



Kern County Law Enforcement Foundation

PRESIDENT'S MESSAGE

Hello Everyone!

It's been almost 2 years since I first introduced myself to you as the new president of the Kern County Law Enforcement Foundation. Before and subsequent, KCLEF has worked diligently behind the scenes raising money to assist the 29 Law Enforcement Agencies working every day to make Kern County a safe place for its citizens.



Jon Busby

In the months since I last shared our activities with you we have been busy sorting out some difficulties we encountered with getting our 1st Annual Golf Tournament off the ground. We have a great group of people on that committee that have invested a great deal of time planning and are dedicated to presenting the best Golf Tournament ever. The delay has been in securing a time slot that will provide the participation we need to make the event successful.

I am proud to announce that our Golf Tournament will take place on Monday, March 25, 2013 at the Stockdale Country Club. We have an exciting day of golf planned so don't miss out, form your team and come out and join us.

In the last few months we have received a number of requests for our local Law Enforcement Agencies needing assistance with securing safety equipment and other items. In these tough economic times when police budgets are very tight we are pleased to be able to help obtain what our dedicated officers need to make us safe. We recently assisted Bear Valley Police with the purchase of Tasers.

We also received a request for financial assistance from the South High School "Justice Academy" along with an invitation to go to the school and receive a briefing highlighting their activities. The Academy assists participants with attaining their goals of attending college in their pursuit of a career in the Criminal Justice Field. On December 6, 2012, I went to South High School accompanied by Directors Lynn Watkins and Pauly Wren. We were greeted by members of the Academy who openly discussed their backgrounds and goals. We were all very impressed with the successes of these young men and women. Without hesitation we provided them with the financial assistance they needed to continue their outstanding work.

We received a request from Chief Mike Collier from the Kern High School District Police Department for assistance to purchase shotguns for his Department. In light of the recent attacks on our children in our schools we support Chief Collier in his effort to have the resources necessary to deal with any and all threats against our children while attending school. KCLEF was pleased to provide financial support to purchase the tools his officers needed.

We look forward to our next Officer of the Year Awards Dinner on June 7, 2013 and our poker Tournament following in September.

FALL FORUM LUNCHEON (ADMINISTRATOR OF THE YEAR)

By **Lynn Watkins**, Editor

On October 4, 2012, members and friends of the Kern County Law Enforcement Foundation gathered to recognize the accomplishments of their 2012 honoree, Robert P. Guyton, Jr., Supervisory Senior Resident Agent of the FBI's Bakersfield Resident Agency.

SSRA Guyton started his Law Enforcement career with the Long Beach Police Department where he worked Patrol and Traffic for three years. He transferred to the Bakersfield Police Department where he worked Patrol and in the Special Operations Bureau/Special Enforcement Unit for seven years and achieved the rank of Senior Police Officer.

Guyton left the Bakersfield Police Department to attend the FBI Academy in January 2003. His first assignment with the FBI took him to Albany, NY, the Kingston Resident Agency where he was responsible for investigating Counterterrorism, White Collar, and Violent Crimes.

In 2006 Agent Guyton was assigned in the Tucson, AZ, HIDTA/Southern Arizona Border Initiative Unit where he investigated Mexican Drug Trafficking Organizations and criminal street gangs. In 2008, he was promoted to Supervisory Special Agent of the MS-13 National Gang Task Force at FBI Headquarters in Washington, DC. SSRA Guyton was responsible for program management of MS-13 cases in the Southeastern United States. He was also responsible for managing programs with the U.S. State Department, specifically the Central American Fingerprint Exchange, Central American Law Enforcement Exchange, and the Transnational Anti-Gang units in El Salvador, Guatemala, and Honduras. SSRA Guyton was responsible for initiating the first Anti-Gang Unit in Guatemala to combat transnational gang issues. Based on his work in Central America, SSRA Guyton received the Assistant Director's award for distinguished service to the law enforcement community.

In January 2011, Guyton reported as the SSRA of the Bakersfield Resident Agency and is responsible for managing criminal and counterterrorism investigations in Kern and Inyo Counties.

Manny Alvarez, Assistant Special Agent in Charge (ASAC) of the FBI's Sacramento Division was there to present the KCLEF "Administrator of the Year Award" to SSRA Guyton and recognized his many accomplishments after Guyton took charge of the FBI Resident Agency in Bakersfield. ASAC Alvarez left no doubt in the minds of those present that SSRA Guyton was most deserving of this honor as he described many of the successes that focused on the activities taking place in the areas for which SSRA Guyton is responsible.



OFFICER OF THE YEAR AWARDS DINNER 2013

WHEN Friday, June 7, 2013

WHERE Stockdale Country Club

Doors open at 6:00 PM

DINNER Served at 7:00 PM

PRICE \$60.00

TICKETS Lisa Boydston (661) 243-7672

The purpose of our Fall Forum Luncheon is two fold. First, we present our Administrator of the Year Award and then we invite quality speakers to share their expertise in a variety of topics related to law enforcement. Our Keynote Speaker in 2012 was Resident Agent in Charge (RAC) Carl Beckett, in the Bakersfield Resident Agency.

