



THE CITY OF
SAN DIEGO

95-74

POLICE DEPARTMENT • 1401 BROADWAY
SAN DIEGO, CALIFORNIA 92101 • 5729 • TELEPHONE (619) 531-2000

OFFICE OF
JERRY SANDERS
CHIEF OF POLICE

IN REPLYING
PLEASE GIVE
OUR REF. NO.
445

July 17, 1995

Mr. John Lusardi
Police Executive Research Forum
1120 Connecticut Ave., NW, Suite 930
Washington DC, 20037

Dear John,

In October of 1993, members of the San Diego Police Department's Southern Division began working on a problem that involved gang members and their related crimes. Detective Andrea Scott, Agent Alan Hayward and Officer Christopher Hoit initiated an inter-agency and joint community task force to address the issue.

They coordinated the public's assistance to the project, organized education programs and held a job fair as an alternate to the youth gang lifestyle. Additionally, they improved inter-agency cooperation and information exchange. Several crimes were solved and the area saw an overall 50% decrease in gang related crime from 1993 to 1994.

This was a very successful police - community partnership. I am pleased to recommend them for the annual Herman Goldstein Excellence in Problem Solving Award.

Sincerely,


Jerry Sanders
Chief of Police



DIVERSITY
BRINGS US ALL TOGETHER

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- A. *Command Staff Presentation*
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 - 1. *Detective Andrea Scott*
 - 2. *Agent Alan Hayward*
 - 3. *Officer Christopher J. Holt*

INTRODUCTION

The Southbay area of San Diego County is comprised primarily of south San Diego and the cities of Chula Vista and Imperial Beach. The international border and the neighboring city of Tijuana, Mexico, is to the south. The population of Southbay is roughly a quarter of a million persons, which when broken down demographically (from the largest to the smallest) is comprised of predominately Hispanics, Caucasians, Filipinos, and African Americans. The area is best described as working class and economically depressed.

The area is serviced by the San Diego Police Department, Chula Vista Police Department and the San Diego Sheriff's Department. Additionally, there are numerous federal law enforcement agencies working throughout the area (ie. U.S. Customs, U.S. Border Patrol, etc...) There are currently six major street gangs with approximately ten to fifteen smaller gang sets in this area.

WHAT WAS THE PROBLEM?

The Southbay area was experiencing a rise of both violent and non-violent crimes caused by street gangs. Initial scanning of the violent crimes revealed it was caused by territorial battles over "gang turf." • This type of gang violence included murders, retaliation shootings, drive-by, shootings, and assaults. Property crimes, such as burglaries, were primarily committed to obtain guns and further gang activities.

The Southbay area was rapidly moving toward a high crime environment due to the rise in gang violence. In addition, gangs from other areas, such as Los Angeles and Orange Counties, were travelling through Southbay to make drug and party connections in Tijuana. This added to the violence.

A primary motivation for youths to become involved in gangs was the break down of the family unit. Many single parent families were dysfunctional and the need to belong to a whole family unit was filled by the interaction with other gang members. Traditional third generation gang members live in the area and are raising families of their own. Additional observations revealed that there were very little job opportunities or prospects. There also were few activities for the youths to become interested in.

FOR WHO WAS IT A PROBLEM AND HOW WERE THEY AFFECTED?

A survey of the community structure (involving families, schools, businesses, and law enforcement) disclosed that it was negatively impacted by gang violence.

Families were fractured and parents were often unable to control children who joined gangs. Parents also had the problem of not recognizing when their children became involved, with gangs,

The schools of the Sweetwater, Chula Vista, and San Ysidro School Districts were profoundly affected by the crime. Teachers were unable to maintain discipline in their classes and increasingly faced danger when gang members brought weapons to school. Youths often had no goals or career opportunities after graduation.

The examination showed that businesses in the area experienced many armed robberies, in addition to "beer run" thefts, which frequently turned violent. Graffiti was a constant problem. Gang members were congregating in front of businesses which discouraged customers.

