



Kern County Law Enforcement Foundation

PRESIDENT'S MESSAGE

Hello members and friends!

My name is Jon Busby. As the new president of the Kern County Law Enforcement Foundation, I would like to introduce myself and share some information about me and my thoughts regarding this organization and what we are about. I have been a strong supporter of Law Enforcement from the time I was a small boy. My father was a pilot, volunteering to fly his plane for the Sheriff's Department Aero Squadron when they needed his assistance. During that same time period, my father taught my siblings and I to respect Law Enforcement for what they do and stand for and I always have.



Jon Busby

A few years ago, Tom Sheets, past president, recruited me as a member and later asked me to serve on the Board of Directors. There was no hesitation or regrets on my part, then, or today. I consider it a privilege to be a part of supporting all 29 Law Enforcement Agencies throughout Kern County and providing them with things they need to do their job, but not always available through their budget processes. Since becoming a member, I have had an opportunity to serve on many of the Foundation's committees with other members to accomplish the tasks that make the organization so successful.

Basically, we have two primary events that we host each year. We have the fall luncheon, an event that brings supporters and representatives from most of Kern County's law enforcement agencies and business leaders together to recognize the accomplishments of our Law Enforcement Officers and community leaders. The quality of our guest speakers is second to none, while the event also provides a venue for interaction.

Another event, perhaps our most important, is the "Officer of the Year Awards Dinner" where we recognize the accomplishments and actions of some of Kern County's finest. These officers are recognized for excellent police work sustained over a long period of time or a single act, many times involving an act of valor. It is also a time to recognize some of the citizens in Kern County that have made a significant contribution to help others in some way. We also use this event to award scholarships to students who have expressed a desire to pursue a career in the field of law enforcement.

Additionally, we have a couple of fund raisers. We have our annual poker tournament and we are planning our 1st golf tournament for October 2012. Proceeds from these four events, combined with generous donations from the community generate several thousand dollars, all of which goes to benefit the county's law enforcement agencies based on their needs and requests.

Examples include; tasers, protective vests, new guns for Cal-State Bakersfield and support for the seven Police Activity Leagues (PAL) and the Sheriff's Activity League (SAL) who use the money to assist youth in their service areas.

During the past three years under the direction of Tom Sheets, KCLEF was able to become more efficient and grow in terms of fund raising, which is no easy feat during current economic times. Tom was instrumental and had the foresight to recruit some excellent, hard working board members who compliment those already serving. These members are the driving force and the heart and soul of the organization and are helping to expand our vision for the future. The resulting changes I have seen are astounding.

What I hope to accomplish during my tenure is to build a cohesive bridge between law enforcement and their supporters so they realize how much most people in the public sector love Kern County Law Enforcement. When this mind-set is established, the results are almost always positive. I will also focus on recruiting new members and donors.

In closing, I want everyone to know how excited I am about serving as President for Kern County Law Enforcement Foundation. I encourage those of you who are not yet members to join us.

KERN COUNTY LAW ENFORCEMENT FOUNDATION

Come out and join us for lunch as we gather to recognize the accomplishments of this year's honoree and Administrator of the Year, Jeff Kermode, Chief of Police in Tehachapi, California.

Chief Kermode was sworn in as Tehachapi's Chief of Police on November 27, 2006 and had the police Department operational on July 1, 2007. Tehachapi began with eleven sworn and two civilian employees but has now grown to fourteen sworn including a Drug K-9, a Mounted Patrol unit and has an Officer serving on the Kern County Narcotics Task Force.

Chief Kermode has 32 years of Law Enforcement experience having served 26 years with the Irvine Police Department. While with Irvine PD, Chief Kermode served in almost all areas in the Department such as Patrol, Traffic, Special Operations, Planning and Research, Training, Communications, Support Services and Personnel. Chief Kermode was a long-term SWAT member as an Officer, Sergeant and eventually served as SWAT Commander.

Chief Kermode earned a Bachelor's Degree from UC Irvine, a J.D. from Western State University and has been a member of the California State Bar since 1985. He is a graduate of the FBI National Academy in Quantico, Virginia and the Southwest Command College. Kermode also was a part-time instructor at Golden West College and an adjunct professor for Kaplan University. Chief Kermode is serving as the current President of the Kern County Chief Law Enforcement Officer's Association.

Chief Kermode enjoys horses and the outdoors, having served as a volunteer for the Cleveland National Forest and the Orange County Regional Parks, providing equestrian patrols of park wilderness areas. Chief Kermode is supported by his wife Debi and his parents, Ralph and Vicky who live in Bear Valley.

Keynote SPEAKER...

**LAURENCIO "LARRY" BRITO, FBI Unit Chief,
Criminal Investigative Division, El Paso, Texas**

Agent Brito is a 26 year veteran of the FBI's Drug Investigative Program. He was previously assigned to the Las Vegas Division, San Diego Division, Houston Division, El Paso Division, DEA Special Operations Division – Washington, DC and currently the FBI's Criminal Division at the El Paso Intelligence Center. His responsibilities include coordinating Strategic and Tactical Intelligence Matters for both the Northern and Southern Borders. He was the recipient of the Organized Crime Drug Enforcement Task Force National Case of the Year; the State of Texas Federal Officer of the Year Award; the FBI Director's Award; and the Attorney General's Award for Investigative Excellence.

FALL FORUM LUNCHEON 2011

Administrator
Of The
Year Awards



Chief JEFF KERMODE
Tehachapi Police Department
Tehachapi, California



WHEN Tuesday, November 1, 2011
WHERE Stockdale Country Club
PRICE \$25 per person or \$300 per table
TIME 11:30 AM to 1:00 PM
TICKETS Contact Pauly Wren @ 861-7911

GENERATION X LED POLICING: NOT YOUR MOTHER'S POLICE LEADERSHIP

By Phillip Penko

Assistant Police Chief, Monterey Police Department

Editors Note: Deputy Chief Phillip Penko is a 26 year veteran with the Monterey Police Department. He holds a bachelors degree in psychology from San Jose State University and a master's degree in human resource management from Chapman University. Deputy Chief Penko is a graduate of the California Commission on Peace Officer Standards and Training (POST) Sherman Block Leadership Institute and Command College No. 47. In Command College, Deputy Chief Penko's research topic focused on how California law enforcement will adapt to Generation X executive leadership by the year 2019 resulting in the article before you. This futures project was chosen by Command College staff to be the only one presented at the graduation ceremony of class No. 47. He is also a published author on the topic of law enforcement ethics and integrity.

Think about the future, the future of policing, not from the perspective of today's leader but instead from the viewpoint of that thirty-five year old sergeant. Do you see a significant difference between the California law enforcement of today vis-à-vis the police agency of 2019? Would it shock you to find tomorrow's police department employing flexible schedules to accommodate its staff's desire to balance work with their life outside of work? What if the paramilitary hierarchical structure so common in today's environment gives way to a more egalitarian approach, where the employee that contributes the most is considered the leader and thus, leadership becomes transitory? Imagine the traditional career ladder being replaced with one that allows for flexible career paths where the title "Specialist" replaces rank. Can you envision contemporary organizational policy manuals and rule reliance transforming into a philosophy that focuses more on results than on process?