Agent Beckett began his Law Enforcement Career in New York City as a United States Probation and Parole Officer in July 1994. In 1999, he transferred to the Drug Enforcement Administration, where he worked in Newark, New Jersey in the High Intensity Drug Trafficking Area Section (HIDTA) until 2005, when he was transferred to Cartagena, Colombia. While in Colombia, Beckett worked as the Supervising Agent for a Specialized Unit that consisted of approximately 50 Colombian Police Officers and 100 Special Force Jungle Police Officers that conducted Jungle operations, supported by a 12 Helicopter Unit. RAC Beckett was responsible for the supervision of all investigations, targeting some of the highest level drug traffickers operating on the Northern Coast of Colombia, as well as the destruction of the cocaine laboratories on the Northern Coast.

In 2008, Beckett was transferred to Bogota, Colombia where he was responsible for the intercept platforms for all of Colombia which consist of 26 different wiretap rooms/investigative salas. The intercept platform was responsible for all wire investigations conducted in Colombia resulting in some of the largest drug seizures in the world, as well as the extraditions of several high profile defendants to the United States for prosecution.

In 2010, RAC Beckett was transferred to Bakersfield as the Resident Agent in Charge of the Bakersfield Resident Office. The DEA Bakersfield Office is responsible for all federal drug investigations in both the Kern and Inyo Counties.

Agent Beckett didn't disappoint while those present listened intently as he spoke about the battles being fought to stop the illegal sale of marijuana in California and the controversies surrounding the subject. The lecture provided the audience with insight into the challenges faced by law enforcement as he injected a number of statistics that support the gravity of the problem. Agent Beckett shared that California has a long history of large scale marijuana cultivation telling us that in 2010 there were over 7 million marijuana plants seized in California, more than the other 49 states combined. California marijuana is transported all over the United States for sale.

Agent Beckett cited the fact that in 1996 California voters approved proposition 215, the "Compassionate Use Act." Beckett said that the original intent was to allow for sick people to use marijuana to alleviate chronic pain. This effort resulted in widespread abuse of the system that included massive profits, e.g. The California Health Care Collective. Most users were 16-25 years of age with vague medical complaints. The state and federal laws are conflicting and interstate trafficking and violence is increasing.

Agent Beckett told the crowd that DEA had been involved in a number of "Dispensary Cases" He said that in June 2011 DEA conducted an operation against "Buds for Life." The investigation revealed that there were 1500 daily customers with 14,000 registered. Over \$400,000 was seized and the proprietors admitted to grossing \$30-50K a day and also discovered two THC Labs.

Beckett indicated that in June 2012 there were several complaints filed with the Police Department that a dispensary owner had kidnapped a customer and held them at gunpoint. He indicated that in that case they seized \$90,000 in cash, over 3,000 dosage units of prescription drugs and methamphetamines plus two firearms. The owner admitted grossing \$30,000 daily.

A large part of Agent Beckett's presentation included photographs depicting crime scenes with large grows of marijuana plants some of which were extremely large. One picture he shared depicted 99 large plants in a back yard area with some plants being 10-12 feet tall. There were other pictures showing marijuana plants growing in the middle of a field surrounded by other crops that were legal. There were also examples given of booby traps placed for the unsuspecting by the growers that send a clear message, "keep out". These traps pose extreme danger for Law Enforcement Officers or marijuana thieves.

Some of the objectives are to reduce the production of marijuana in private agriculture lands and simultaneously prevent the return of Drug Traffic Offenders (DTO). Investigations are conducted on DTO's at the highest known level. Another method used by the U.S. Attorney, DEA, respective District Attorneys and Sheriffs is to meet with Farm Bureaus and other community groups in an outreach effort. Media campaigns are conducted to reinforce clarity.

In an effort to educate, gentle persuasion is the key with property owners while reminding them about how the asset forfeiture and the seizure of real property works. The 2nd phase in the education process is in the form of a letter from the U.S. Attorney's Office. The letter reminds them of Federal Law including asset forfeiture. It is a labor intensive process but does have an impact on many potential offenders.

TRENDS FOR 2012

Agent Beckett shared that the marijuana grows tend to be smaller with many being hidden within other types of plants to mask their presence so they go undetected. Smart pots/OSB are used for transport. As of October 2012, 1,527 grow sites had been identified in the Central Valley of California with 382 eradicated to date. This resulted in an estimated 400,000 plants being seized. There were 48 Federal prosecutions, 211 State prosecutions and 4 properties seized criminally. In Kern County during this time period there were 59,290 plants seized resulting in 36 arrests. Of those arrested, there were 25 State prosecutions, 11 Federal prosecutions with 24 firearms seized.

The top 7 Marijuana growing states are listed in order from highest to lowest, they are; California, Washington, Tennessee, Kentucky, Oregon, West Virginia and Hawaii. California grows more marijuana than the other 49 states combined.

Agent Beckett's presentation was nothing short of excellent and very informative. He closed by expressing his appreciation for the cooperation the DEA enjoys from the various law enforcement agencies in Kern County and the rest of the Central Valley.