Law enforcement relied on traditional independent, reactive procedures and did not communicate or coordinate their efforts efficiently.

WHAT INFORMATION WAS COLLECTED ABOUT THE PROBLEM?

An analysis of the school systems revealed that documented gang members on probation were often transferred to specialized "Summit" schools and Adult Learning Centers, further ostracizing them from other juveniles. The "Summit" schools then became problems, and reinforced negative activity among peers. Information the school officials obtained on gang activity was not effectively relayed to law enforcement.

Increasingly, families viewed the police as ineffective as they saw larger groups of gang members loitering in their neighborhoods. Gang members were not being monitored and were getting involved in less traditional gang crimes compared to the past (ie. "car jack" robberies, drug trafficking, and burglaries.) Disillusioned, many businesses merely called the police, filed reports, and painted out the graffiti.

Law enforcement was not working in the most effective, coordinated effort with the community. Each incident was handled on an individual basis. Earlier attempts by police, schools and the community to deal with the gang problem met with frustration as each group was acting independently and not effectively communicating.

The analysis of the problem originated when San Diego Police Detective Andrea Scott was investigating a series of residential burglaries linked with a pattern

of firearm and electrical equipment thefts. Detective Scott further linked the cases after interviewing the victims and suspects. She discovered in the majority of the cases the suspects were friends of the victim's children and claimed to belong to a Filipino gang.

She spoke with businessmen about fenced stolen items and talked to school officials, in the three districts, to identify street monikers and gang graffiti. Detective Scott went to probation and found many of the suspects were on probation with gang conditions/restrictions. Through her investigation she discovered the S.D.P.D. Gangs Unit had not yet documented the "gang set". She spoke to officers and investigators from Chula Vista and Imperial Beach and discovered the series of burglaries extended to their cities. Detective Scott then contacted the District Attorney's Office regarding lateral prosecution.

Scott's analysis led to conducting periodic meetings with other involved agencies and patrol officers as well as the collection of photographs of suspects involved in local gangs. Previously, photographs of documented gang members were sent to the Gang Unit making access difficult for officers outside of the specialized unit. Detective Scott's coordinated investigation also led to the documentation of an additional Filipino street gang (Unique Boys Society or U.B.S.)

Agent Alan Hayward and Officer Christopher Holt (San Diego Police Department, assigned to Southern Division patrol duties) later became involved in Detective Scott's investigation. Using the S.A.R.A model, they combined the investigation and growing area gang problem into a P.O.P project.

The officers gathered information on gangs in the Southbay area including determining "turf" boundaries, identifying individual gang members, photographing members and placing the photographs on picture boards (to aide local law enforcement agencies in future identification of gang members involved in specific criminal cases.) The documentation of gang members was based on the Department of Justice standards for gang crime investigations. The trio gathered more information by establishing monthly meetings with other law enforcement agencies in the Southbay area, thus opening new lines of communication with these agencies.

Members of the Southbay Gang P.O.P. Project further interviewed probation officers, school guidance counselors, gang intervention specialists, family members, community leaders, businessmen and numerous other lay and expert persons in order to gain a greater perspective/perception of the local gang problem. Most importantly, juveniles "at risk" and documented gang members were surveyed

on an informal basis for their insight on causes of gang involvement. The purposes was to develop intervention/prevention techniques in avoiding future involvement in local gangs.

School Task Force officers assisted in bridging the gap between police and school officials. This increased the exchange of critical information between the two agencies.

Rumors of gang violence, information on families of gang members, and gang member behavior patterns are a few examples of the critical information not traditionally shared between the two organizations. Police officers developed non-traditional communications with family members affected by gang activity, which enabled them to collect more information on activities of gang members.

WAS THERE DIFFICULTIES IN GETTING THE INFORMATION?