Although outlandish by today's standards, this scenario may become a reality when Generation X moves into executive leadership positions in policing. Today's law enforcement culture is largely shaped upon the beliefs and values of the Baby Boomer generation, those born between 1945 and 1964, and those who preceded them. Yet their replacements, Generation X (1965 – 1980), possess a different view on employment, relationships, loyalty, motivation and organizational structure.

There is clearly the potential for significant transitional change as Generation X becomes more entrenched in executive law enforcement positions. As an example, the Citrus Heights Police Department came into existence June, 2006. The new Chief, a Gen X'er himself, was responsible for building this organization. A recent CHPD employment application reflects the influence of Gen X values. While addressing the stress associated with police work, the job announcement indicated CHPD wanted its, "... officers to have a work/life balance." In addition, According to the Citrus Heights City Manager, each police officer works only eleven months out of a calendar year; with a one-month paid sabbatical given to each officer to "...recharge their batteries;" (2010).

As more police agencies come under the executive leadership of Generation X, organizational chaos may grow as generational-based change weaves its way through the profession. This could impact the delivery of service, recruitment and retention of personnel and organizational cohesion until the dust settles. Why should today's leaders worry about something that will not occur in earnest for several years, and likely not affect them? Because it is the duty of today's law enforcement executives to safeguard the profession's stability and integrity while creating a vision of the future beyond their tenure. In short, the leader of today must begin preparing his or her replacement in ways that have never taken place before.

GENERATIONAL VALUES: IS THERE REALLY A DIFFERENCE?

According to Author Drew Sanders, in his article To Protect and Serve: What Generation Y Brings to the Law Enforcement and How Police Agencies can Benefit (2008), the difference between the workplace characteristics of Baby Boomers and Generation X are quite different.

To the Boomers, work equaled their worth; they stayed loyal to a single employer their entire adult life, remained at their desk until the work was done, were motivated by being valued and needed, and they lived to work.

In contrast, Sanders (2008) indicates that Generation X views work as the elimination of a task, nothing more. They are self reliant and independent and view work as a contract rather than a relationship. They also believe

everyone is equal – rank means little and view freedom as a reward. They are motivated by freedom and the removal of rules, and work to live – a balance between work and life is of utmost importance.

While it is dangerous to paint the entire generation with such a broad brush, clear differences have been suggested between today's leaders and those of tomorrow. In her article, When Gen X Runs the Show (2009), Anne Fisher states that when Generation X is in charge in 2019, "...they will make some big changes." She suggests that the Generation X leader will lead a workforce that will have little resemblance to what we know today; primarily staffed by other Gen X'ers and those of Generation Y (born 1981 to 2000). They will define success not by the position they hold, but rather what they accomplish to give them personal satisfaction. Additionally, the hierarchical management styles of the Boomers will go by the wayside and morph into a more collaborative decision-making model. In essence, the values of Generation X, coupled with the needs of Generation Y, will reshape the face of California law enforcement.

In their article Solutions for Retaining Generation Y Employees in the Workplace (2008), Kenneth Levitt, Debra Lowe and Terry Wilson described Generation X as the children of workaholic Baby Boomers who, as a result, grew to become self-reliant "latchkey" kids. Because they witnessed their parents fall prey to corporate downsizing, Generation X grew distrustful of corporations and their managers, and developed a survival mentality focused on individuality – looking out for their own best interests. Levitt, et al, describe Generation X as possessing poor social skills as a result of their isolation growing up and self-reliance. On the plus side, they are technically adept and embrace change. They want the opportunity to do meaningful work that makes a difference in the world.

In her article Understanding Generation X (2008), Helen Dennis indicated that Generation X wanted, among other things, for their employers to be cognizant of their need for life beyond work and to be supportive in their quest for it. She also believed that because of the broken promises experienced by their parents in corporate America, Generation X was distrustful of those in leadership positions. That may explain why loyalty, in Baby Boomer terms, is not in the Gen X vocabulary. To them, loyalty and respect are earned; they are not to be bestowed upon someone simply because of their years of service or rank.

In 55 Trends now Shaping the Future of Policing (2008), one trend identified by Dr. Marvin Cetron and Owen Davies was the belief that Generation X and the Millennials will have major effects in the future. Specifically, they suggest that, "Employers will have to adjust virtually all of their policies and practices to the values of these new and different generations, including finding ways to motivate and reward them." Neither generation, though, seems inclined to allow the status quo to define their work environment and will not hesitate to change it to align with their values and desires.

In the future, it is possible we just might see a greater emphasis on results versus methodology, increased flexibility for and participation by staffing, more management support for employees' lives outside of work and other changes that will be antithetical to the Boomer perspective (Fisher, 2009). By the year 2019, California law enforcement leadership could become more agile when it comes to changing the way systems operate or, more apt to eliminating systems altogether, as long as it means the job gets done efficiently and effectively.

SO WHY WORRY?

Not only is there potential for significant change in law enforcement leadership but also the potential for major conflict within the workplace as generations collide. Selecting the midpoint of this generation would indicate that the Generation X police chief would be 46 years of age in 2019. Generation Y, those who will make up the bulk of the line level workforce at that time, values a team environment and longs for a leader who adopts a more inclusive style among his or her employees. In contrast, Filipczak, Raines and Zemke (2000) note that Generation X strives for independence. Independence can mean going it alone; working by oneself to complete a mission. Law enforcement by its very nature requires teamwork to accomplish the mission. If Generation X (e.g., the chief) is truly committed to independence in the workplace, they may find a revolt among their staff or, in the worst case, a mass exodus.

Why worry about change? As the Generation X leader alters the



PHILLIP PENKO

Assistant Police Chief, Monterey Police Department

organizational environment, potential impacts to service delivery could arise. This could be problematic as the majority of the service population will be comprised of Baby Boomers who will not tolerate a loss of service. They remember how it was to deliver service the good old-fashioned way and will not tolerate Gen X's approach if it impacts service. Will their expectations be in conflict with the level of service being provided? Will the wants and needs of the employee supplant the expectations of the aging populace?

LEADERS OF TODAY MUST TAKE ACTION FOR TOMORROW

In his article, Who is Going to Fill Their Shoes? A Perspective on the Recruitment of Police Chiefs (2002), retired Monterey Police Chief Gary Brown suggested that sitting Chiefs have done little to prepare those in line to succeed them. One main reason cited is their unwillingness to recognize the different values of Generation X and try to develop a better understanding of what makes Gen X tick. In the Forecasting International study, one of the respondents summed up the predicament facing California law enforcement best when he stated, "Boomers are reluctant to choose successors." In the coming decade, a leadership vacuum is likely to develop because of this reluctance. As a result, the profession may be faced with a tumultuous transition wherein existing systems, policies and operations are completely dismantled; or they develop into a richer, more egalitarian work environment where the makeup of team becomes the most important part of the recipe for success rather than who is in charge.