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KCLEF FALL LUNCHEON





THE RETURNING MILITARY VETERAN IS YOUR ORGANIZATION READY?

By **Captain Jeff Hink**, Redondo Police Department

The Command College Futures Study Project is a FUTURES study of a particular emerging issue of relevance to law enforcement. Its purpose is NOT to predict the future; rather, to project a variety of possible scenarios useful for strategic planning in anticipation of the emerging landscape facing policing organizations.

This journal article was created using the futures forecasting process of Command College and its outcomes. Defining the future differs from analyzing the past, because it has not yet happened. In this article, methodologies have been used to discern useful alternatives to enhance the success of planners and leaders in their response to a range of possible future environments.

Managing the future means influencing it—creating, constraining and adapting to emerging trends and events in a way that optimizes the opportunities and minimizes the threats of relevance to the profession.

The views and conclusions expressed in the Command College Futures Project and journal article are those of the author, and are not necessarily those of the CA Commission on Peace Officer Standards and Training (POST).

EDITOR'S NOTE: *Captain Jeff Hink began his career in law enforcement with the Redondo Beach Police Department in 1989. While he was an officer, Captain Hink worked a variety assignments, such as motor officer, SWAT operator (10 years), LA IMPACT detective and FBI-JTTF detective. In 2002 during his assignment with the FBI, Captain Hink was deployed to Guantanamo Bay, Cuba for 45 days to work with members of the U.S. military. Captain Hink promoted to sergeant in 2003 and was assigned as the supervisor for the department's undercover vice/narcotics unit. In 2005, Captain Hink promoted to lieutenant and was assigned to the patrol division where he became responsible for swing shift and graveyard patrol operations. Captain Hink promoted to his current position in 2007 where he currently serves as the department's Operations Bureau Commander. He was also previously assigned as the department's Support Services Bureau Commander. Captain Hink obtained a BS degree in business administration from Trident University. He is also a graduate of the FBI National Academy and California POST Command College.*

THE RETURNING MILITARY VETERAN IS YOUR ORGANIZATION READY?

As increasing numbers of US military veterans return from combat in Iraq and Afghanistan, law enforcement agencies throughout the nation are likely to face additional challenges as they encounter service members in their communities. Sometimes, these encounters can have deadly consequences. For instance, in January 2005, nineteen year old Andres Raya walked to a local convenience store in Ceres, California and asked the cashier to call the police for him. When the police arrived, Raya pulled out an assault rifle from beneath his trench coat and shot the two responding officers, one fatally, without provocation. Raya fled into the neighborhood telling some residents that they were "innocent civilians" and would not be harmed. Raya was killed in a shoot-out with additional officers who responded to the scene. Raya, a Lance Corporal on leave from the Camp Pendleton, California, reportedly spent seven months in Iraq as a motor transport operator and had told family members a month



Captain Jeff Hink
Redondo Beach Police Department

before the shooting that he didn't want to return to Camp Pendleton or Iraq. (Murphy, 2005) In September 2008, Orange County, California Sheriff's Department deputies responded to a disturbance call at a San Clemente condominium complex. They knocked on the door of the residence and twenty-five year old John Wylie Needham answered the door naked. Needham was belligerent and needed to be subdued with a Taser. The deputies then searched the residence and found Needham's severely beaten girlfriend. (Esquivel & Hanley, 2008) Needham, an Army veteran, served in Iraq the year before and was awarded a Purple Heart for a combat injury. According to his family, he returned home with severe mental problems and pain due to shrapnel in his legs and back. He experienced nightmares and had been hospitalized more than once for his condition. (Hefling, 2008) Other such contacts unfortunately have an added dimension to their tragedy.

In April 2006, twenty-six year old Christopher Sullivan was out celebrating his return home from Iraq when he put the muzzle of his pistol into the mouth of one of his close friends. Sullivan then pulled the trigger of the weapon, killing a high school classmate. (Bigham, 2009) In May 2008, a thirty-four year old Jeff Rand celebrated his birthday with his wife and friends. Rand, who was taking medication for a work-related injury, became heavily intoxicated as the night wore on. Later the next morning his wife found him to be unresponsive at their residence. He was transported to the hospital via ambulance and later pronounced dead. It was later learned that Rand had unintentionally overdosed on prescription medication. (Round table discussion with Southern California police executives, personal communication, October 2, 2008) As tragic as each of these two incidents are because of the human toll, there is an added element to each as they involved California peace officers who had recently returned from military duty.

Sullivan had just graduated from the Los Angeles County Sheriff's Department academy before being deployed to Iraq for one year. Rand was a Southern California police officer and a decorated Marine Corps veteran who previously had served on President Clinton's Security Detail. He re-joined the Marine Corps as an active duty reserve after being hired as an officer. During the initial push into Iraq, the officer's unit earned a congressional commendation for bravery for acts of heroism he displayed after his unit found a cache of insurgent's weapons near an oil field. During his time in Iraq, he worked to rebuild the Iraqi police force. When he returned home and back to his agency, many fellow employees were uneasy being around him. They didn't know if the War had changed him or not. His department had never sent one of their own off to War Rand's agency is not alone. With estimations of the number of full-time law enforcement professionals belonging to these units comprising 10 percent or more, local police agencies must adequately prepare for the eventual return of the reservist law enforcement employee from their deployment and ensure that re-acclimation measures are in place that will benefit the employee, his or her co-workers and the community. To do less does a disservice to the department member, and to the community they serve.