One initial problem with the law enforcement aspect was officers were traditionally reluctant to share information. This occurred with law enforcement members both within and outside the San Diego Police Department. Another problem was the time constraint placed on patrol officers working on the project. Officers worked on the project while also performing their regular duties.

During the analysis portion of this project, the San Diego Police Department was undergoing a restructuring modification to a Neighborhood Policing model. Restructuring addressed the problems of officers time and involvement in two different ways. One was the development of a team management environment. This team management concept led to the realization that every member involved in the project (command, supervision, and patrol) had an integral part to play in the project; giving more access to the solution process.

All patrol officers were invited to join in the project and their ideas were all given equal consideration. The second change was that personnel were afforded a more flexible working schedule and more free time to work on specific problems. Supervisors were encouraged to participate with personnel in appropriating resources needed to combat the various problems. This addressed the time constraint problems.

Further analysis of the project demonstrated a need for more structure. The project was given the title of "The Southbay Gang Project" and it was determined the originators (Detective Scott, Agent Hayward, and Officer Holt) would be coordinators. Ranking officers and patrol officers, detectives, probation officers, etc. from the various agencies would become the body or core of the project.

The photograph boards, displaying gang members and their sets, were placed in the patrol line up room where they could be used by all three shifts and detectives. Outside law enforcement agencies were given free access to these boards. Difficulties arose due to confidentiality issues and the possible misnaming of gang members. Though the photo boards assisted in the apprehension of numerous suspects, it was decided they would be removed and placed in the central gang intelligent file and incorporated into the G.R.E.A.T. computer system. However, patrol officers and area investigators were assured greater access to the photographs than what was previously permitted.

WHAT WAS THE GOAL OF THE PROBLEM SOLVING EFFORT?

The goal of the problem solving effort was to reduce gang violence and give youths alternatives to gangs. To realize this goal, members of the Southbay Gang P.O.P. Project understood the need to improve the exchange of gang related information within the San Diego Police Department and improve communications within local law enforcement related agencies. Improved communications were also developed with schools, families and businesses in the area. To achieve the goal, the project had to go beyond improved communications by developing trust and offering more opportunities and resolutions to the problem.

WHAT STRATEGIES WERE DEVELOPED TO REACH THE GOAL?

Several strategies developed during the response phase were instituted. One response was the use of monthly multi-agency meetings to discuss gang related problems and crimes in the Southbay area. The unique aspect of these meetings is the exchange of specific crime case information and wanted individuals amongst various agencies.

Also, aside from Southern Division, detectives and officers from the San Diego Police Gangs unit, Homicide, and other specialized units regularly attend. Other integral members attending the meetings are officers, agents, and detectives from San Diego County Sheriff's Department, Chula Vista Police, San Diego County Probation, U.S. Immigration, U.S. Customs, S.D. County D.A.'s Office, U.S.

Attorney's Office, State of California Parole and numerous other federal, state and locals agencies, The meetings have become an important information conduit between local law enforcement agencies. Arising out of the meetings was a monthly newsletter specific to events and information discussed at the meetings. Officers or detectives unable to attend the meetings were now kept abreast of key information.

Another response were the 20 Southern patrol officers who voluntarily joined the project and adopted a specific "gang set", in the Southbay area, for the purpose of acquiring more intelligence on the "sets" activities. This further increased the flow of information and pressure on the gangs.

More pressure on the gangs was applied by conducting intelligence work on known gang members and checking for any outstanding warrants. Officers researched the warrant information (addresses, criminal history, probation or parole history and status) and attempted to obtain photographs of the suspects for identification purposes. Officers, detectives, and agents from the involved agencies developed operational plans and formed teams to serve the warrants. The members of the different agencies participated together on weekend gang suppression sweeps. These sweeps specifically targeted gang members.

Officers from each of the different shifts were permitted to participate in the suppression details. One of these sweeps resulted in the apprehension of two homicide suspects. Hundreds of gang members were photographed and identified. These details also increased officers knowledge and expertise in regards to gang activity.