So what can we do? The leader of today must prepare an organization to become mature enough to weather significant change, proactively plan for the transition and recognize this is a process that will require substantial research, study and a concrete plan of action. The time to act is now. Law enforcement has done little to recognize the impending change. Most training is based on the current policing model; little exploration of the future has occurred. Today's leaders owe it to the profession to set the stage for as seamless a transition as possible. The California Commission on Peace Officers Standards and Training (P.O.S.T.) has begun to recognize the importance of this preparation by offering courses such as the "Managing the Generations in Today's Workplace" (POST website, 2010). Such courses, however, focus on the here and now; the profession must look to the future and prepare tomorrow's leaders beginning today.

In September 2009 a panel of subject matter experts from varied disciplines was convened by the author to study the potential challenges and opportunities facing the Generation X police chief. Through their work, the panel identified a number of recommendations the law enforcement profession should consider now so as to smooth the transition Generation X executive leadership (Monterey CA, Sept 24, 2009).

RECOMMENDATIONS

- POST should partner with the large professional California law enforcement organizations to develop a transitional development training curriculum and implementation strategy. Organizations like the California Police Chiefs' Association (CPCA), California Sheriffs' Association (CSA), and California Peace Officers' Association (CPOA) can partner with POST on a

needs assessment. This assessment should focus on creating strategies for talent development, generational cohesion and understanding, succession planning, cross departmental learning opportunities, and the honing of hard and soft leadership skills to name a few. The California University system should be utilized to assist in the development.

- The profession should renew its emphasis on mentoring, pairing Baby Boomers with the up and coming Generation X leaders of tomorrow.

- Develop an annuitant program allowing recently retired Baby Boomers executives to come back to coach the new Generation X executive leader. This would be different than the mentor programming as it will allow the annuitant to give full-time attention to the development of the new leader, preparing their replacement for success.

- POST must develop a Generation X Advisory Committee to identify the significant differences between their views of executive leadership compared to that of today's leaders. This group should be comprised of Gen X'ers who aspires to lead an agency. It may be helpful to establish a virtual law enforcement agency to allow Gen X members to oversee an organization and demonstrate how they would lead. This may give a clear understanding of the mindset and values that most likely will shape California law enforcement in the future.

- A futures-oriented version of the Role of the Police Chief training course should be developed for the next generation of law enforcement executives. The curriculum should be based upon information gathered through the Gen X Advisory Committee and include how their differing values could impact the organizational wellbeing and service to the Baby Boomers, their largest service population.

- Rather than assume it will not work, a flexible schedule designed to enhance the work/life balance must be thoroughly examined to determine if at least a portion of it can be incorporated into the law enforcement arena today. One of the major professional associations should examine how flexible scheduling is incorporated into the private sector to accomplish this assessment.

- Likewise, a revised organizational structure designed to level out the hierarchical silo should be examined to determine not only if it would be feasible to incorporate but equally important to mitigate the impacts that would follow.

CONCLUSION

The culture and structure of California law enforcement has remained fairly consistent over the last several generations. The Baby Boomers embraced the paramilitary structure established by the generation before them. The Generation X executive leader will be different. Their unique values will be interwoven into the fabric of the law enforcement profession, creating a structure and culture quite different from the contemporary model. Because of the nature of change and accompanying resistance, the Generation X leader will be forced to focus on balance in all aspects of their leadership efforts. Clearly an all or nothing approach will not work; wholesale change to the structure and culture of law enforcement will not occur overnight. Incremental change is required to modify a system as rigid and well-defined as that found in current law enforcement agencies. Success requires the exercise of diligence and intelligence as the transformation occurs.

If POST and other law enforcement leadership entities develop a successful transformative model to implement, future Gen X and Gen Y leaders will be able to adapt and apply new principles of how to conduct police services in the future. Ideally, this new model will reflect their generational values and work ethic without sacrificing quality service and excellence their communities expect and desire. The alternative is to do nothing and hope for the best. Best practices in law enforcement have demonstrated that taking a proactive approach to address crime and quality of life issues provides far better results than waiting for something to happen. The latter approach has proven time and time again that, at that point, it is often too late to adequately mitigate negative impacts or successfully resolve a problem. The leaders of today must recognize this going forward to ensure the transition to Generation X leadership causes the least impact to the noblest of professions.

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SHAFTER PAL SCORES A KNOCKOUT!

By Lynn Watkins, Editor

Sometime ago I was talking with Shafter Chief of Police, Charlie Fivecoat about the successes the Shafter Police Activity League (PAL) was enjoying. Shafter PAL is just one of seven PALS that the Kern County Law Enforcement Foundation helps with financial support. Additionally, KCLEF also gives financial support to the Kern County Sheriff's Activity League (SAL).

Chief Fivecoat shared that there had been many success stories related to Shafter's PAL and they felt that if they could give Shafter's youth a positive environment to develop various skills it would help keep them away from gangs, drugs and other criminal activity. While talking with Chief Fivecoat he mentioned that there was one young man that had garnered a lot of attention with his boxing skill which immediately got my attention since I'm a huge boxing fan.

A few weeks later I arranged a meeting with Caleb Munoz Ayon at the Shafter Youth Center where the Shafter PAL meets. When I arrived, I met with Eva Ayon, Caleb's mother, who was beaming with pride as I ask about Caleb. When I first arrived Caleb was on the Basketball Court shooting hoops. As Caleb approached at the direction of his mother I couldn't help but think he looked like a typical 14 year old with a slender build standing 5-4 and weighing in at 100 pounds. When I shook Caleb's hand I noticed his calm and shy demeanor but I would later learn that he does his talking with his fists once inside a boxing ring.

Caleb, his mother and I sat down at a table near the PAL boxing ring that is located in a corner of the gym. As we started to talk, I began to learn more about the 8th grader at Richland Jr. His mother, Eva, told me that in addition to boxing, Caleb plays tackle football, baseball, soccer and basketball, excelling in all of the sports. Caleb's mother said "he even tried tennis for a while but thought it was boring". Eva said that sports are not all that Caleb is good at as he boost a 3.56 GPA, taking his academics very seriously. Eva told me that Caleb often does a balancing act between boxing, school work and other sports giving him little time to do anything else. Caleb is the oldest of four children and has 1 brother and 2 sisters.

Caleb started boxing with Shafter PAL at age 10 and is trained by his uncle, Mike Ayon. Caleb told me that his long term goal is to go to college

and get a degree but he also has aspirations to be a professional boxer. Caleb's short term goal is to compete in the Junior Olympics as a boxer and he must be 15 years old to do that. In the meantime he has compiled a very impressive boxing record and has won numerous boxing tournaments all over the state of California. The various divisions are based on age and weight with Caleb often fighting older boys with the same weight. Some of his accomplishments, including numerous victories are listed below:

- Age 10, 2nd Place in State finals located in Oxnard, California
- Age 11, 2nd Place California Silver Gloves Tournament in Carson, City California.
- Age 11, 1st Place Belt, State Finals located in Oxnard, California
- Age 12, 1st place in the Silver Gloves Tournament held in Bakersfield, California
- Age 12, 1st place belt in State Tournament held in Bakersfield, California
- Age 13, 1st place belt in State Tournament held in Bakersfield, California
- Age 13, 1st place in Regional Tournament held in Arvin, California

Caleb's plan is to continue to compete in local, regional and state events until he can fight his way into the Junior Olympics. Behind his calm demeanor and those soft spoken words is a determined young man with the heart of a champion. But, beyond that, I see a young man doing all the right things under the guidance of a caring mother and an excellent PAL program that are unwavering with their support to help him get to where he wants to be.