Defining the problem

Since October 2001, about 1.64 million U.S. troops have deployed as part of Operation Enduring Freedom (OEF; Afghanistan) and Operation Iraqi Freedom (OIF; Iraq). As of November 2008, more than 120,000 members of the National Guard and Military Reserve units have been activated as part of the War effort. (U.S. Department of Defense, n.d.) Roughly ten percent of these reservists are public safety professionals. (Ritchie & Curran, 2006)

Not only are a higher proportion of the armed forces being deployed, but deployments have been longer, redeployment to combat is common, and breaks between deployments have been infrequent. (Tanielian & Jaycox, 2008, p. xix) At the same time, casualty rates of the killed or wounded are historically lower than in earlier prolonged wars, such as Vietnam and Korea. (Tanielian & Jaycox, 2008, p. xix) Common factors leading to increased psychological stress in military personnel include roadside bombs, IEDs, suicide bombers, the handling of human remains, killing an enemy, seeing fellow soldiers and friends dead or injured, and the helplessness of not being able to stop violent situations. (Tanielian & Jaycox, p. 5) Although the casualty rates of the Iraq and Afghanistan Wars are significantly lower than in previous conflicts, a different type of casualty is beginning to emerge - invisible wounds, such as mental health problems and cognitive impairments resulting from deployments experiences.

Upward of 35 percent of returning troops may experience psychological issues and seek help for mental health problems through military programs. (U.S. Department of Justice, 2008) The most common condition is post traumatic stress disorder (PTSD), an anxiety disorder that can develop after direct or indirect exposure to a terrifying event or ordeal in which grave physical harm occurred or was threatened; major depression; and generalized anxiety. (Tanielian & Jaycox, 2008, p. 3) Unlike other physical wounds of war, these conditions usually remain invisible to other service members, to family members, and to society in general. PTSD affects mood, thoughts and behavior; yet these wounds often go unrecognized and unacknowledged. (Tanielian & Jaycox, 2008, p. xx)

More than 26% of soldiers who have experienced combat overseas suffer from the effects of PTSD. (Tanielian & Jaycox, 2008, p. 3) In 2006, 99 Army soldiers committed suicide, the highest rate in 26 years. (Staff, 2008) There is a significant relationship between the number of days deployed in the War and the rise in suicide attempts. Failed relationships, legal and financial trouble and job stress were keys factors that motivated the soldiers to end their lives. Research conducted by the Veteran's Administration that found that more than half of the veterans who committed suicide after returning home from the War were members of the National Guard or the Reserves. "I know members of our Guard and Reserves oftentimes don't think of themselves as veterans, they see themselves as going back to their same jobs; they sort of disassociate themselves with the VA system," says Sen. Patty Murry, D-Wash., a member of the Senate Veterans Affairs committee. (Hefling, 2008)

Within the next five years, many of the U.S. military service members and reservist personnel who have helped defend our country against terrorism abroad will complete their tours of duty and return home to their communities, families and loved ones. Since at least 26 percent of these returning military personnel will experience mental health issues such as PTSD, it is safe to assume that it will be difficult for them to assimilate back into society. In addition, they may come to the attention of law enforcement because of criminal activity, homelessness, substance abuse and/or domestic violence situations. But what about the law enforcement professionals who serve our country overseas?

Defining the Law Enforcement Response

Law enforcement executives must prepare themselves for the eventual return of their deployed personnel from the Iraq and Afghanistan War veterans back to the communities they serve. Proper preparation will equip the agency with the tools and resources to ensure that the returning veteran is welcomed back to the agency with open arms, the veteran is re-acclimated to the organization and that other agency personnel are aware of what to expect during the transition period. One might ask, though, what the right response might be. Fortunately, there are programs and services in place at some agencies that can serve as models to all others.

Several Southern California law enforcement agencies have established unique programs to aid their own personnel who have been subject to military activation. Created in 2003, the Los Angeles Police Department's (LAPD) Military Liaison (MLO) program was designed to create a central point of contact to handle the many concerns and inquiries from deployed officer's families. The program has evolved to include assisting officers before, during and after their leave with any of their needs; including benefits, promotions and transfers. The department has also instituted a reintegration program to provide returning personnel re-training, physical and mental health assessments and background checks. (Los Angeles Police Department, n.d.) (U.S. Department of Justice Office of Community Oriented Policing Services, 2008, p. 21) About 500 of LAPD's 9500 officers have been deployed to the War effort and engaged the MLO program since its inception. "The goal of the program is to ensure the veteran remains part of the LAPD family during their deployment and to look out for their mental health," according to LAPD Captain Duane Hayakawa, who oversaw the program from 2004 to 2008. The program is staffed with two full time MLOs at a cost (salaries, benefits and other overhead) of about \$300,000 per year. (D. Hayakawa, personal communication, February 25, 2009)

In 2001, the Los Angeles County Sheriff's Department (LASD) implemented a Military Activation Committee (MAC) to address the needs of military reservists who were called to active duty. (U.S. Department of Justice Office of Community Oriented Policing Services, 2008, p. 22) Since 2002, the department has seen about 500 of its 10,000 sworn personnel activated to military deployment. The committee worked with Dr. Audrey Honig, the department's chief psychologist, to establish the criteria for the reintegration of military veterans back to law enforcement duty.