Due to the expanded involvement between officers and agencies, informal contacts were made and an easier flow of information exchanged. A computer data base on information regarding the gang trends was developed and shared with all the involved officers and detectives.

The afore mentioned responses addressed the issue of gang violence from the law enforcement perspective. Alternatives to youths in gangs was provided by the community, with law enforcement assistance. It has long been evident that juveniles not attending school, unsupervised, and/or not involved in organized, productive activities more often turn to gangs. An idea to have a "Job Fair" was ostered by Agent Hayward. The thought behind this plan was towards prevention and intervention. The job fair was directed more for the benefit of potential gangs members and other youths on the edge of gang involvement.

Officers from the Southbay Gang P.O.P. Project volunteered to assist Agent Hayward.

Agent Hayward obtained a local auditorium and organized a Job Fair. Officers contacted representatives from government employment agencies, businesses, and schools such as R.O.P., Job Corps, Employment Development Department, South County Career Center, Triple Crown, Enterprise Zone, San Diego City Neighborhood Service Center and a variety of other agencies. These agencies were enthusiastic and agreed to attend the job fair to provide jobs for the targeted youths.

One officer spoke with members of the media, including the San Diego Union Tribune and La Prensa newspapers, K.O.G.O. radio, and K.G.TV Channel 10, who agreed to advertise "Job Fair".

WAS THE GOAL ACCOMPLISHED?

The goal of reducing gang violence and providing alternatives to youths was attained. In addition, a valuable communications network was established between numerous law enforcement agencies and the community. The goal was assessed through several different methods.

One method of assessment was a survey of Southern Division patrol officers to discover individual opinions of the project. Approximately 80 officers completed survey forms with overwhelming results in favor of the project. This was surprising since most officers are generally resistant to change.

Another assessment was prepared by the San Diego Police Crime Analysis Unit to organize statistics on gang related crimes. While these specific quantitative results were difficult to determine, what cases were captured showed a 50% reduction in certain violent gang related crimes in the Southbay area.

In addition, the time old practice of pushing the problem into another jurisdiction has been avoided due to group participation of officers, agencies, and communities throughout the Southbay area. Gang members now have a more unified local criminal justice system to contend with that no longer affords them the luxury of crossing political boundaries to commit crimes to minimize the risk of apprehension.

The "Job Fair" was beneficial for the community, law enforcement and the local youths for obvious reasons.

SUMMARY

Several Officers involved in the "Southbay Gang" project have since transferred to other suburban, areas of the City. These areas of San Diego are afflicted with similar types of gang problems Southern Division has experienced. These officers are now attempting to establish the same network {that exists at Southern Division) at their own divisions. If they are successful and achieve the same results, gang problems will be much easier to monitor and control for the neighborhoods of San Diego.

*An informational video tape on the project was professionally produced by the coordinators along with S.D.P.D. Media Liaison Officer Dave Cohen and Reserve Sergeant Lee Lewis {who also was a cameraman with K.G.TV Channel 10 News.) The video tape is provided to outside agencies interested in promoting the concept within their own departments.

COMMAND STAFF

PRESENTATION

OF

THE SOUTHBAY

GANG P.O.P. PROJECT

SOUTH BAY GANGS PROJECT

S **CANNING**: escalation of gang-related violent crimes; repeat calls to locations experiencing gang activity; increase in citizen complaints; over 10 different known gang sets


A **NALYSIS**: limited coordination between law enforcement agencies in Southbay; many gang crimes involving innocent community members; statistics showed increase in crime in the past year; survey of Southern officers

R **ESPONSE**; warrant details; Southbay multi-agency monthly gang meetings; monthly newsletter for participating agencies; photo boards; informal index file of gang members and associates; gang suppression details

A **SSESSMENT**: excellent cooperation and sharing of knowledge between agencies; increase in identification and arrest of gang suspects; reduction of gang-related crime in the Southern division; future plans to expand project to involve community


SOUTHERN DIVISION GANG P. O.P PROJECT

IN THE BEGINNING....