I later spoke with Officer Luis Pena, a 2 year veteran with the Shafter Police Department. Pena told me that he had been with the Sheriff's Department for 3 years prior to coming to Shafter PD. He said that during his interview for Shafter PD he mentioned that he enjoyed working with youth and would like to become involved with PAL. Pena said that after he was hired it wasn't long until he was in charge of the PAL in Shafter.

Officer Pena told me that there are approximately 200 youths from the area involved with the Shafter PAL program but only 35-40 show up on most days. He said the youths come from varied backgrounds and for some



this program has been vital to keeping them from the clutches of the gangs and other criminal elements. Pena said that the PAL program has also been a rewarding experience for him because he sees the importance of counseling them to keep them focused on the positive things so they don't have time or desire to consider the negative.

Pena said that when the youth come into the program they agree to maintain good grades in school and stay out of trouble and PAL monitor's progress. He said that there have been ejections from the program but that is rare and even then he follows up and some have been able to return after their behavior is improved.

Having had the opportunity to gain insight into what Shafter PAL does and see a true success story in Caleb Ayon, to say I was pleased is an understatement. My impression is that an investment in our youth is worth the effort and the Kern County Law Enforcement Foundation can be very proud that we were able to contribute in a small way to this success story. Best wishes to Caleb with all his life's endeavors and special thanks to all the volunteers in PAL programs across Kern County.

IT WAS A NIGHT TO HONOR THE BEST OF THE BEST...

By **Olivia Garcia**, Associate Editor

A number of key law enforcement officers received much deserved praise and recognition during the annual **Officer of the Year Awards Dinner**, held Friday June 3, 2011 at the Stockdale Country Club and organized by the Kern County Law Enforcement Foundation.

The evening, which drew a sold-out house, began with the flag salute presented by Lynn Watkins, foundation board member. The national anthem followed; it was performed by Milt Woken, Jeff Shepherd, Wair Berry and Jim Mahoney.

Pastor Charles Lack of Vessels of Honor introduced the invocation and benediction.

The ceremony was off to a great start.

Tom Sheets, outgoing president, gave a warm welcome to the attendees, which included a number of high-ranking law enforcement officers and supporters of the foundation. The annual event, an important fundraiser for the foundation, was made possible through the support of major sponsors, including Mercy and Memorial hospitals, Tejon Ranch, Tim and Tina Lewy, San Joaquin Bit, Advanced Industrial, Sun Growers, and Bear Mountain Sports. The media sponsors were KGET 17 and KERO 23.

Jon Busby, incoming president, introduced key individuals and special guests. Frank Williams, board member and past president, installed the new officers and board members.

Jon Busby was welcomed as the new President and Angela Barton as Vice President. Pauly Wren stayed on as Secretary and Dale St. Claire remained as Treasurer. In addition to the Executive Board, the people elected to serve another term on the Board of Directors are Sofie Zimmermann, Frank Williams and Dale St. Claire

Jim Scott served as the master of ceremonies. At the start of the event, Tom Sheets gave out a special presentation by recognizing Joe Serrano who has volunteered countless hours taking photographs and promoting the achievements of KCLEF.

Mayor Harvey Hall presented the scholarship award to a well-deserving student, Tyler Schleicher.

Another early highlight of the night was the auction. On the hot-item list:

- A Night at the Theatre: Four tickets to Stars Theatre in a private suite and limousine transportation.
- Two-Day Greenhorn Mountain retreat getaway: Eight-person accommodations at a beautiful private mountain home.
- Carnival Mexican Cruise getaway: Three-day trip provided by Uniglobe Travel. Auction item also came with black Tahitian drop pearl earrings provided by Latham and Sheets Jewelry.
- Dodger Day: Four tickets to see the LA Dodgers with limousine transportation.
- Comedy Relief: Four tickets to see Jay Leno with limousine transportation.
- 49ers Football Extravaganza: Four tickets to see the San Francisco 49ers, plus one night of lodging at a beautiful hotel.

The items were a hit and prepared attendees for the big moment — the awards presentation.

Business Man of the Year Award: Devinder Singh Bains

Incoming vice president Angela Barton was honored to present the Business Man of the Year Award to longtime foundation supporter and personal friend, Devinder Singh Bains.

"He is a man who truly cares about his community and does whatever he possibly can to help people in need, especially our youth because they are our future," Barton said.

Originally from India, Bains came to the U.S. in 1976, settling in Ohio before moving to Delano, California in 1987. He was hired as an underwriter for a Cadillac dealership but worked his way up to General Manager. In 2004, he became the owner of Taft Chevrolet-Buick.

Other noted accomplishments:

He and his wife are the parents of two daughters and one, all three studying to become doctors. Bains holds a bachelor's degree and received the Paul Harris Award, the highest honored bestowed on a Rotarian. He is vice president of SERF, the Sikh Educational and Religious Foundation and board member/secretary for the General Motors Minority Dealers Association.

Bains is also the sponsor of numerous youth groups, such as Future Farmers of America.

Public Service Award: Citizen Patrol Sergeant Kenny Carlon Maricopa Police Department

Chief Derek W. Merritt of the Maricopa Police Department recognized Citizen Patrol Sergeant Kenny Carlon with the Public Service Award. Carlon has been a volunteer with the Maricopa Police Department for two years. He volunteers as a crossing guard, explorer advisor, evidence clerk and court liaison officer. He can be seen volunteer as a citizen patrol unit Monday through Friday mornings.

"He has the respect of the community and spends much of his time talking with the community and assisting the good folks of Maricopa," wrote Chief Merritt. "Without the many hours donated by COP/Sgt. Carlon, our department would not have the ability to provide the outstanding public service and safety we do today."

The department provides 24/7 coverage with two police officers and a police dispatcher but has 25 volunteer police officers, 14 volunteer dispatchers, 6 volunteer citizen patrol officers, 1 volunteer evidence technician and 10 police explorers. Unfortunately, both Chief Merritt and Sergeant Carlon were unable to attend the event.

Law Enforcement/Military Service Award: Officer Joseph Hayes Shafter Police Department

Chief Charlie Fivecoat of the Shafter Police Department had the honor to recognize Officer Joseph Hayes with the Law Enforcement/Military Service Award.

Hayes has been with the Shafter Police Department for two years now and has become one of the most productive police officers in the department. Hayes had 27 DUI arrests for 2010 and was nominated this year for the MADD award.

"Joe is one of those rare finds in law enforcement and to meet him gives one confidence in the future of our country," said Chief Fivecoat.

Hayes is married to Candace and they have two children. He is an active member at Valley Baptist Church. One of his role models is the former Carl Sparks. "Chief, I really love that man," was Hayes words to Chief Fivecoat about the charismatic retired Sparks.

Hayes enlisted in the U.S. Marine Corps in May 2001 and served as a rifleman for 3-1/2 years including a combat tour of duty during Operation Iraqi Freedom.

