics operations.

In March 2005, Sergeant Castaneda transferred to the Office of

the Sheriff and served as the Department's Public Information Officer. She also had the dual assignment of supervising the Crime Prevention Unit.

On September 17, 2005, Shelly promoted to the rank of Commander and was assigned to the Detentions Bureau, Court Services Division. In this capacity, she had oversight of the transportation and courts units.

In June 2006, Commander Castaneda was transferred to the Volunteer and Emergency Services Division, where she had oversight of the department's Search and Rescue teams, Reserve Deputies, Chaplains and the Explorers post.

In July 2007, Commander Castaneda was selected as project manager for the AB 900 jail construction project, and was transferred to the Detentions Bureau, Lerdo Services Division. As a result of the extensive work completed by Shelly and her project team, the Kern County Sheriff's Office was awarded \$100,000 in conditional grant funding for future construction of a new jail in Kern County.

In February 2009, Shelly was transferred to the Field Operations Bureau, Patrol Division, where she served as the Division Commander. In this capacity, she had oversight of all local patrol operations and also the Department's Fleet unit.

As a member of the Sheriff's Office for over 19 years, Chief Castaneda has acquired a broad range of law enforcement experience. She has also served on a number of committees over the years including Strategic Planning Committee, Budget Committee, Lieutenant Committee, and Domestic Violence Advisory Council Member. She has also been a department training instructor for Defensive Tactics, Physical Training, Force Options, Racial Profiling and Cultural Diversity.

Chief Castaneda earned a Bachelor of Science Degree in Criminal Justice and a Masters Degree in Public Administration from

California State University Bakersfield. In December 2008, Shelly was nominated by the Sheriff to attend the California Peace Officer Standards of Training (POST) Command College. Command College is an 18 month long academic program which focuses on futures related concerns and their impact on law enforcement. Each candidate undergoes a competitive selection process in order to attend this management level course. As part of the graduation requirements for Command College, Shelly did extensive research on the topic of future mental health training for law enforcement officers. Subsequent to her project, her article, "Police Response to the Mentally Ill: How prepared are we to take on the task?" was published in the July 2009 issue of the California State Sheriff's Magazine. With the publication of this article, Shelly hopes to further educate the law enforcement community about the growing and crucial need for adequate mental health training for patrol officers. Her ultimate goal is to positively impact the quality of life for the mentally ill citizens of Kern County.

Chief Castaneda is a member of the Kern County Management Council, Kern Law Enforcement Foundation, Kern Leadership Alliance, California Women Lead and the Bakersfield Chapter of NAMI.

Chief Castaneda enjoys traveling with her husband to different parts of the world and spending time with friends and family. She is also blessed to be Nana to four granddaughters.

Throughout her career, Chief Castaneda has been very dedicated to serving the needs of the citizens of Kern County and the Kern County Sheriff's Office. She has received many letters of commendation and appreciation from business leaders and allied agencies.

On December 12, 2009, Shelly promoted to Chief Deputy and assumed command of the Administrative Services Bureau.

Those in law enforcement who have spent any length of time in patrol can relate to the all too familiar call involving the "5150" subject in the community. This subject may turn out to be a homeless person who talks to himself, the 75 year old woman who believes people are trying to kill her, or a young Iraq war veteran with Post Traumatic Stress Disorder who is ready to take his own life. These examples most often involve mentally ill individuals. They also represent the types of unpredictable situations that we commonly require our law enforcement officers to handle. Why should law enforcement leaders be concerned? After all, isn't the mentally ill population the mental health system's problem? The fact of the matter is that law enforcement officers are often the first to respond to calls involving mentally ill persons. When police encounters with the mentally ill result in violence, death or the perception of unjustified police action, then it does indeed become a law enforcement problem.