The Southern Division Gang P.O.P. project originated by Detective Scott who was investigating a burglar series where guns were part of the loss. She arrested several young adults for these burglaries who claimed an unidentified gang called U.B.S. (Unique Boys Society). Scott was able to document over 60 U.B.S. gang members and associates. Scott began meetings with other agencies (Probation, Chula Vista Police dept., Sheriffs Office in Imperial Beach and other local agencies) in the Southbay area, which later formed the Southbay Gang Meeting.

THE PRESENT.....




Agent Alan Hayward and Officer Chris Holt suggested to detective Scott that we expand her P.O.P. project to cover all the Southbay gangs, thus forming the Southbay Gang P.O.P. project. As the P.O.P. project became more effective, other agencies like the Chula Vista Police Dept and the Imperial Beach Sheriff dept. began taking note. They saw the P.O.P. project could benefit their dept. and community.

With over 400 gang members documented by our P.O.P. Officers and 13 local agencies working with us, we decided to expand our P.O.P. project to cover all southbay gangs. With 20 Southern Division officers we divided each gang up into sectors and closely watched the gangs activities. Officer continually infused the project with current data from F.I.s, arrests and traffic contacts. Warrant sweeps were instituted as another tool to target gang problems. These warrant sweeps netted additional intelligence on gang members along with the seizure of weapons, drugs and capturing wanted fugitives.

G.S.T. type of teams were formed with project officers and trained with the assistance of the Gang Suppression Team. These project teams conducted G.S.T. style contacts that have proved very effective at furthering the goals of the project.

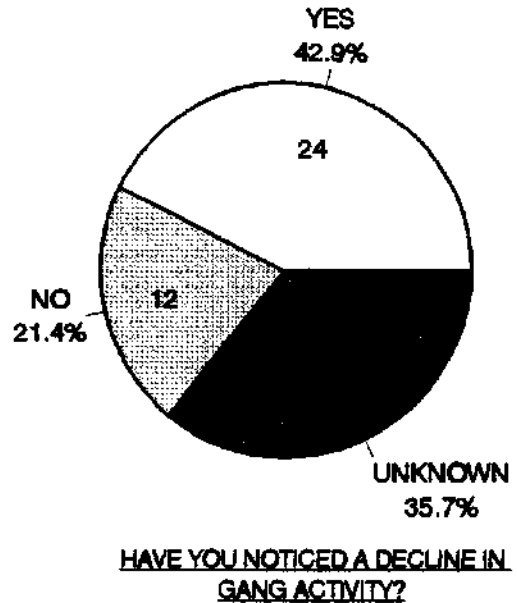
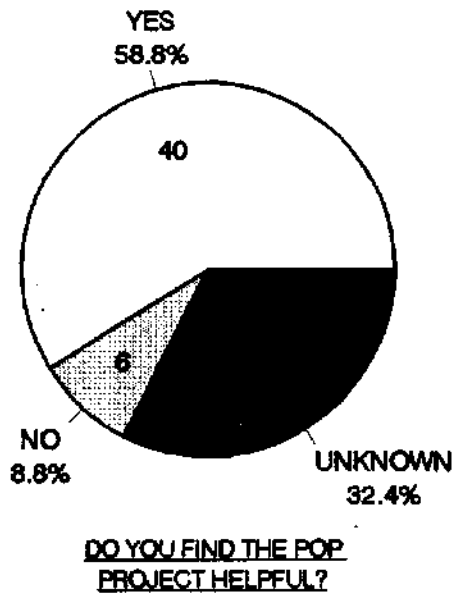
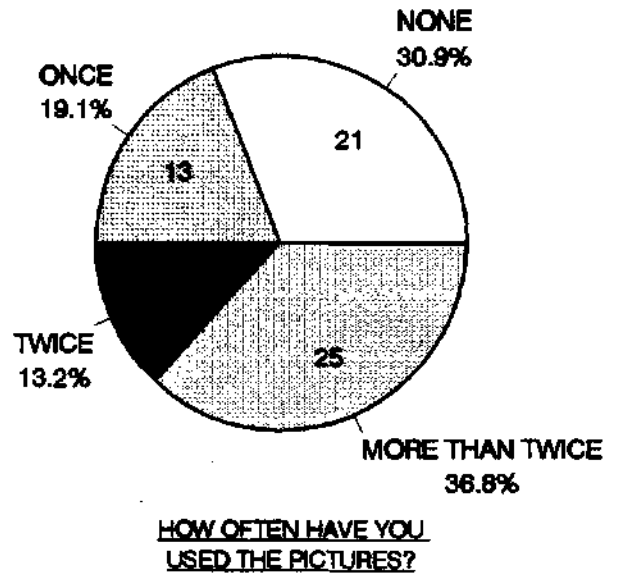
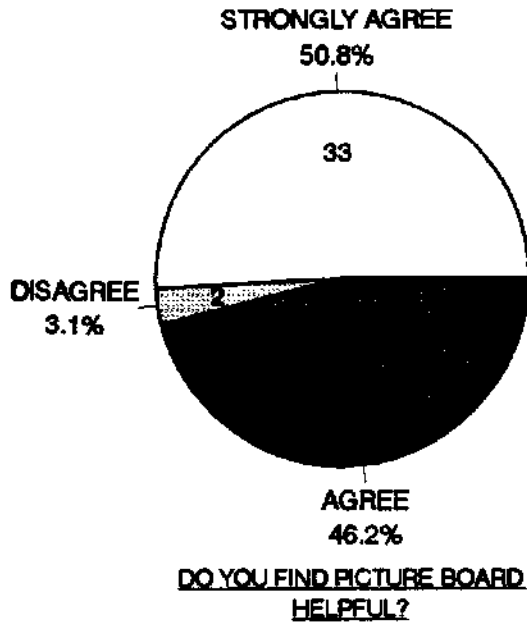
THE FUTURE....



