

DENVER POLICE LATINO ORGANIZATION

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The Denver Police Latino Newsletter



NATIONAL LATINO PEACE OFFICER ASSOCIATION
NLPOA.ORG

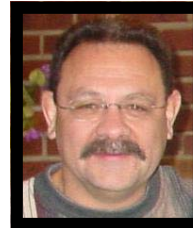
Leonard Mares

Well, ladies and gentlemen of the Denver Police Latino Organization I want to thank you for your contributions, commitment, and input to one of the fastest growing organizations in the department. As you know, the membership voted to join the National Peace Officers Association, which has a over 17,000 members nationwide. There are about 32 chapters in which Denver is one of the newest. The political power that comes with this organization has untold potential and has yet to be utilized. In October your chairperson, Rufino Trujillo, and

your secretary, Leonard Mares, will be sworn in at Dallas, Texas as the President and Secretary. It is there that training will take place concerning Homeland Security and Recruitment of Latinos into law enforcement along with other significant issues.

Because of the work done by the Denver Police Latino's Organization, you're going to see many more Latino faces in this department. The Civil Service Commission, along with the Denver Police Department, realize that the community

must be represented. This is evident by the last three classes that have shown a greater number of Latinos being hired. I know from being involved with this process that this would have never happened to this degree, if not for the continued efforts of this organization. We have a long way to go to get to the numbers that adequately represent the Latinos on this job but the Board promises to stay the course.



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FOCUS ON RECRUITING By Leonard Mares

The Denver Police Latino Organization is part of a minority recruiting task force. The Denver police Latino organization has been working with other organizations, the Manager Of Safety, the Denver Police Department, and the Civil Service Commission to aggressively recruit more minorities on the department. Again, this is only possible due to exposing the facts and numbers to substantiate that there are not enough Latinos and other minorities on this job. It has always been our contention that the faces on this department should reflect that of the community in which it serves. It is only due to the efforts of everyone mentioned above, that this will happen. There is a window of opportunity now due to many officers retiring. Never in the history of this department has there

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been a turnover that the Denver Police Department is experiencing now. If you know someone who would qualify as a potential candidate for this job, start talking to that person now. At a minimum, give that person one of the board member's numbers. We will contact him or her. Your help will assist this department get in touch with its diversity obligations.

CHAIRMAN RUFINO TRUJILLO

The Chairman of the Board's comments

Theoretically speaking, a very close police officer friend of mine was taking his wife to dinner and observed a fight between two men. The fight was very violent with one man beating up an intoxicated man. My friend's wife asked him to intervene because the intoxicated man was getting beat up.

My friend explained to her that all police officers were given suggestions via e-mail by the Chief of Police. This e-mail suggested for off-duty officers not to get involved in police actions but to be a good witness and call the Police Department. As my friend watched this altercation, he could see that with every minute waiting for the police to respond, the fight became more violent. He also observed that a crowd was gathering. It seemed like the police were never going to show up and stop the fight.

After getting knocked to the ground several times, the intoxicated combatant walked away. My friend thought, "thank God the fight is over."

Moments later the drunk went into his apartment and returned with a knife. This intoxicated individual stood there for several minutes and threatened the person with the knife. . He watched as the intoxicated person swung his knife at the

other man.

Now here is the dilemma my friend faced. He felt confused as to intervene because of the e-mail sugges-



tion from the Chief. He continued to wait for the on-duty police officers to respond

My friend asked himself several questions. If this assault turned into a major type of crime, i.e. aggravated assault or a murder, what would his liabilities be because he didn't take any action? Would he be branded a

coward by his peers? His biggest concern would be the public's perception of his inaction? My friend desperately wanted to intervene and stop the fight before it turned deadly, but he didn't.

In the end, my friend was relieved that on-duty police officers arrived and contained the situation. If someone would have been stabbed, my friend would have been the witness the Chief had sug-

gested the off-duty police officer to be. My friend has never experienced in his law enforcement career such a dilemma. Being powerless, confused, and concerned about potential ramifications from the department, he was very discouraged to say the least.