The four day reintegration program that was developed by the MAC includes a welcoming from the unit commander, updates on department policy and procedure, a meeting with a department psychologist, firearms qualification and a tactical refresher course. (4 critical days: LASD's transition from foreign battlefield to domestic streets, 2008) Each unit within the LASD is staffed with a Military Liaison Officer (there are 80 MLOs department-wide) who is responsible for assisting their unit commander and troubleshooting issues and providing advice and counseling to the returning veteran. The LASD has also established a "Vets for Vets" peer support program to provide long term mentorship, guidance, assistance and peer support for returning veterans within the department. (L. Castro, personal communication, February 27, 2009) "If you are paying attention to the veterans and communicating, you stand a better chance of achieving success," according to LASD Commander Lynda Castro, who had led the MAC since 2003. "Training and dialogue are key attributes of the program so that other department personnel don't think that the returning veterans have been off on a paid vacation," says Castro.

For smaller and moderate size agencies, there are other alternatives to consider. The Santa Monica Police Department (SMPD) has had six of their 200 officers experience military deployments since the beginning of the Gulf War in 2001. They created an informal program to address returning veterans. Six sworn personnel of the department's 200 officers have experienced military deployments since the beginning of the War. According to SMPD Deputy Chief of Police Phil Sanchez, returning employees generally have a "celebrity status" with co-workers during the first few days of their return to work which has helped ease their transition process. (P. Sanchez, personal communication, February 24, 2009) Santa Monica's seven to ten day re-acclimation period includes a welcome home meeting between the returning employee and members of command staff, a department orientation, a technology update and the opportunity for the employee to temporarily work with a partner officer. Typically speaking, employees are back on their own within one month of their return to the department. "We have been able to completely submerge our returning employees back into the police culture without any negative repercussions," says Sanchez. Sanchez would like to see the program become formalized in the future. "It should become transparent and move beyond our current administration. Some veterans may need more or less time to re-acclimate. Formalizing the program will allow that to occur." (P. Sanchez, personal communication, February 24, 2009)

Police Officer Douglas Woodhams has experienced Santa Monica Police Department's informal program first hand. A police officer since 2002, Woodhams is also a United States Marine Corps Major. In March 2009, Woodhams will begin preparing for his third military deployment to Iraq since being hired by the City. Woodhams says that how well the returning veteran is received by the law enforcement agency has an immense value and help underscore the veteran's belief that their military service was "morally right." The moral support

and friendly atmosphere the Department offered him upon the return from his two previous deployments definitely aided his transition process. (D. Woodhams, personal communication, February 24, 2009)

Each of the highlighted models has been deemed a success for the organizations that have created them. The size of the agency and the number of personnel experiencing military deployment should dictate the type and depth of reservist re-acclimation program that is implemented. It is important that law enforcement executives realize the role such programs will have in maintaining healthy law enforcement agencies into the future.

A Recommended Solution

Law enforcement organizations, especially those that may hire or currently employ personnel who are military reservists should consider the adoption of a formalized plan to facilitate the smooth transition of an employee during wartime deployment to and from the department. Four important attributes of this plan are (1) the creation of a Military Liaison Officer position within the organization; (2) the provision of education to department personnel about the pre and post deployment process; (3) outreach to the deployed employee and their family; and (4) the implementation of a standardized re-acclimation process for returning personnel.

Military Liaison Officer: The Los Angeles Police and the Los Angeles County Sheriff's Departments have achieved great success in developing and implementing the MLO position in their agencies. As was previously mentioned by LAPD Captain Hayakawa, the position definitely helps their agency to maintain awareness of and keep close contact with their deployed personnel.

Depending on the size of the agency and the number of personnel who experience military deployments, this position may be a full-time or ancillary role. Smaller agencies may even consider staffing the MLO position with a civilian in a full or part time capacity depending on the needs of the organization and their budgetary constraints. The individual chosen to fill this position should be a rational, mature individual who is highly respected within the organization. Ideally, the selected officer should be a military veteran who is familiar with military protocol and procedure. The MLO will serve as the communication facilitator between the deployed employee and the organization. He or she will provide assistance, counseling and mentorship to the affected employee before, during and after their deployment. The MLO may also function as the liaison between the agency and representatives from the various branches of the U.S. armed forces.

Department Education: Providing education to department personnel about what they should expect before, during and after an employee's deployment and about post traumatic stress disorder will reduce misconceptions and give employees a broad understanding of agency protocols, the issue of PTSD in the military and how the condition affects veterans, friends and family members. Goals of the training should be to introduce department members to the warning signs of PTSD and the available treatment options and to reduce the possibility that fellow employees will be fearful of or non-communicative with veterans who return to the workplace. According to SMPD Officer Woodhams, "It is critical to get the employee plugged back into the department and (providing) PTSD training for all department personnel is essential" to accomplish this.