Perhaps we should take into consideration a 2007 study cited in the Psychiatric Services Journal. Police departments reported on average, ten percent of their contacts with the public involve persons with mental illness (Watson & Angell, 2007, p. 787). In 1999, the U.S. Department of Health and Human Services reported one in four adults - approximately 57.7 million Americans experience a mental health disorder in a given year. One in seventeen lives with a serious mental illness, such as schizophrenia or bipolar disorder, and about one in ten children have a serious mental or emotional

disorder (1999, p. 408). According to the National Institute of Mental Health, suicide is the third leading cause of death for those 10 to 24 years old; 90 percent of those who commit suicide have a diagnosable mental disorder (October 2007). These numbers are rather staggering and will probably continue to increase law enforcement's interaction with the mentally ill. Many police managers seem to be acutely aware of this problem and have implemented programs to attempt to deal with the issue. The question is: how well are we preparing our officers to take on the task?

Introduction

The job of police work has evolved into a profession whose officers are required to have many specialized skills. Concerns such as homeland security, drug trafficking and active shooter scenarios have raised the bar of required skills and knowledge for today's law enforcement officer. Historic events have created a situation in which law enforcement officers are routinely called upon to respond to scenarios involving the mentally ill.

The deinstitutionalization movement, which began in the 1960's, led to the release of many of the mentally ill from psychiatric hospitals and placed them in the community (Teplin, 2000, p. 9). The failure of communities to develop appropriate community based mental health treatment programs left many mentally ill citizens on the streets without proper mental health care and supervision

(Watson, Corrigan & Ottati, 2004, p. 1128). Since that time, law enforcement officers have been left with progressively more responsibility for dealing with the mentally ill (Petrocelli, 2007). This deinstitutionalization has also resulted in increasing numbers of homeless mentally ill persons.

According to the Los Angeles Homeless Coalition, 1 in every 5 homeless persons has a severe or persistent mental illness (2009). Additionally, there are also thousands of Iraqi and Afghanistan war veterans who are returning home with significant mental health issues; including Post Traumatic Stress Disorder, major depression and traumatic brain injuries. These factors contribute to an unstable existence for many of the mentally ill who ultimately self-medicate with illegal drugs or alcohol. Officers are often first to respond to a mentally ill person in crisis and must stabilize volatile and unpredictable scenarios. Responding officers must act in accordance with the law, but they must also act in the interest and mandated protection of the mentally ill.

Why should we care?

A number of well-publicized deadly force incidents involving mentally ill individuals have substantially increased awareness among community members and advocacy groups over the lack of mental illness intervention skills for officers. Despite the tremendous responsibility placed upon law enforcement to resolve calls involv-

ing the mentally ill, many officers and deputies are poorly equipped to do so (Schwarzfeld, Reuland & Plotkin, 2008). Although these contacts may make up a relatively small percentage of an agency's total calls for service, they can prove to be among the most challenging types of calls for responding officers. Spurred by numerous headline-grabbing cases that have resonated with the public, there is an ongoing concern over the lack of mental health training for officers. Some of the more prominent incidents have been:

- *In February 2000, San Diego police officers shot and killed a stick-wielding homeless man who rushed at them. In May 2000, a 55 year old, 5-foot-1 inch, 102-pound mentally ill homeless woman was shot to death by a Los Angeles police officer who said she lunged at him with a screwdriver (Jamieson & Wilson, 2000)*
- *In August 2002, Owasso (state) police officers killed a mentally ill man who was threatening suicide. Officers shot 32-year old Todd Hastings after he refused orders to drop a sword. Though the officers' actions were found to be within department policy, the mentally ill man's family filed a law suit against the officers and the City*

Although a number of factors contribute to incidents such as this, they are tragic for families, communities and law enforcement agencies alike. Ronald Ruecker, Director of Public Safety for Sherwood City Oregon, believes that a number of issues, including a lack of understanding about mental illness on the part of officers as well as limited, local mental health resources may prevent agencies from establishing effective programs for dealing with the mentally ill (Ruecker, 2008, p.12). A study cited by the Psychiatric Services Journal found that the perceived stereotype of dangerousness associated with the mentally ill may lead officers to inadvertently escalate situations through body language and speech (Watson, Corrigan & Ottati, 2004).

Why has it come to this?