As a citizen of Denver, and a Denver Police Officer, I pride myself in being a member of the Denver Police Department. The fact that Police Officers could possibly shy away from situations like the above mentioned concerns me. Our purpose for being Police Officers is to "Serve and Protect", not to allow people to get hurt or die as a result of an

"Our purpose for being Police Officers is to "Serve and Protect", not to allow people to get hurt or die as a result of an off-duty police officer's inaction. "

off-duty police officer's inaction. When do police officers have a responsibility to protect? Only when we are on the clock? Should our responsibility be 24 hours a day seven days a week? The e-mail suggests only for the 8 or 10 hours we work on the job. Where does the liability start and end for the officer, the department, and the city? Better rephrased is when does our responsibility start and end for the public?

"when does our responsibility start and end for the public?"

NO BIG SECRET—CRIME IS UP—WHY?

| Leonard Mares |

Today I pondered about the business of “Arrests are Down; Crime is up” and I have to share my reasons why this is so. I was part of the Mayor’s task force which dealt with “Use of Force” and “Citizen Oversight.” During that task force, voices from the anti-police advocates and liberal minded individuals cried foul on almost every aspect of the work performed by the Denver Police Department. The Denver Police Latino Organization (DPLO), PPA, and BPO attempted to explain to deaf ears about our profession. Those deaf ears included City Attorneys, members of city council, city leaders, community activists, anti-police activists, judges, and many others. I was very vocal in explaining that if the stringent oversight and rules were changed to what they proposed, the Denver Police officers would back away from jeopardizing their careers.

We all know the main reason this task force was created. It was because of the Jim Turney / Paul Childs shooting. I’m shocked that nobody recognizes the fact that the city and all their wisdom has caused the crime rate to go up. I warned them that the officers would back away from a situation rather than jeopardize their careers, by making a split second decision that may be viewed as a violation of a departmental rule, directive, operations manual order or viewed (of course, after the fact) as being not politically correct. It has gotten so bad now that the officers don’t know what to do. They have to go through a checklist of many items in order to come up with an administrative proper decision. I pray to God that this will not cost an officer their life be-

cause they had to check the list in order to make a decision.

I personally want to relate to the rank-and-file that I respect and thank the officers on this department for the unselfish work that they do to keep the citizens safe. Remember, we are the

“I warned them that the officers would back away from a situation rather than jeopardize their careers”

force between good and evil. No other profession is more important here in United States at this level to keep our citizens safe

from the predators and perpetrators that walk this city. Someday we will wake up from this bad nightmare.

NATIONAL LATINO PEACE OFFICERS ASSOCIATION



The NLPOA was founded in 1972, by John Parraz and Vincente Calderon, the National Latino Peace Officers Association is the largest Latino law enforcement organization in the United States with over 17,000 members including every state, the District of Columbia and Puerto Rico.

NLPOA memberships includes Police Officers, Deputy Sheriffs, Parole Agents, Federal Officers, and Agents, Chiefs of Police, Sheriffs, Federal Managers, Prosecutors and Defense Attorneys, all

of whom are employed at the local, state, and federal levels. The NLPOA is a professional association that provides members with training, promotional development, and mentoring.

NLPOA goals are to eliminate prejudice and discrimination in the criminal justice system, reduce community juvenile delinquency and lessen citizen tension in predominantly Latino communities through community based policing.

NLPOA BENEFITS

Representation on Capital Hill - NLPOA represents over 17,000 members in Washington, DC on critical issues pertaining to law enforcement officers nationwide. NLPOA fights for law enforcement advocating equal protection and employment rights to Congressional Members and White House Staff.

EEO Representation and Assistance—NLPOA will review your EEO or employ-

ment case and render assistance. Where appropriate, with legal and association support.

Training—Discounts to NLPOA sponsored and partnered training events. Improve your career through strong professional education programs taught nationwide.