Employee Outreach: Organizations should consider providing time for the employee to prepare for their military activation. A department-sponsored celebration just prior to the employee's departure will help reassure the employee that the agency is looking forward to and anticipating their return to work. During the deployment, the designated members of the department (such as the MLO) should maintain close contact with family members of the deployed veteran to determine if there are needs that the department can assist with. The use of technology as well as traditional mail to establish communication with the veteran and to provide agency news and updates should be a frequent occurrence. Another department-sponsored celebration upon the veteran's return to work will highlight the employee's value and importance to the organization. It will also reduce the tendency for the employee to dwell on the negative personal opinions of his or her military service that some co-workers may have. According to Officer Woodhams, the workplace environment the veteran returns to will play an important part on how he or she views their military service in the future and their psychological ability to readjust to the workplace.

Re-acclimation Process: Undoubtedly, the most important aspect of any law enforcement program to aid and assist returning law enforcement veterans is the development and implementation of a re-acclimation program. Since more than one in four returning veterans will experience PTSD or other mental health issues, it is possible that a portion of returning law enforcement veterans will fall into this category. The overall purpose of the re-acclimation process is to provide a transparent process and expectations to the veteran that clearly define what will occur when they return to work.

The LASD's four-day reintegration plan is an excellent example of what law enforcement agencies can do to ensure that returning veterans are provided with the essential information and training necessary to better equip the veteran for his or her return to duty and limit agency liability. The program provides the opportunity for the employee to (1) consult with the personnel department regarding payroll and benefit needs; (2) become reacquainted with department policy and procedure, including updates that may have occurred during their absence; (3) participate in department firearms qualification exercises; (4) obtain tactical training; (5) become reacquainted with the unit commander and assigned MLO and (6) consult with a department psychologist.

A key component of the LASD's reintegration plan is their mandatory requirement that the veteran meet with a department psychologist. Though not a fitness for duty examination, it is an opportunity for the employee to be made aware of the mental health services that are available to them and their families and to inform them of some of the common reactions they may experience in the coming months.

Conclusion

Establishing a veteran's program incorporating each of the four recommended services is beneficial for a number of reasons. It will provide returning veterans and their families the assistance and support they need. Department personnel will be better prepared to accept returning employees who have endured a War deployment. The returning employee will experience a defined re-acclimation process to ensure his or her successful return to work and, finally, it could open the lines of communication between the law enforcement agency and representatives from the various branches of the U.S. military.

Our returning law enforcement veterans have done what has been asked of them. They have served our country served our country honorably and in a heroic fashion. Law enforcement organizations owe it to them to proactively take care of their needs on a consistent basis upon their return home and to the department.

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Kern County Law Enforcement Foundation



1ST ANNUAL KERN COUNTY LAW ENFORCEMENT FOUNDATION GOLF CHALLENGE

Monday, March 25, 2013 at the Stockdale Country Club
10:30 a.m. check in, 11:00 a.m. start
Awards Dinner by Cafe Med, hosted at the Bradford house

**Awards for Closest to the Pin, Men & Women - Longest Drive, Men & Women
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TASERS FOR BEAR VALLEY SPRINGS POLICE

By Lynn Watkins, Editor

During the first week of November 2012, the Kern County Law Enforcement Foundation received a letter requesting financial assistance from Chief Joe Pilkington of the Bear Valley Springs Police Department. Bear Valley Springs is a small community located about 10 minutes West of Tehachapi and had a population of 5,172 when the 2010 census was conducted. It is situated at an elevation of 4,118 feet above sea level, is somewhat remote and covers a land area of 41.5 square miles.

Chief Pilkington is responsible for 7 sworn officers, 10 non-sworn and approximately two dozen volunteers. He pointed out that part of responsibilities as the new Police Chief was to evaluate safety equipment and weapons used by his officers. During the course of this evaluation period he determined that there was a need for two additional Tasers in order to issue one to each officer.

Bear Valley Springs, like many other communities has been affected by the economic down turn so it is not uncommon

for non-budgeted items such as the much needed tasers to be put on hold for lack of funds. When requests are made such as that of Chief Pilkington, the Kern County Law Enforcement Foundation steps in to help, especially when the request is for an officer safety item.

On Thursday, December 13, 2012, KCLEF Director Frank Williams and I traveled to Bear Valley Springs to attend the Board of Directors Meeting of the Bear Valley Springs Community Services District. Frank Williams, KCLEF Board Member presented Chief Pilkington with a check in the amount of \$1700.00 to purchase 2 tasers for his Police Department.

It is very gratifying for the supporters of the Kern County Law Enforcement Foundation to be able to assist Kern County's Police Agencies by helping them with obtaining needed equipment thereby assisting them with accomplishing their mission of protecting the public.



KCLEF Board Member Frank Williams and Chief Joe Pilkington

KERN COUNTY SAYS GOODBYE TO ITS OLDEST VOLUNTEER...