Driven by changes in treatment philosophy which began in the 1960's, many of the mentally ill were removed from psychiatric hospitals and were placed into the community. This movement was driven by the belief that persons with mental illness should receive community based services and treatment, allowing them to function as full members of the community (Geller & Morrissey, 2004, p.1128). Due to the mismanagement of the deinstitutionalization movement, namely a lack of planning of community based services for the chronically mentally ill, many mentally ill citizens were left

mentally ill.

Younger, less experienced officers tend to have a heightened perception of danger when faced with a mentally ill person who displays bizarre or unstable behavior. Officers from an organization that operates from a community oriented policing philosophy and those with more frequent contact with the mentally ill have more positive perceptions (Bolton, 2005). A number of studies cited by the Psychiatric Services Journal have also concluded that most officers do not feel adequately trained or qualified to respond to individuals with mental illness (Watson & Angell, 2007, p. 789).

The National Mental Health Information Center reports that most police departments around the country receive only five to eight hours of mental health training in the basic academy (Dupont, 2004). California POST requires four hours of mental health training in the basic academy (California POST, 2008). Such training deals with the very basic components of mental illness (2008). Cumulatively, officers want to know how to recognize mental illness, how to deal with suicidal or psychotic behavior, and how to handle violence or potential violence among mentally ill individuals (Bean, 1999). As suggested in a recent report by the Technical Assistance and Policy Analysis Center for Jail Diversion, a lack of training may contribute to a belief held by some officers that it is best to deal with mental health crisis situations quickly. The ramifications of this notion can be crucial because it is within the first few seconds of an interaction between an officer and a mentally ill person that determines whether it will be a productive or problematic situation (Reuland, 2004).

Research also suggests the majority of individuals who assault officers are under the influence of drugs or alcohol, or are mentally ill (Watson & Angell, 2007, p. 789). When an individual's source of impairment is unclear or is a combination of both factors, i.e., dual diagnosis cases, an officer's ability to resolve a crisis situation is further complicated. Additionally, when confronting a mentally ill person who displays disconcerting behaviors such as belligerence, verbal abuse or disrespect, an officer may be more likely to respond in a punitive manner (Teplin, 2000, p. 12).

So what's working?

Beyond the four hour POST required training, a number of progressive agencies have answered the call for improved police response to mentally ill persons. Two of them are of special note.

custody to treatment services (NAMI, 2008).

What impact will the mentally ill population have on future law enforcement training standards?

Although no level of training can prepare an officer to peacefully resolve every scenario, law enforcement leaders are always looking at ways to improve response methods. Law enforcement agencies throughout the country have implemented a variety of mental health training programs for their officers. These range from very basic supplemental training to full forty-hour crisis intervention training programs. Such training is intended to better equip officers to handle calls involving the mentally ill. The obvious need for mental health training for law enforcement should in no way overshadow the need for officer safety or protection of life.

As Boise, Idaho Police Lieutenant Ron Winegar notes, "Police tactics won't change if officers or the public are threatened. If someone is in a meth paranoia or mentally ill, we don't change our tactics. People are still a danger to police officers" (Kreller, 2008). This, however, does not exempt police managers from the responsibility and need to address the mentally ill population. The best outcome is to diffuse a situation eloquently and peacefully, and refer a mentally ill subject to temporary treatment when possible.

Recommendations

It is prudent for law enforcement leaders to ensure officers have a solid foundation of mental health training. It is an endeavor that requires the support and commitment of the Executive Staff as the first key step to developing and implementing a quality, ongoing training program. Any training strategy must be based on agency dynamics and identified factors unique to each organization. The following recommendations can provide a solid foundation for the implementation of a comprehensive mental health training strategy such as CIT, PERT or similar models:

- *Create a partnership with the County Mental Health agency for*

"Nothing defines the quality of life in a community more clearly than people who regard themselves, or whom the consensus chooses to regard, as mentally unwell." — Renata Adler

on the streets without proper mental health care and supervision (Watson, Corrigan & Ottati, 2004, p. 1128).