Among the military medals he has earned: the Purple Heart; Bronze Star with Combat "V"; Global War on Terrorism Service Medal; National Defense Service Medal; Combat Action Ribbon; and Meritorious Mast.

His most noteworthy accomplishment in the military was as a "22-year-old corporal during hostile action in Ar Ramadi, Iraq on April 6, 2004," said Fivecoat.

While on patrol, his squad was attacked by small arms, machine gun and rocket-propelled grenade fire from all directions.

During the assault, one of his Marines was wounded.

"With complete disregard for his own personal safety, Corporal Hayes dashed into intense enemy fire to retrieve his wounded comrade and take him to safety. As he evacuated him, a second fatal shot struck the wounded Marine. Hayes and his team were caught in the fight for two more hours, and despite shrapnel wounds to his hands and back, Hayes continued to fight, refusing medical aid until his Marines were treated," according to Lt. General James T. Conway of the USMC.

Senior Airman David K. Patty 95th Security Forces Squadron, Edwards Air Force Base

Air Force Major Gregory C. Jarmusz, Jr. called up Senior Airman David K. Patty to present him with the Law Enforcement/Military Service Award.

Jarmusz described Senior Airman Patty as a model patrolman and airman.

He has taken on a number of assignments or performed at exceptional service. Patty is assigned to the 95th Security Forces Squadron.

He had been deployed to Bagram Airfield Afghanistan where he executed duties superbly as a M240B machine gunner. He identified and engaged multiple suicide bombers and a six-hour firefight that resulted in earning the Air Force Combat Action Award.

While in Afghanistan, he detained a terrorist member attempting to breach the base there. He helped provide brilliant force protection techniques for the U.S. presidential visit there and the U.S. Secret Service lauded the base defense as the one of the best combat zone security, Jarmusz said.

He continued to excel while being stationed at Edwards Air Force Base. During a routine traffic stop on base, Patty seized seven grams of medical marijuana. The individual violated parole and was sent back to jail. Because of his high work ethic and dedication, Patty has outperformed his peers.

Exceptional Officer of the Year Award: Probation Supervisor Matthew Kunderinger Kern County Probation Department

Probation Department Chief David M. Kuge was proud to recognize Probation Supervisor Matthew Kunderinger with the Exceptional Officer of the Year Award. Kunderinger began with the Probation Department in 1995 and over the past 16 years has been assigned to a variety of assignments including Juvenile Hall Intake, Adult Supervision, and the Gang Intervention and Suppression Team (GIST). While in these assignments, Kunderinger has been called to handle specialized projects including one in the Kern Narcotics task force (KNET) and the "Avenues to Change" Juvenile Drug Program.

He was responsible for the initial startup of the grant funded in-custody program for juvenile drug offenders.

He currently supervises the GIST team.

"He is well respected by his peers, staff and administration as well as allied law enforcement agencies," said Kuge. "Over the past seven years of his supervisor of the GIST unit, the team has been responsible for the seizure of 146 firearms, 244 weapons, and \$92,017 in drug-related asset forfeiture. This is a small but mighty unit of five officers who flourish under Mr. Kunderinger's leadership. He is a man on integrity and has focus, energy and passion that is hard to match."

Traffic Officer Elena DeMarah California Highway Patrol

CHP Captain William Nation recognized Traffic Officer Elena DeMarah with the Exceptional Officer of the Year Award. DeMarah joined the CHP in 2002 and was assigned to Hollister-Gilroy Area, Newhall Area and the Grapevine Inspective Facility before transferring to Bakersfield in 2008,

Since her arrival, DeMarah has excelled in all areas of enforcement and consistently leads her shift in the number of citations issued, particularly in the area of commercial vehicle enforcement, said Nation.

In a four-month period in 2010, DeMarah issued 421 commercial (big rig)-related citations, completed 60-plus commercial vehicle inspections and placed more than two dozen vehicles out of service for failing to comply with regulations.

MADD honored DeMarah with an award for her efforts in DUI enforcement. She's handled a number of traffic collision investigations, including one that was a felony hit-and-run. The crash ended in the unfortunate death of two people but her exhaustive efforts led to the arrest of the suspect less than one week later, Nation said.

"Officer DeMarah's timeless dedication and efforts in enforcing commercial laws and regulations has played a significant role in Kern County in saving lives, preventing property damage and lowering the Mileage Death Rate," Nation said.

Traffic Officer Paul Yanez California Highway Patrol

CHP Lt. Terry Roberts had the privilege to honor Traffic Officer Paul Yanez with the Exceptional Officer of the Year Award. Yanez has been with CHP for 27 years and has worked the Fort Tejon Area and Buttonwillow Area.

Yanez is married to Wendy, his wife of 27 years and they have three children.

His dedication to the profession sets him apart.

"Although highly qualified to promote to a higher rank or fulfill the rigors of a special duty position, Paul desires to work a beat and has been a road patrol officer every day of his lengthy career," Roberts said. "Several letters from victims and family members of victims speak of their appreciation for the professionalism and compassion shown by this officer in times when their lives were changed forever."

Yanez is not only a leader within his area, he is also a leader in the community, donating countless hours of his free time to nonprofit benefits and charities to help the less fortunate.

Traffic Officer Eduardo Munoz California Highway Patrol

CHP Lt. C.H. Whitty shared a compelling story of why Traffic Officer Eduardo Munoz was deserving of the Exceptional Officer of the Year Award. On Dec. 16, 2010, Officer Munoz and his partner Officer Matt Barnachia were working the graveyard shift in the Ford Tejon Area when they received information that a murder suspect was traveling south on Interstate 5 in the area of the Grapevine.

The suspect was wanted in connection to a shooting in the Sacramento area where a female CHP public safety dispatcher was stuck and killed by a stray bullet, said Whitty. It was discovered that "she was caught in the middle of a fire fight and struck by a stray bullet fired by the suspect while she was protecting the life of her small child," said Whitty.

On alert, Officer Munoz intercepted the suspect traveling south on I-5 at Gorman Road.

Fearing for the safety of traveling motorists, Munoz chose to conduct the high-risk stop off the freeway. As he worked with other CHP officers, Officer Munoz was able to direct the suspect off at Smokey Bear Road and conduct the high-risk stop. He was taken in without incident.

His actions were heroic and sound, deserving of such an award.

Senior Officer Gary Crowell and Deputy Kevin Kimmel Stallion Springs Police Department and KCSO

Stallion Springs Police Department Chief Brad Burris was proud to recognize Senior Officer Gary Crowell and KCSO Deputy Kevin Kimmel with the Exceptional Officer of the Year Award.

On April 16, 2011, Crowell received a radio call that a 40-year-old female was unconscious and not breathing in the township of Stallion Springs. Upon arrival, Crowell found the victim, Shannon Weeks, being administered CPR by her mother Carolyn Trost. He immediately began an evaluation of Weeks and found that she didn't have a pulse. At that point, he began CPR.

Kimmel, a certified first aid instructor, arrived about 10 minutes later and began assisting with CPR. They continued with their efforts until they felt a faint pulse. At that point, medical aid arrived on scene and began life-saving activities on the victim. She was transferred to KMC and placed on a breathing apparatus. She was kept on a medically induced coma until April 19, 2011 when she was revived by doctors. The next day, Crowell received a thank you card from Weeks, expressing her gratitude for saving her life.