By Lynn Watkins, Editor



Louis Kerker with Chief Deputy Shelly Castaneda

It is with a heavy heart that we say so long to our friend and inspiration, Louis Kerker, affectionately known as "Louie." Mr. Kerker passed away on March 4, 2013 at the age of 102. His age is certainly a huge milestone but Louis Kerker shouldn't be remembered for reaching the age of 102, he should be remembered for what he's accomplished and the people he's touched in his 102 years of life. Louis Kerker was truly a kind and caring soul who proved through his everlasting energy that there is nothing like the heart of a volunteer.

Louie was honored many times by a number of Kern County organizations such as Kern County Sheriff's Office where he started as a volunteer at the age of 80. He spent 20 plus years in the Community Service Unit and was the oldest member of the Sheriff's team of volunteers. He was honored by the Kern County Law Enforcement Foundation in June of 2010 when Sheriff Donny Youngblood presented Mr. Kerker with the foundations "Public Service Award."

On February 12, 2011, when Louie turned 100 years old there was a

huge party at the Sheriff's Department attended by many friends from the Department, both active and retired, along with family members. There was a birthday cake and Sheriff Youngblood presented Mr. Kerker, with a mantle clock in appreciation for his 20 years of service with the Community Service Unit (CSU).

Mr. Kerker volunteered with the Shriners helping children and the Alliance against Family Violence collecting food. He was honored and acknowledged for his achievements as a volunteer in the community of Bakersfield by the Elks and many other organizations.

Louis was a veteran, having served in the U.S. Navy. He was 30 years of age when the Japanese attacked Pearl Harbor on December 7, 1941, thrusting the United States into WWII. More recently, he was one of the first WWII veterans to visit the WWII Memorial in Washington DC as part of the "Honor Flight." He told me how special it was for him to make that trip with other veterans.

Louis has left his family and friends behind but he won't be forgotten. He was a special man with a huge heart, always showing compassion for others. When he saw pain and suffering he always tried to make things better for the less fortunate. That is the measure of a real man, that's how Louis Kerker will be remembered.



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SHERIFF'S OFFICE RETIRED BBQ & FIREARMS QUALIFICATION

By Lynn Watkins, Editor

On Friday, October 12, 2012, retired deputies and support staff from the Kern County Sheriff's Office gathered at the KCSO Range at Hart Park. This year's event was attended by nearly 200 retirees with many traveling from locations out of state or from locations within California hundreds of miles from Bakersfield.

The purpose of this event is two fold. First and foremost it gives retirees a venue to meet with old friends and catch up on life's events. The second reason to attend is to complete an annual firearm qualification requirement in order to carry a concealed weapon when traveling out of state.

All in attendance were treated to an excellent lunch consisting of tri-tip, BBQ chicken, salad, beans and desert catered by Coconut Joe's.

There was a firearms competition with trophies given to the winners. After the competition it was obvious that most competitors displayed that they were still proficient with their favorite firearm. There was also a raffle and when you factor in the camaraderie that was clearly present, the event was a resounding success.

We are already looking forward to next year and God willing, we'll all be there.

This year's event was sponsored by:
Kern County Sheriff's Employees' Benefit Association
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SOUTH HIGH PRODUCES FUTURE LEADERS

By Lynn Watkins, *Editor*

In late October 2012, KCLEF received a letter from Albert Kumpel, Director of the South High School Justice Academy (SHJA). Mr. Kumpel was requesting financial support for their Justice Academy program in general and specifically their Scholarship program.

Mr. Kumpel pointed out that SHJA is the first of its kind in California. It has received national recognition from Washington D.C. and has been the model for similar programs throughout the country.

KCLEF contacted Mr. Kumpel to arrange a meeting with him and some of the program participants. On December 6, 2012 at 8:45 AM., KCLEF President, Jon Busby, Secretary Pauly Wren and Director Lynn Watkins met with SHJA representatives to discuss their program and its accomplishments.

During the meeting we heard from both Mr. Kumpel and several of the program participants as they shared their backgrounds and goals as well as what it has meant for them to be part of this outstanding program.

We learned that SHJA is a three year college preparatory program infused with curriculum that encourages students to pursue careers in trial advocacy, law enforcement, teaching and public service. The SHJA Mission Statement reads: "The Justice Academy will introduce students to the American legal system, ensure academic achievement, and instill social and moral accountability".

Mr. Kumpel shared that each year students are exposed to various law enforcement and public service agency jobs through field trips and guest speakers, including: BPD Citizens Forum, KC Sheriffs and Fire Department, the Coroner's Office, the DA, FBI, Rangers Service, Secret Service, ICE, Museum of Tolerance, La Brea Tar Pits, UCSB, UCLA, Cesar Chavez Community Service Day, Open Doors to Federal Courts, Reagan Library, and Lerdo Prison. The academy also features a Mentor Program for 11th grade students.

After listening to the presentation it became obvious how motivated and goal oriented this group of students

are. Another impressive aspect of this program is that the participants are introduced to social skills that will enhance their ability to cope with the various challenges they will encounter as they navigate their way through college and into their chosen fields of endeavor.

Mr. Kumpel beamed with pride as he told us that in core subject testing, SHJA students surpass the testing results of every school in the Kern High School District.