Promotion Preparation and Mentoring—NLPOA’s purpose is to ensure its mem-

bers are competitive at promotion time. Learn how to prepare yourself for promotion exams and career paths at NLPOA conferences and through our Mentoring Program.

Networking— Join 17,000 fellow law enforcement officers at chapter, regional and national meetings to exchange ideas, best practices and share experiences.

NLPOA BENEFITS (continued)

Newsletter—Receive El Puente Newsletter each quarter directly in your email updating you on current events, upcoming training and news you can use to succeed.

Community Involvement—Crime prevention begins with community involvement! Join NLPOA chapters nationwide as they sponsor crime prevention and violence reduction initiatives directly in at risk communities!

Recruitment Information—Visit NLPOA.org online for access to nation’s largest database of open law enforcement positions sponsored by LawEnforcementJobs.com!

Discounts— Take advantage of NLPOA member discounts on merchandise and magazines such as POLICE!

DPLO MOCK ASSESSMENT EXERCISE

by Leonard Mares

The Denver Police Latino Organization set up a mock assessment for our members and others testing for our Sergeant. The input from those who participated indicated that the assessment was of great value. Out of the 12 people trained about seven are in the top 40 and five of those are in the top 20. Each of these candidates has an excellent chance of putting on the stripes and becoming one of the leaders of this department. We remind those future sergeants to not forget where they came from and to step up and assist their subordinates reach their goals and dreams.

The leadership that came forward and assisted with that effort demonstrated that some on this department truly do care about their subordinates. I want to thank the fol-

It's fiesta time

The Denver Police Latino Organization is proud to announce the date for our third annual fiesta.

When: **November 12, 2005.**

Where: **Radisson Hotel** 3333 Quebec Street.

Time: **1700 hrs. Cocktails**

1800—1930 Dinner

1930—0000 Dancing

It promises to be a wonderful event.

[There is no charge](#)

[Food and Entertainment Provided](#)

There will be a cash bar and plenty

“Some of the leadership on this department truly do care about their subordinates”

lowing personnel for their contributions, time, and effort in making it possible to have the best mock assessment training given to officers of the Denver Police Department:

[Captain Padilla](#)

[Lt. Calo](#)

[Lt. Salazar](#)

[Lt. Montoya](#)

[Sergeant Vasquez](#)

[Sergeant Johnny Martinez](#)

[Sergeant Theriot](#)

[Sergeant Pinder](#)

[Sergeant Pazan](#)

of good dancing music. We are expecting some very special guest speakers including the President of the National Peace Officers Association, Felipe Ortiz, and the Executive Director of the FBI.

We will be acknowledging some of our very own Latino members here in our department. The food promises to be better than before, and the entertainment will again be provided by Mr. Leonard Martinez.

Please plan to attend, along with your significant other. If you would

[Sergeant Mares](#)

[Rufino Trujillo](#)

A special thanks goes to Captain Padilla, Sergeant Leonard Mares, and Detective Rufino Trujillo. They designed and implemented the set up of the assessment center, prepared the scheduling, processed the material, along with feeding the troops.

The training given to the officers in this assessment provided the stress and exposure to prepare them for the advancement assessment center. The material given to the candidates was top-notch, and presented professionally. Another feather in the hat for the Denver Police Latino Organization. A job well done

please give us the courtesy of [RSVP](#) so that way, we will have adequate food and drinks available.

Please do this by e-mail to Sergeant Leonard Mares at lemares01@MSN.com with your intentions.

You can also fill out the [RSVP coupon](#) at the end of this newsletter and send it to [Sergeant Lenny Mares](#) at District Two.

Either way, will be adequate, and appreciated.

Congratulations

Congratulations to all the promoted officers for obtaining your goals and proving that you have what it takes to be a leader. I know that you professionals will be an inspiration for others and also excellent leaders. Our thanks go out to the Manager of Safety and the Chief for making the promotions possible.

PERC Committee by Reyes Trujillo

Now that the Sgt Exam has passed and the new list is in effect, we will be resuming our daunting task of discussing and adopting new ideas and programs for the police department.