"Officer Crowell's actions along with Deputy Kimmel's actions clearly saved this young woman's life. This incident is a perfect example of how local agencies, working together, can better serve the public we all work for," said Burris.

Senior Deputy Enrique Bravo Kern County Sheriff's Department

Chief Deputy Francis Moore of the Kern County Sheriff's Department shared a powerful moment that made Senior Deputy Enrique Bravo worthy of the Exceptional Officer of the Year Award.

Bravo who began as a reserve deputy in 2000 and joined the department full time in 2001 has worked a variety of assignments, including Kern Valley Substation, North County Substation, Wasco, and Gang Suppression.

On May 19, 2010, Senior Deputy Bravo was asked to assist with a child molestation investigation and his ability to connect with the victim and her family helped bring about justice. He immediately built a rapport with them.

"Senior Deputy Bravo understood the importance of this connection, as similar crimes often go unreported due to language or cultural barriers between victims and law enforcement," Moore said. "Senior Deputy Bravo put the victim (and the victim's family) at ease as he explained the investigative process in detail and described the victim's rights in such cases. His efforts were key components in the investigation, specifically during this critical, initial phase."

The suspect in the case, a family friend, left the house after being confronted by the victim's mother. The presumption was that he was preparing to flee the country to avoid criminal prosecution.

Bravo later discovered the suspect hiding in the victim's residence and took him into custody. He built a good rapport with the suspect in the hope that a confession would follow. The suspect ultimately made several critical admissions, Moore said.

"It is common for the families in these difficult situations to lose resolve as the case is processed through the judicial system," Moore said. "This case was no different and at one point, the family advised the District Attorney's Office they no longer wanted to participate in the judicial process."

The prosecution knew they couldn't move forward without the family and contacted Bravo and requested his help. He made contact with the family and shared with the family the importance of the process. They ultimately agreed to continue as long as Bravo accompanied them.

He agreed. The suspect was convicted and received a 10-year sentence.

"This case is but one example of Senior Deputy Bravo's ability to understand the personal challenged facing victims and their families, which is often the key to the success of these difficult investigations," Moore said. "Senior Deputy Bravo's efforts to maintain an emotional connection with both victims and suspects is indicative of a seasoned investigator and is in keeping with the high standards of the Kern County Sheriff's Office."

Officers Jess Beagley and Phillip Juarez Bakersfield Police Department

Kern County Deputy District Attorney David E. Wolf presented a heroic story on why BPD officers Jess Beagley and Phillip Juarez were deserving of the Exceptional Officer of the Year Award.

On Feb. 16, 2010, William Owten, a three-time convicted child molester, viciously attacked a civilian victim. The victim was beaten with a liquor bottle and then punched, kicked and stomped on until he was unconscious. He was later taken to the hospital. Meanwhile, Owten attempted to flee around the block to a relative's house.

BPD officers Jess Beagley and Phillip Juarez were dispatched; Air-1 was in the sky and Pilot Norm Canby and Tactical Flight Officer Brad Brandon were monitoring BPD radio traffic.

Air-1 notified Beagley and Juarez of the suspect's location. However, none of them were aware of Owten's criminal past that included battery on a peace officer; spousal abuse; drug sales; resisting, delaying and obstructing peace officers; and three prior counts of lewd acts on a child under 14 with force.

When Beagley and Juarez found Owten and attempted to arrest him, Owten decided he was not going into custody, and "the two officers were in the fight of their lives. This fight was so intense that the officers were unable to radio for background (they were wearing their radios)," said Wolf.

By then, a large crowd had gathered and began yelling "Country Boy Crips" and "We are going to (expletive) you up."

Both experienced officers were shocked at the strength of the defendant and how he would get back up. They attempted to handcuff him but he broke free. They attempted to use control holds and the batons to no avail.

In one instance, Juarez attempted to take down the suspect and bear hug him but Owten bit a hole in the top of Juarez's head all the way down to the bone, Wolf said.

During this time, Air-1 kept telling dispatch that the officers were in need of help.

BPD officer Andrea Pflugh was the first officer to respond and as a taser expert, she fired her taser at him. He reached down and pulled out both prongs then charged at her.

Beagley and Juarez began struggling with the suspect again as the crowd moved in. After another serious altercation, the officers were able to handcuff him.

The incident last six minutes but every second was critical, Wolf said. Owten was taken into custody and Juarez was hospitalized for four days; the civilian victim was hospitalized for two days. Beagley had a sprained foot.

Wolf said the jury trial last seven days and the jury convicted the defendant of six felony counts, ranging from mayhem, assault with great bodily injury on an officer to felony resisting and sentenced to 108 years to life.

Exceptional Officer of the Year and the Medal of Valor Award: Officers Nathan Anderberg and Andrew Ferguson Bakersfield Police Department

BPD Lt. Mitch Willoughby was proud to recognize officers Nathan Anderberg and Andrew Ferguson with the Exceptional Officer of the Year and the Medal of Valor Award, respectively.

On April 6, 2011, Ferguson and Anderberg responded to a report of a young female under duress in a canal just north of Sam Lynn Ball Park. While en route, they received additional information that stated she was in a canal south of River View Park near a dam then in the Kern River.

Witnesses told them she was being carried downstream by the current. When they arrived, Ferguson and Anderberg went through 50 yards of overgrown trees and brush to reach the river's edge where they found the victim in the middle of the river holding onto a branch.

Without hesitation, Ferguson removed his safety gear and entered the swift waters, almost immediately sinking chest deep and nearly being swept

away himself by the current, said Willoughby. He successfully navigated through the current and rescued the 12-year-old.

Ferguson and Anderberg learned that two young females had been swimming in the river when they were carried downstream by the fast-moving current through the weir which had been opened to release water downstream. Citizens managed to retrieve the 13-year-old female but were unable to rescue the 12-year-old who was saved by Ferguson.

"Their actions not only prevented the possible tragic loss of life but also demonstrates their compassion for those they serve," said Willoughby.

Exceptional Officer of the Year and the Medal of Valor Award: Officers Christopher Messick and Robert Woods Bakersfield Police Department

BPD Capt. Joe Bianco was pleased to honor Officers Christopher Messick and Robert Woods with the Exceptional Officer of the Year and the Medal of Valor Award, respectively.

Messick and Woods responded to a residence in the 100 block of Meredith Drive regarding a fight at that location where gun shots had been fired.

The area has seen a recent increase in criminal and gang activity so the initial officers requested assistance. Officer's overheard a conversation in the rear yard that they had been involved in a fight involving firearms.

Messick and Woods were to monitor the rear yard from the alley.

As they approached the area, they were spotted by a suspect in the rear yard who began firing multiple shots using a 9mm pistol. In defense, both officers fired back, but Messick was shot once in the leg. The officers radioed other officers of the situation and Woods began administering first aid to Messick.

Meanwhile, a perimeter around the house was set up by responding officers, and the suspect was located and arrested.

