

UNIFICACIÓN

Leonard Mares

Well, it's been a very busy year. Your Board has been involved in hiring decisions, Use of Force and Monitor Committees, Perc Committees and many community organizations. Our intent is in line with our by-laws. Our mission is for equality not only in the hiring of Latinos and Latinas but also for promotions.

Were you aware that there are only one Latina Sergeant in the Denver Police Department of over 200 + Sergeants?

I would venture to say that there is something critically if not illegally wrong with this picture. There are less than 30 Latino male Sergeants as of my last count.. I don't accept this

disparity and we should all voice our concerns.

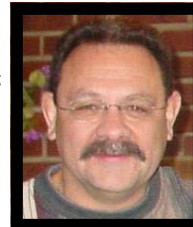
There are many Latino Leaders within the rank and file. It's imperative that the number of Police Officers, Sergeants, and other Command ranks reflect the Denver Communities that we service.

As the baton is handed off by our fellow Latino Brothers and Sisters, it is up to us to correct the discrepancies that has been traditionally accepted by this department. I encourage all qualified Latinos to test for their next rank.

I ask that our younger members accept as their duty to make better the hiring and promotional practices of this city.

tices of this city.

In fairness to the Chief and Civil Service, the Board has met numerous times in reference to the numbers of our people on the job. Although many suggestions are conveyed, tiny steps of progress are developing. My thanks to those who have made a conscientious effort to insure that the number of Latinos fill a certain percentage in the new academy classes and Cadet program. Hopefully we can continue in the effort to make it right.



DETECTIVE LARRY VALENCIA

My Summer Vacation

By Larry Valencia

While I am sure everybody would like to hear about my summer vacation, I am not going to write a long boring story about it. The truth is, I have been asked to write about a language and culture program promoted by the Spanish Government. Yes, the program is in Spain and is run at three Spanish universities, the University of Santiago de Compostela, the University of Salamanca, and the University of Granada.

It is a summer program and classes are held at university buildings on campus. The courses are mostly Spanish and cultural courses and run anywhere from two weeks to six weeks, your

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- The Editors Update
- Chairman Trujillo
- Departing Board Members
- Membership Drive
- Officer Needs Help

CHAIRMAN RUFINO TRUJILLO

The Chairman of the Board's comments

I want to open this segment with a thank you to the members of this organization for the support you have given the Board of Directors in all the endeavors we have championed this last year. Some of these accomplishments include a move toward a department that is committed to diversity. The final phase of this Diversity program is only months away. The Manager of Safety, the Mayor and the Chief of Police are all aboard with this program. Our organization has been

actively involved in this move for diversity and we feel confident that it will be good for the police department.

We have also negotiated with the Manager of Safety in regard to the Public Safety Cadet Program. This is something we as a Board felt was important to target because this program is a pool for future Police, Fire and Sheriff Officers. We think we have made significant strides in getting the Program to look more at hiring young candidates from the Denver Public School system. There were other reasons that we wanted to work with the City And County of Denver

in regard to this program. We felt that the Hispanic Community was being left out of the hiring equation. Why, I don't know. I do know that there is interest in the program by all Denver Public School students. We didn't close the door for outside metro Denver interest. We just tried to make it so the emphasis was on recruiting Denver Public School Students. Our thought was, If Denver is footing the bill then that emphasis in hiring Cadets should be base in Denver.

The third interest we have been involved in is the Promotion process. Some of the Board Members have been involved with the PERK

“the committee is attempting to raise the education guidelines for promotion.”

Committee. The issues that have come to our attention is the committee's attempt to raise the education guidelines for promotion. The Board has been involved in this process and I can say that the Civil Service Commission has taken great concern in making the process fair

“They have other things on their agenda to include that all new officers have a college education during the hiring process. “

and equitable for all concerned. When the final draft is made, I will make sure all members are notified. The reason I say this is, if you don't have a formal college education, you need to be prepared to start taking management classes at the academy. These classes will be hosted by the Academy and it

will be the responsibility of each officer to take these classes if you want to get education point for the testing phase for promotions. I will also add that the Civil Service Commission has made this a requirement that these classes be taken on your own time, not the Departments. Our take on this issue was, If this new phase will adversely effect Officers of Color, that there has to be a fair alternative. I have nothing

“The High school or GED requirement will be eliminated.”

against formal education and I don't want to degrade anyone who has a formal education. I just think that I wasn't required to have a formal education to come on this job and it's unfair for this City to down grade my importance based on me not having a formal education. I can say that the driving force for

this change was the Black Police Officers Association. They have other things on their agenda to include that all new officers have a college education during the hiring process. The High school or GED requirement will be eliminated.