Other trends affecting the availability of public mental health services include ongoing reduction of mental health funding and the skyrocketing costs of Medi-cal. With California's \$42 billion dollar budget gap in 2009, and the prospect of massive cuts, proposed cuts to an already struggling Medi-Cal system will further limit access to services for the seriously mentally ill (www.nami.org/GradingtheStates2009). Simply put, ongoing funding reductions will continue to burden a mental health system that cannot handle the present demand. These trends have left law enforcement officers with increasingly more responsibility for dealing with the mentally ill in crisis or otherwise (Petrocelli, 2007).

So how are we doing?

Dr. Michael Bolton has completed extensive research related to police interactions with the mentally ill. He suggests that both situational and officer characteristics play a part in how police officers respond to persons with mental illness. Officers are more likely to arrest a mentally ill person if they are involved in a crime, if they have a criminal history or if it is likely the person will continue to be a problem. His research also implies that officers generally do not maintain negative attitudes about mental illness; however, officer and organizational dynamics do influence perceptions about the

San Diego County's Psychological Emergency Response Team (PERT) program, which was implemented after several officer-involved shootings involving mentally ill individuals, is one example. The San Diego PERT program partners trained officers with mental health professionals to respond to situations involving mentally ill persons. Select officers, deputies and mental health professionals complete a 40-hour training course which includes several topics related to mental illness such as crisis response, homelessness and substance abuse. In addition to the initial 40-hour training, officers receive on-going mental health training (Community Research Foundation, 2004). As compared to pre-PERT days, the San Diego PERT program has been successful resolving more situations peacefully and diverting more mentally ill persons to services versus custody.

The Memphis Crisis Intervention Team (CIT) program is a model for training that has been adopted by hundreds of communities in more than 35 states. The success of the Memphis model of CIT is grounded in the partnership between law enforcement and the community to serve the needs of the mentally ill. Selected officers receive 40 hours of training designed to equip them with specialized skills to respond to mental disturbance calls. Officers learn to recognize the signs of psychiatric distress and how to deescalate a crisis. Officers also learn how to link people with appropriate treatment. The well documented success of the CIT program includes a reduction in officer injuries and the diversion of mentally ill persons from

training ideas and formulation. You may find they will directly teach the training as a sub-contractor. Their participation will aid in either the increase or decrease in patient referrals

- *Establish an executive steering committee comprised of all stakeholders to collaboratively work to formulate ideas and implement an effective training program*
- *Partner with the National Alliance of the Mentally Ill (NAMI) for ongoing educational resources and training opportunities*
- *The creation of a data collection mechanism is critical in order to monitor the overall achievement of program objectives. This will provide for an ongoing assessment of the training strategy and will facilitate any needed adjustments*

Strategy development

In deciding how to embark on improved mental health training, law enforcement leaders should keep in mind that there is no one model that is a "one size fits all." The Memphis CIT model is a well validated program which has been well received by many police organizations. Other agencies have implemented law enforcement-mental health co-response models such as the San Diego PERT program. Ultimately, the chosen course of action will be determined by several factors including budgetary constraints, available mental health resources and agency commitment.

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Conclusion

The common denominator to the success of existing programs has been the strong collaboration amongst all stakeholders; including law enforcement agencies, mental health partners and the community (Schwarzfeld, Reuland & Plotkin, 2008). The envisioned outcome of any strategy should be to provide officers with the needed skills to safely and effectively handle calls involving mentally ill persons and to minimize the risk of injury to officers and those encountered. Taken further, the strategy should facilitate the safe and secure assessment and transportation of an individual in crisis, who meets the criteria established in Welfare and Institutions Code (WIC) Section 5150, to an appropriate mental health facility. Operating with these goals in mind, law enforcement is both fulfilling the legal mandate to protect the welfare of the mentally ill and also preventing the potential liability exposure associated with excessive force.