"Both officers Messick and Woods displayed extraordinary heroism after confronting a barrage of gunfire and maintained a combat mindset during and after being involved in a deadly force situation. This act demonstrates the professionalism and heroism by both officers during a critical incident," said Bianco.

Messick has recovered from his gunshot wound and returned to full duty.

Officer of the Year Award: Senior Officer Chuck Sherman Bakersfield Police Department

The top honor of the night went to Senior Officer Chuck Sherman of the Bakersfield Police Department.

In a letter submitted to the foundation, BPD Police Chief Greg Williamson said Sherman's accomplishments as a law enforcement officer are many but he avoids the spotlight and gives away credit for his work at every opportunity.

"Even so, in almost every serious gang investigation in this city, you will find his name. He is known and respected by law enforcement officers, criminals, and citizens alike from Ridgecrest to Taft and Los Angeles to Fresno," Williamson said.

Sherman has worked with various agencies, including ATF, DEA and FBI.

In recent years, however, Sherman has developed informants and his knowledge of criminal street gangs to an unprecedented depth and scope.

A big example is the case involved the arrest of Kerry "K9" Hastings, who on three separate occasions committed cold-blooded murder and walked free for years afterwards.

Sherman's hard work, however, led to the conviction of Hastings who will spend the rest of his life in prison.

As a member of the FBI's Violent Gang Crimes Task Force, Sherman recently obtained federal criminal indictments on a number of local street gang members.

On his free time, Sherman organizes and plays on law enforcement softball teams and he is the founding member of BPD's "300 Pound Bench Press Club," creating to encourage a high level of physical fitness. He is currently the department's bench press champion with a verified bench press of 475 pounds.

Sherman is also team player and looked up to by younger officers.

"He would excel in any field, but the BPD and law enforcement in general are lucky to have him on our side," Williamson said.

OFFICER OF THE YEAR AWARDS DINNER



NEW DUTY WEAPONS FOR CSU-BAKERSFIELD POLICE

By Lynn Watkins, Editor

In late May, 2011, Marty Williamson, Chief of Police, CSU-Bakersfield made a request for assistance with the Kern County Law Enforcement Foundation for the purchase of new duty weapons for his Police Department. CSU-Bakersfield Police is responsible for the 24 hour protection of over 7000 students, 1000 staff members and a multitude of visitors on campus.

Chief Williamson explained that the weapons his officers were carrying, Glock .40 caliber, were several years old and needed to be updated. The weapons being carried were due for preventative maintenance and during the exploration of getting the weapons serviced; they were offered an opportunity to trade in their old guns for new ones with night sites for an amount not to exceed \$3500. The CSU-Bakersfield Police Department is authorized 11 sworn positions; however, the request concerned the purchase of 13 new weapons so they would have two extras in case one of the guns being carried daily needed repair.

Chief Williamson further explained that the replacement of these weapons was not in the budget but felt that the replacement was needed for officer safety reasons.

On June 3, 2011, at the "Officer of the Year Awards Dinner", Chief Williamson was presented a check in the amount of \$3500 for the purchase of the new duty weapons.



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KERN COUNTY LAW ENFORCEMENT AGENCIES

- ALCOHOLIC BEVERAGE CONTROL**
District Supervisor, Joshua Porter
Bakersfield District Office
4800 Stockdale Hwy., Suite 213
Bakersfield, CA 93309
- ARVIN POLICE DEPARTMENT**
Chief Tommy Tunson
200 Campus Drive, P. O. Box 156
Arvin, CA 93203
- BAKERSFIELD POLICE DEPARTMENT**
Chief Greg Williamson
P. O. Box 59
1601 Truxtun Avenue
Bakersfield, CA 93302
- BEAR VALLEY POLICE DEPARTMENT**
Chief Terry Freeman
25101 Bear Valley Road
Tehachapi, CA 93561
- BUREAU OF LAND MANAGEMENT**
**Mike Marquart, Acting Chief/Ranger
300 S. Richmond Rd.
Ridgecrest, CA 93555
- CALIFORNIA CITY POLICE DEPARTMENT**
Chief Eric Hurtado
21130 Hacienda Boulevard
California City, CA 93505
- CALIFORNIA DEPT. OF FISH & GAME**
Lt. Thomas A. Stenson
1824 Norris Road
Bakersfield, CA 93308
- CALIFORNIA HIGHWAY PATROL**
Captain William Nation
4040 Buck Owens Blvd.
Bakersfield, CA 93308
- CALIFORNIA HIGHWAY PATROL**
Lt. Terry Roberts
29449 Stockdale Highway
Bakersfield, CA 93312
- CALIFORNIA HIGHWAY PATROL**
Lt. Craig Whitty
1033 Lebec Road
Lebec, CA 93243
- CALIFORNIA HIGHWAY PATROL**
Acting Commander Sgt. Ron Seldon
1365 Highway 58
Mojave, CA 93501
- CALIFORNIA HIGHWAY PATROL**
Lt. Dave Wymore
Grapevine Inspection Office
32829 I-5
- CA STATE UNIVERSITY, BAKERSFIELD**
Chief Marty Williamson
University Police Department
9001 Stockdale Highway
Bakersfield, CA 93311
- CHINA LAKE POLICE DEPARTMENT**
Chief Lee McDowell
800 East Inyo Kern Road
China Lake, CA 93555
- DELANO POLICE DEPARTMENT**
Chief Mark DeRosia
P. O. Box 218
1022 - 12th Avenue
Delano, CA 93216-0218
- EDWARDS AIR FORCE BASE**
Major Gregory C. Jarmusz*
Chief of Security Forces
95th Security Forces Squadron
125 Mehusa Ve, Bld 2414
Edwards AFB, CA.
*Major Jarmusz will be acting commander from April 4- October 2011
- FEDERAL BUREAU OF INVESTIGATION**
Robert Guyton, SSRA
4550 California Avenue, Suite 410
Bakersfield, CA 93309
- KERN COUNTY DISTRICT ATTORNEY**
Lisa Green
1215 Truxtun Avenue
Bakersfield, CA 93301
- KERN COUNTY DISTRICT ATTORNEY'S OFFICE**
Chief Larry Bentley
1215 Truxtun Avenue
Bakersfield, CA 93301
- KERN COUNTY PROBATION DEPARTMENT**
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P. O. Box 3309
Bakersfield, CA 93305
- KERN COUNTY SHERIFF'S DEPARTMENT**
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1350 Norris Road
Bakersfield, CA 93308
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5801 Sundale
Bakersfield, CA 93309
- MARICOPA CITY POLICE DEPARTMENT**
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400 California Street
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- MCFARLAND POLICE DEPARTMENT**
Chief Gregory Herrington
401 West Kern Avenue
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100 West California Avenue
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- SHAFTER POLICE DEPARTMENT**
Chief Charlie Fivecoat
201 Central Valley Highway
Shafter, CA 93263
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Chief Brad Burris
28500 Stallion Springs Drive
Tehachapi, CA 93561
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Chief Ken McMinn
320 Commerce Way
Taft, CA 93268
- TEHACHAPI POLICE DEPARTMENT**
Chief Jeff Kermode
129 East F Street
Tehachapi, CA 93561
- U.S. DRUG ENFORCEMENT ADMIN.**
Carl Beckett, Resident Agent in Charge
Bakersfield, CA 93313

KERN COUNTY LAW ENFORCEMENT FOUNDATION SCHOLARSHIP UPDATE

By **Lynn Watkins, Editor**

On June 3, 2011, members and supporters of Kern County Law Enforcement Foundation gathered to recognize Law Enforcement Officer's and citizens who have gone above and beyond during the past year in the interest of Kern County Communities.