As a Board member, myself and your Board of Directors are looking out for our members. If there comes a time that you are being mistreated or there is a Bias issue that might come up, please contact me or one of the Board Members. We will do what ever we can to assist you.

I also want to let all the members know that the 2nd annual Fiesta that was held in November was a great success. We hope that the younger officers that attended this last party will give the Board ideas that can make the next Fiesta an even better success. We gave our award to Capt. Joe Padilla for his heroic ordeal at his gang unit building in October of 2003. He was recognized as the Latino Officer of the Year. We also recognized Professor Dave Conde, Metro State College, for his interaction with the Denver Police Department in developing the Bilingual Pay program that included the test process. He did a fantastic job that gave officers that opportunity to get paid for a specific skill that he or she possessed. We also gave out a

couple of Lifetime membership awards to retired Latino Officers that have left the Police Department. The Board of Directors believe because these officers have left the



Chairman Trujillo
 po-lice depart-ment, they should still have the opportunity to stay active with the organization.

I urge the younger members of this organization to become active with the organization. Talk to your Latino brothers on the Department and make this organization a stronger employee group that will stay active with current issues that effect us all. Your voice will be heard.

Once again, thanks,

Det. Rufino G. Trujillo
 Chairman of the Board

NEW DENVER POLICE LATINO BOARD MEMBERS

- Detective Rufino Trujillo—Chairman*
- Sergeant Leonard Mares—Secretary*
- Technician Reyes Trujillo— Treasurer*
- Lieutenant Kenneth Chavez - DPLO Board Member*
- (New DPLO Board Members)**
- Captain Joe Padilla—Board Member*
- Detective Larry Valencia – DPLO Board Member*
- Detective Dennis Chavez –DPLO Board Member*

Parting DPLO Board Members:

The DPLO Board and membership extend our appreciation to Detective Abel Gutierrez, Ray Marquez, and Detective Medardo Cisneros. for their contributions and hard work while part of this board. Thank you

Perks

Recently it was brought to my attention as to what are some of the benefits of being a member of this organization. Following are some of those benefits.

- **The most important benefit is having a voice in hiring and promotional decisions.** As has been exposed, the Latino representation within our police department is shamefully lacking. The promotions of the Latino people falls way below what should be a fair and equitable number. This organization stands tall in an attempt to make it right.
- **Community relationships.** During the last few years, we have joined efforts with the community in striving for better relationships and understandings. We have solicited their assistance in our recruiting efforts.
- **Political Involvement.** The Denver Police Latino Organization has introduced itself to political decision makers. The relationships have broadened into a healthy communication network. It provides this organization with a direct line for issues such as recruiting, promotions, fair treatment, and other issuers.
- **Internet** We are on the internet. It is the Denver Police Latino Organization's web page. Each member has access via a password protected site. This board can be used for communicating with your Board Members. It also is the opportunity for us to reach out to other states. Once it is fine tuned, it will provide a tremendous recruiting tool.

www.denverpolicelatinoorg.com

- **Education Assistance.** Each member is entitled to \$100 dollars each year. If a member takes a class and pays out of pocket, the DPLO will reimburse up to \$100.
- **Social Gathering.** The DPLO Board has implemented an annual Fiesta. It is an opportunity to thank our loyal membership. It provides this organization with an opportunity to recognize our leaders. This last Fiesta honored Captain Joe Padilla with "The Denver Police Latino Organization's OFFICER OF THE YEAR."
- **Representation.** The DPLO is your representative if you feel that you have been wronged. We will look into issues such as perceived discrimination, bias, unfair treatment and other issues. We are a recognized Labor Organization. Call us soon as possible.

2005 Sergeants Exam

Lenny Mares (reprinted article)

It's time to start gearing up for this years Sergeant's Exam. Now is the time to promote. With the retirement of Veteran Sergeants, an opportunity of this magnitude may not come for some time. Through attrition, it is anticipated that we will lose between 300 to 400 Officers within the Department in the very near future. Many leaving will be Sergeants, Lieutenants and above.

As your representatives of the Denver Police Latino Organization, we are committed to assisting in the promotion of qualified Latino(a) personnel. We look to our current Latino leadership for mentoring and help in organizing this endeavor.

The DPLO Board is dedicated to insuring that the process is fair. This will entail monitoring each phase of the process and insuring Latino(a) Officers are included in the final outcome. This will result in qualified Latino(a) personnel promoted. Each and everyone of those that meet the qualifications should look deep within themselves to become the new leaders and mentors of our next generation of Latino(a) Officers.

I challenge each of our membership with promoting through the ranks. You can make the difference in continuing with this outstanding Police Department and setting the example for others to emulate. Our time is now.

Please contact any of the DPLO Board for suggestions and assistance in accomplishing this mission.