The main issue that is at hand is education and benefit points toward promotions for those officers that have higher education.

I would like to hear from the membership to gauge weather we as an organization would be best represented by adopting this initiative.

Some have said that they would rather see officers with more experience get the points as this is a better way of insuring that supervisors are more reasonable and fair.

Other organizations have said that their membership would be best served by the educational points.

The way that this initiative is proposed is that officers with an associate's degree would gain one half point, officers with a bachelor's degree would gain one point, officers with a master's degree would gain one and a half point.

It is in discussion to extend the time in grade for sergeant, lieutenant before they can test for the next higher grade.

I tend to agree with the latter as it stands to reason that as new officers, we were told that it takes a while to get the stupid out, therefore it stands to reason that most of us can not learn to be effective supervisors or command officers in one year. Other topics of discussion are the recruitment and retention of Latino officers.

Currently most Latino officers being disqualified are due to driving records.

I questioned this and was told that civilian driving patterns are an indication of how they will drive on the job, thus creating a liability for the DPD.

In closing, I would like to congratulate all of the officers who did well on the sergeant's exam, we look forward your promotions. We need your guidance for all of the new officers as the majority of officers are new.

Once again, please contact me with your preference for promotional points and encourage all members to do the same.

We look forward to seeing you at the Fiesta.

TRAVELS by Captain Joe Padilla

I have had the opportunity to travel and I've been fortunate to meet police officers from throughout the world. I have realized the brotherhood and camaraderie are nation wide within our profession and police officers are the same throughout the world.

It's amazing that you can meet a police officer in Poland or Spain and find that they have the same thoughts, challenges and experiences as us. Traditionally the police officers I've met fight the criminal element and feel a commitment to the uniform.

When I met police officers from other countries they are impressed with the stories they have heard about police officers from the United States. Their vision of many areas of the United States is that we have a high crime rate and that guns are readily available. It's not too far from the truth, but I believe their vision is a little exaggerated! It's strange to think that many of the officers I met work in areas many of us think as dangerous parts of the world.

In Spain, local law enforcement officers are targeted by Basque terrorists. I have a good friend named Jesus, who was working at the Atocha train station in Madrid the morning it was bombed by Islamic terrorists. Jesus has been with the Spanish national police for 25 years and he states that the phrase among Spanish police officers is "Poco dinero, poco trabajo". It seems the need to adequately pay police officers is a common problem worldwide.

In Barcelona, my friend Antonio has been with Guardia Urbana for 35 years. He is perfectly happy with his role as a police officer and never felt the need to promote. He enjoys his assignments, has fewer headaches and realizes that his blessings come from his family and doing a good job, not from a higher rank. Both of these fine officers are just like us, they support their families, enjoy doing their jobs and are proud of our profession. I think a common theme among police officers

I have met is the amount of respect they have towards us as United States police officers. Many of the situations we deal with on a daily basis may be more difficult then the situations many of these officers deal with and the circumstances may be different, but the type of work we do is basically the same.

So in spite of the difficulties we are experiencing here or the lack of dignity and respect we receive from within or outside the organization, feel confident in knowing that we actually do belong to a noble profession and people do respect us for being Denver police officers.



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

EMPTY ORCHESTRA BANDSTAND

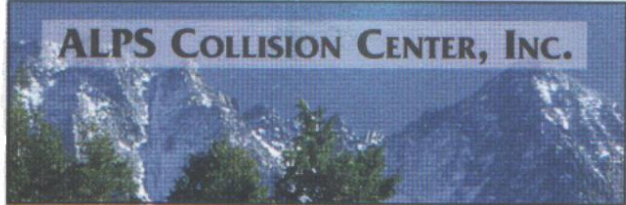


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DENVER POLICE LATINO ORGANIZATION

RSVP COUPON

Please accept myself, _____

And _____

To attend the Fiesta to be held at the Radisson Hotel on Nov. 12, 2005. Cocktails will start at 1700 hours, Dinner at 1800 hours, and dancing at about 1930 hours until 0000