Another endeavor of KCLEF is sponsoring scholarships for deserving students who aspire to a career in the field of Law Enforcement or Criminology. In order to meet the criteria and qualify, a student must be enrolled as a fulltime student and maintain a minimum 3.0 GPA or higher, have lived in Kern County for the past five years, and plan on working in a local Law Enforcement organization.



The recipient is awarded a \$4,000 scholarship paid each semester or quarter based on proof of eligibility. Past recipients have been both high school students entering college and students already attending college.

This year the committee, comprised of Mayor Harvey Hall, Chief Deputy Shelly Castaneda and Retired Commander Frank Williams from the Sheriff's Department, reviewed all applications, conducted interviews and made the selection.

The recipient of the 2011 Bill Dolan Scholarship Award given each year by the Kern County Law Enforcement Foundation was Tyler Schleicher, who graduated from Stockdale High School this year.

As Mayor Harvey Hall presented the scholarship to Tyler, he made mention of a few of Tyler's successes and accomplishments that made him stand out. Tyler maintained a 3.2 GPA while participating in varsity sports such as football, soccer and diving. Tyler was also generous with his spare time by volunteering with Goodwill Industries and the Soccer Referee Association.

Mayor Hall said, "Tyler, you have chosen to pursue higher education and a career in law enforcement. Our men and women in law enforcement have the unenviable task of guaranteeing the public's safety, and this profession is as important as it is dangerous." Mayor Hall also stated, "As a member of the KCLEF Board and Mayor of the City of Bakersfield, I wish to extend the deepest appreciation of the people for your commitment to preserving public safety." The Mayor also stated, "I'm delighted to join KCLEF in recognizing you, Tyler, for your dedication to excellence." In closing, Mayor Hall congratulated Tyler on being chosen as the 2011 Kern County Law Enforcement Foundation's recipient of the Bill Dolan Scholarship Award. . .

This award is exceptionally rewarding to our Board of Directors because investing in our future Law Enforcement leaders is a primary goal of the Foundation. We wish Tyler continued successes in the future.

For information about the KCLEF Scholarship Program, contact Sharon Scroggins of Hall Ambulance Service Inc. at (661)322-1626 or Chief Deputy Shelly Castaneda at the Kern County Sheriff's Department.



TASERS FOR STALLION SPRINGS POLICE DEPARTMENT

By **Lynn Watkins, Editor**

On April 15, 2011, Chief Brad Burris of the Stallion Springs Police Department made a written request to the Kern County Law Enforcement Foundation for money to purchase tasers for his Police Department.

Stallion Springs is a small rural community located in East Kern County. It has a population of 2488 people and covers an area of approximately 16.5 square miles. The most contributing crime factor is methamphetamine abuse which by itself supports the need for a tool such as the taser. The small size of the department and its remote location further necessitate the need for this tool as it enhances officer safety.

Chief Burris went on to say in his letter that during these tough economic times, Stallion Springs Police Department, like many other small police departments, was having trouble maintaining, updating and purchasing safety equipment such as tasers to keep his officers safe.

After receiving the request for assistance, the Board of Director's voted unanimously to give the Stallion Springs Police Department \$2,000 to purchase the much needed tasers.

KERN COUNTY LAW ENFORCEMENT FOUNDATION PRESENTS



TEXAS HOLD'EM NIGHT

Remembering Kern County's Law Enforcement Heroes

On Saturday, March 31, 2012, the Kern County Law Enforcement Foundation (KCLEF) will host its 3rd annual Poker Tournament at the CHP "420 Club" located on Alfred Harrell Highway in Bakersfield.

Come out and join us for a great meal, lively entertainment and your favorite drink. For those of you that wish to test your poker skills against other poker enthusiasts, we'll have another great night in store for you.

WANT TO JOIN



**Kern County
Law Enforcement
Foundation**

Our Membership Committee members; Jon Busby, Angela Barton, Tom Sheets, Greg Sturges, Sofie Zimmermann, Wayne Ketcherside, Arnold Johansen, and Frank Williams are working to keep our mailing lists for the newsletter and membership information current.

If you were previously a member and did not renew, you can simply go to our website, www.kernlaw.org, and download an application and mail it to us with all necessary information. We will update your background check and get you reinstated as soon as possible. If you are interested in becoming a new member, our history and bylaws are on our website which is easy to navigate. Once you've made the decision to join us, any board member or Law Enforcement Officer can be your sponsor. If you don't know any of us, just write the word "open" in the recommendation and it will be referred to our background committee. The website contains all the information on membership and backgrounds.

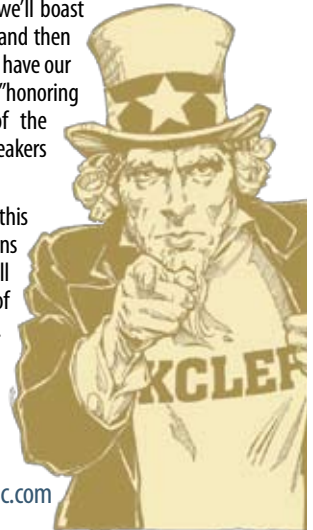
The website, which is always a work in progress, contains previous editions of the newsletter, where you can read about events and projects we've done in the past.

Individual memberships are only \$100 per year and are tax deductible under 501C (3) rules. Our business sponsorships are \$500 and \$1000 per year and the money is used for awards, grants and scholarships given by Kern County Law Enforcement Foundation. In fact, all monies received from

our various efforts goes to the support of Law Enforcement efforts throughout Kern County. An example is the seven (7) PAL (Police Activity League) programs we support financially in addition to the SAL (Sheriff's Activity League) that we also support.

Since our beginning in 1988, we have raised and given out close to \$600,000. As a member, you can be as involved as you want to be and are always welcome to attend the events we hold throughout the year. We start the year in March with our Poker Tournament, and then have our largest and most important event in June, our "Officer of the Year" Awards Dinner. In early Fall we'll boast our Golf Tournament and then in early November we have our "Fall Forum/Luncheon" honoring our "Administrator of the Year". Our Guest Speakers are second to none.

Again, reading this and previous editions of our newsletter will keep you abreast of our many activities. We hope to see you soon!



TO JOIN TODAY CONTACT:

GREG STURGES gsturges@aol.com | **JON BUSBY** jonbusby@bakersfieldmagic.com
SOFIE ZIMMERMANN sofiezimm@aol.com

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KCLEF
Kern County Law Enforcement Foundation

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

**THE KERN COUNTY LAW ENFORCEMENT FOUNDATION
WILL HOLD ELECTIONS FOR NEW OFFICERS IN
MAY 2011 WITH THE RESULTS ANNOUNCED
ON JUNE 3, 2011 AT OUR ANNUAL AWARDS DINNER.**

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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