Workshops, creation of test questions, assessment practice sessions are only a few of the tools we can use to get you promoted.

Any suggestions from the membership for furthering this task is most welcomed.

MEMBERSHIP DRIVE

LENNY MARES

This organization is only as strong as it's membership. Recently we have retired some very experience Latino Officers. Their retirements are well deserved and the Denver Police Latino Organization wish them the very best.

This provides each of our membership an opportunity to recruit new members. Being Latino is not a requirement. I personally want to thank those members who are not Latino but who stand beside us.

There are many new officers coming on board that can be an asset to the Denver Police Latino Organization's Mission. Talk to them. Let them know we exist and what we are all about.

Have them contact one of the Board Members for the proper paperwork to become a member.

Your help on this will make us more noticeable.

Future Free Advertisement space for members of the DPLO .

If you have a side business and wish to advertise for free in our newsletter, contact your DPLO Board for information.

**MEMBERSHIP MEETING JANUARY 23,
2004 AT 1200 HOURS.**

DOOR PRIZE OF \$40 AND LUNCH OF TAMALES/SODA TO BE SERVED

At District 2

Entry level books for Police Officer

Preparation for Police Examination

By ARCO and Barron

Summer Vacation Cont.

choice. The universities offer Spanish courses for the basic student in a beginner class to superior, and if you think you speak so well that you can teach it, the universities also offer a three week Teachers Course.

Lodging is also at campus facilities, and in most cases is a room in student dorms. The program includes meals which are served in the college cafeterias. The summer period is vacation time for the regular students, so you will not be subjected to crazy frat life, but will probably be sharing classes with a mixture of students and Spanish teachers from all over the world, but mostly from the United States. The cost for a four week vacation in Spain with lodging, meals, two cultural day trips, and classes which include Spanish, art, history, business or Spanish politics is about \$1,500.00 pp (not including airfare).

This program is good for Latinos who want to learn about a part of their culture and learn a little more Spanish, or just want to spend a month in Spain for little money. The University of Granada in Granada, Spain is located in an ideal part of the country for those who might enjoy Mediterranean beaches. The University of Salamanca in Salamanca, Spain is located near the Portuguese border and was voted most cultural city in Europe

Having so much extra time off this year with the requirement of taking sick leave, I decided to go on the program for four weeks. I decided to go to the University of Santiago de Compostela. Santiago de Compostela, which for those who don't know, is considered a holy city and the third most popular destination for religious pilgrimages next to Jerusalem and The Vatican. The apostle Saint James or in Spanish, *Sant-Iago* (*Yago*) is buried in this city, and pilgrims as they are called, hike in on foot to pray to the apostle. I don't consider myself superstitious, but since *Sant Iago* was Jesus' brother, and first successor to the church after Jesus' death, I figured it couldn't hurt to visit the burial site. There is a long story as to how James or *Iago* arrived in Northern Spain, but that is an article in itself.

Santiago, like most cities in Spain is very old and culture is everywhere. I highly recommend that anybody interested in such a vacation save up and go. If you are interested in earning college credits in Spanish, you can go to Santiago through Metropolitan State College of Denver. They are trying to put together a foreign study program in Santiago de Compostela, and you would be getting in on the ground floor. Otherwise you can register on the internet at the following sites. www.usal.es (University of Salamanca), www.ugr.es (University of Granada), www.usc.es (University of Santiago de Compostela). Also, I can help get you registered into any of the programs, just give me a call or come up and talk to me when you see me. *¡Hasta luego!*

Officer Needs Help!

Por Larry Valencia

It seems that one of our officers needs some help and is calling out to fellow officers. Officer Jim López, School Resource Officer at Lincoln High School decided that he wanted to give back to the community, so he started an after school weight lifting program at Lincoln High School, and it now appears that he has gotten in over his head.

This program has been so successful and popular that Jim cannot help all the kids. He is asking for officers to stop by a give him hand when they can. The program is Monday thru Thursday from 1500 hrs. to 1630 hrs. I told him that I would stop in when I can. It would really help Jim if other officers could stop in also, even if it is just once a week. The job entails just "spotting" the kids on the weights, helping them with form, and showing them exercises. If you can help out, contact Officer Jim López at his

Office: (303) 727-5047 Cell: (303) 994-7526.

Do you have a business and want free advertisement. As an added benefit, the DPLO Newsletter is now allowing free advertisement. Contact one of your Board Members for more information.

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THE EMPTY ORCHESTRA BANDSTAND

Pat & Lenny Mares
*Your All Occasion
 Disc & Karaoke Jockey*

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Volunteers needed to mentor prospective Police Recruits, Officers and Cadets for Advancement and Entry Level.
 Please contact a Board Member with your interest.