California POST offers both a 32 and 40 hour CIT course. Based on the Memphis model, a number of California agencies have embraced this training model and have anchored their training programs to its concepts. The Ventura County CIT program is one that has become a national model for proactive interface and collaboration between police agencies and mental health partners for the care and treatment of mentally ill persons (www.venturacountycit.org). Some possible benefits of the CIT program are:

- *The tuition for the existing 40 hour P.O.S.T. approved CIT course is free to participating agencies. This would equate to a substantial savings in training costs for the department*
- *CIT trained deputies could provide on the job mental health training for other patrol deputies. They could also provide roll call briefing and/or provide department wide training bulletins related to various mental health topics*
- *The CIT curriculum could be included as part of the P.O.S.T. mandated Advanced Officer training, which is in-house training required for all in-service officers.*
- *NAMI has been a strong advocate of CIT training for law enforcement and has shown past support through the provision of mental health training resources as well as funding sources*

As we reflect on the question of whether or not today's law enforcement officers are prepared to take on the challenges associated with the mentally ill population, many would conclude that the answer is "no." This article has presented the argument for the increased need for additional mental health training for law enforcement officers. Not only are there greater numbers of mentally ill persons functioning within our communities today but also law enforcement officers are having increased interaction with this segment of the population.

Law enforcement officers are regularly responding to calls involving the mentally ill and are doing so with varying levels of success. This variation can be attributed to inadequate and in some cases a clear lack of mental health training for responding officers. When such calls end with an unjustified death or injury of a mentally ill subject, an officer's actions are subject to question and often attributed to a lack of mental health training. In those cases in which an officer's actions are deemed to be outside the realm of reasonableness, responsible police managers must ask the questions, "What happened?" and "How can we prevent it from happening again?" Not only can we improve upon our mental health training standards but we also have an obligation to our officers and to our communities to do so.

The alternative of implementing mental health training standards for law enforcement is a viable and necessary response to the ongoing impact of the mentally ill population on the police profession. Innovative programs such as the PERT and CIT programs serve as two good examples for consideration. If we are to be progressive in our attempts to fulfill our commitment to the community then our resources and preparation must mirror the needs of the community. To do otherwise would be irresponsible and contradictory to the community oriented policing philosophy. ■

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Kern County Law Enforcement Foundation SCHOLARSHIP UPDATE

Since the inception of the Kern County Law Enforcement Foundation in 1988, there have always been two basic goals;

- 1 To assist Kern County Law Enforcement in any way we can. There is an article in this newsletter detailing that.
- 2 To provide assistance to Kern County youths to further their education and enable them to enter a career in Kern County Law Enforcement through our annual scholarship program.

Kern County Law Enforce-

ment Foundation scholarships are in the sum of \$4,000.00 each, payable at \$1,000 per year. Each recipient must submit transcript documentation in order to be eligible to receive scholarship funds.

Every year, a letter is sent to the guidance counselor at each Kern County high school, along with applications, outlining the education requirements and filing dates. The applications are received and screened. Next, a three person panel conducts in person interviews with the most qualified candidates and then the final

selection is made. Having served on the selection panel for several years, I can attest to you that Kern County can be very proud of the students that are educated in our schools.

Once the scholarship candidate is selected, we invite him/her, along with their parents to our spring awards dinner, where they are presented with their scholarship. The candidates that are not selected are mailed a letter thanking them for their interest and participation in this process.

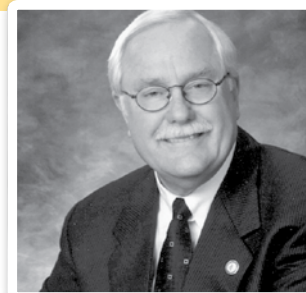
It is through your membership dues and our fundraising

efforts that we have expended over \$25,000 on our scholarships.

Thank you Kern County for your financial assistance and together we can maintain this program.

The Scholarship Committee is Co-Chaired by Mayor Harvey Hall and Chief Deputy Shelly Castaneda. Retired Sheriff's Department Commander's Frank Williams and Stan Moe serve as committee members.