Officer Holt has design a plan where officers work out youth problems by involving the community.

Agent Hayward and Officer Battrick started a Job Fair for young adults and youths involving over 40 local businesses and a few large corporations. Our goal is to employ at least 200 young adults in our community. This event will commence on June 3rd, 1995.

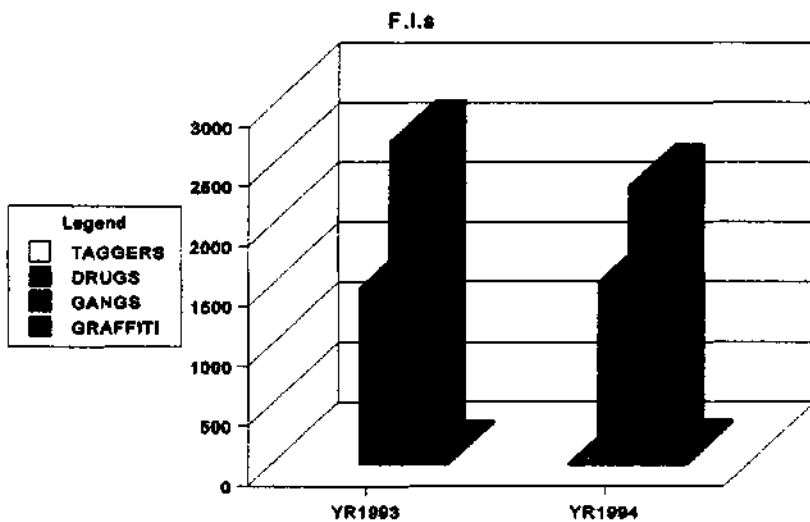
SOUTH BAY GANGS PROJECT SURVEY RESULTS



* There were 68 respondents (65 patrol, 2 investigations, 1 supervisor)

SOUTHERN DIVISION FIELD INTER VIEWS FROM 1993 TO 1994 HAD DECLINED, AND THE GANG DRIVE-BY SHOOTINGS AND GANG CRIMES HAD DECREASED FROM 1993 TO 1994.