He said, "...the program is a success because the students are successful: they graduate with pride from South High School and actively pursue college degrees and public service careers."

A very impressive statistic that Mr. Kumpel expounded upon was that for the past five years, over 90% of SHJA graduates have gone on to college.

He said "the current senior class has a 98% rate, 67% of whom will major in criminal justice or law."

By the end of the presentation, all members of the KCLEF panel were thoroughly impressed with the SHJA Program and its Director, Albert Kumpel.

Prior to the meeting the KCLEF Board of Directors voted to give the panel authority to donate any amount they saw fit not to exceed \$2500.00. After the informative meeting which illustrated the successes of SHJA, Jon Busby presented Mr. Kumpel with a check in the amount of \$2500.00. It was at this time during an informal period while we took photos that we had an opportunity to chat with the students one on one. I must say that I'm sure there are many community leaders in that group, maybe even a Senator or a Governor. To say that we were impressed is an understatement.

Before we left, Mr. Kumpel pointed out that he always welcomes any agency or community members to arrange field trips, act as guest speaker, or serve as a mentor, to strengthen the SHJA model. Anyone interested in helping should contact the Director, Mr. Albert Kumpel at 661-205-4896 or by email: kumpel17@gmail.com



Albert Kumpel receives check from John Busby, KCLEF President



KCLEF Board Members with SHJA program participants



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SHOTGUNS FOR KERN HIGH SCHOOL DISTRICT POLICE

By Lynn Watkins, Editor

Chief Mike Collier of the Kern High School District Police sent a letter to the Kern County Law Enforcement Foundation requesting assistance to purchase six (6) shotguns for his department. Chief Collier explained that his officers had no weapons available to them other than the Glock handguns they were issued and in some circumstances could be inadequate. He further explained that although the Glock handgun is an excellent law enforcement tool, it does have limitations.

Chief Collier shared that one of the greatest concerns of officers working in our schools today is engaging an active shooter coming onto a campus when children are present. If an incident such as this occurs it is necessary for the officer to react quickly and without hesitation to neutralize the threat. In many circumstances the shotgun will give an officer the edge with regard to neutralizing an offensive threat from one or multiple assailants.

Unfortunately, there have been far too many school shootings in the past few years, sending a strong message for preparedness on the part of school officials and the officers assigned to protect our children.

Sadly, on January 10, 2013 such an event took place in our own back yard, A sixteen year old student at Taft High School

entered the campus with a shotgun with intent to do harm to other students and teachers. The perpetrator was eventually arrested but not until after he had critically wounded a student and also wounded a teacher inflicting minor wounds.

It is impossible to predict when or where the next deranged perpetrator will strike and prey on defenseless innocents, so being alert and prepared to deal with these issues is all our police agencies can do.

Chief Collier told us that, "...due to the economic downturn our state has experienced over the last several years, there are no funds available to us with which to purchase these weapons". With the possibility of employee layoffs looming, it is not anticipated that the Kern High School District will have money for this purpose anytime in the near future and that's why Chief Collier came to the KCLEF.

When Chief Collier presented his request he included an invoice for the purchase of the shotguns through a well know Law Enforcement Equipment outlet. On December 20, 2012, Jon Busby, KCLEF President and I presented Chief Collier with a check in the amount of \$4,250.00 to purchase the needed shotguns. It is very rewarding for all members and donors of KCLEF to be able to give support when needed.



Chief Mike Collier and John Busby, KCLEF President

KERN COUNTY LAW ENFORCEMENT FOUNDATION PRESENTS

\$2,500 in prizes paid out!

3rd Annual TEXAS HOLD'EM NIGHT

Remembering Kern County's Law Enforcement Heroes

COMING IN SEPTEMBER 2013
420 Club
3910 Alfred Harrell Highway

Dinner	5PM
Food by Big Mike's BBQ	
Bar by Randy's Towing	
Tournament	6PM
Donation	\$100 ⁰⁰
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Please help support all Kern County law enforcement heroes.

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

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.

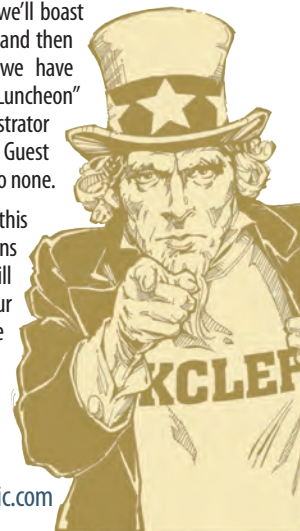
The website, which is always a work in progress, contains previous editions of the newsletter, where you can read about events and projects we've done in the past.

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 \$700,000. 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:

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Kern County Law Enforcement Foundation

Newsletter Editor: Lynn Watkins,
Associate Editors: Thomas L. Sheets, Pauly Wren & Olivia Garcia
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**THE KERN COUNTY LAW ENFORCEMENT FOUNDATION
WILL HOLD ELECTIONS FOR NEW OFFICERS IN
MAY 2013 WITH THE RESULTS ANNOUNCED
ON JUNE 7, 2013 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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