For further information contact Chief Deputy Shelly Castaneda at 391-7560. ■



Harvey Hall



Shelly Castaneda



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Chief **GREG WILLIAMSON** Bakersfield Police Department



Chief **Greg Wil- liamson**

grew up in Bakersfield and graduated from North High School in 1982. He attended San Diego State University where he played football and earned his Bachelor's Degree in Criminal Justice Administration. Upon returning to Bakersfield, he

attended California State University Bakersfield and earned his Masters Degree in Public Administration.

Chief Williamson started his law enforcement career with the Bakersfield Police Department in 1989. Holding a variety of positions and working various assignments, he has had the opportunity to manage, supervise or work in every division of the police department. He was appointed as the Department's 18th Chief of Police in January of 2010.

Greg is the son of Bill and Lois Williamson and he has one sister, Lora. He has been married to his wife Aimee for 19 years; they have two teenage children, Beau and Bryn.

Chief Williamson has numerous interests outside of the department and he is involved in a variety of professional organizations and community activities as follows:

PROFESSIONAL ORGANIZATIONS

- California Peace Officers Association – Member
- California Police Chiefs Association – Member
- Kern County Chief Law Enforcement Officers' Association – Member
- International Association of Chiefs of Police – Member
- Center for Law Enforcement Ethics – Member
- Greater Bakersfield Chamber of Commerce, Leadership Bakersfield – Alumni
- POST Command College Class 42 – Alumni
- CSUB Council of 100

COMMUNITY ACTIVITIES

- Kern Law Enforcement Foundation
- Bakersfield North Rotary Club
- International Footprint Association, Chapter #8
- Kern County Behavioral Health Board, Vice President
- Kern County Children's Treatment and Recovery Services Committee Chair
- Bakersfield Police Activities League, President
- Kern County Juvenile Justice Coordinating Council – Board Member
- Kern County Network for Children Governing Board
- Bakersfield Chamber of Commerce, Youth Leadership Bakersfield, Advisory Board
- Vision 2020 Facilitation Team
- Jack Frost Football, Youth Football Coach
- High School Football Coach (22 years)
- Youth Connection

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**TEXAS
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Remembering Kern County's Law Enforcement Heroes

April 17th 2010
420 Club
3910 Alfred Harrell Highway

New York Steak Dinner	5PM
Tournament	6PM
Donation	\$100 ⁰⁰
Just Dinner (Non-Players) .	\$20 ⁰⁰

Help send Bakersfield Police Department and Kern County Sheriffs Office Honor Guard Team to National Police Memorial

**For tickets or more information please call
Sofie Zimmermann at 661-342-1532**

WANT TO JOIN



Our Membership Committee made up of Jon Busby, Greg Struges, Wayne Ketcherside, Mike Larsen, David Merritt, Frank Williams and the newest member SOFIE ZIMMERMANN are working on our mailing lists for the newsletter and membership information for soliciting new members.

If you have ever been a member and did not get your renewal; all you have to do is go to www.kernlaw.org to download an application to mail to us. Please indicate what years you were a member so we can rush your updated background check through the Sheriff's Department with Board Member Stan Moe.

If you are a new member wanting to join review, our history and bylaws are on the website and you can also download an application and the sponsor can be any board member or law enforcement officer.

If you don't know anyone of us, then put "open" in the recommendation and it will be forwarded to our background committee. The website has all of the information on membership and backgrounds.

You can read about many of the projects and events that have taken place over the years as we continue to improve and add to the website. Individual memberships are only \$100 per year and are tax deductible under 501c rules, check with your accountant to confirm. Our business sponsorships are \$500 and \$1000 per year and go towards awards, grants and scholarships given by our organization.

We have given out over \$500,000 since we began in 1988. You can be as involved as you want to be and are always welcome at our annual events like the annual clay shoot, the officer of the year awards dinner and fall forums.

Look over this newsletter and see the many things we do. ■



TO JOIN TODAY CONTACT:

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Newsletter Editors **Thomas L. Sheets, Pauly Wren & Lynn Watkins**

The Kern County Law Enforcement Foundation is a 501 (c)(3) organization. Your dues and donations may be tax deductible. Please consult your tax advisor.

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