SOUTHERN DIVISION CRIME



FIELD INTERVIEWS

2700

2326

The decline in gang field interviews were contributed to the constant pressure from the Gang P.O.P. officers and the division. Gang members loitering in the Southbay became a scarcity.

GANG RELATED CRIMES

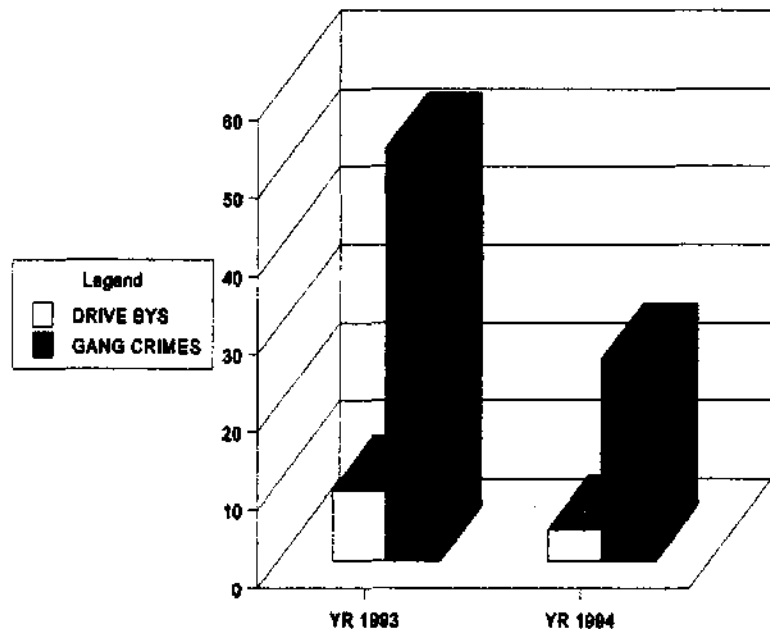
53

26

9

4

Gang crimes in 1994 compared with 1993 had decreased by 50 %.



P.O.P. OFFICER INVOLVEMENT

- 6/95 Job Fair for teenagers
- 4/95 TJPD attends Gang meeting
- 4/95 Gang info. book to exchange info. w/ gang det. & patrol
- 2/95 Off. Holt starts news letter
- 1/95 Det. Scott invents new crime log. exchange info. w/patrol
- 10/94 Southern div. survey to see if P.O.P. project is helpful
- 6/94 Crime analysis assist us in making gang boundary map
- 5/94 Crime analysis makes a index filing system to track gangs
- 5/94 20 SDPD officers join the P.O.P. project
- 3/94 Det. Scott invents new gang photo sticker
- 1/94 U.B.S. is documented by Det. Scott
- 12/93 Establish monthly gang meeting
- 11/93 Designed the gang photo boards
- 10/93 Det. Scott invest. UBS and makes several arrests
- 10/93 also makes the UBS photo board

CRIME REDUCTION THROUGH PROACTIVE POLICING

1993
DRIVE-BY 9
GANG RELATED CRIMES 53

10/93 seized UBS jumpin tape

1994

1/94 Arthur Flores UBS
to CYA 8yrs 459pc

3/94 Nester-Danny Andrade
211 pc

3/94 UBS Jeff Temcho 459pc
7yrs CYA

5/94 UBS Poneyboy 211pc

7/94 UBS Vicente Foster
187pc

8/94 Warrant detail
13 arrest

10/94 Warrant detail
12 arrest, 22 FIs

1995

2/95 187 conviction
Hallorina

3/95 Gang suppression
detail-2 fel arr.

3/95 Warrant detail 3 misd.
9 Fel. 19 FIs

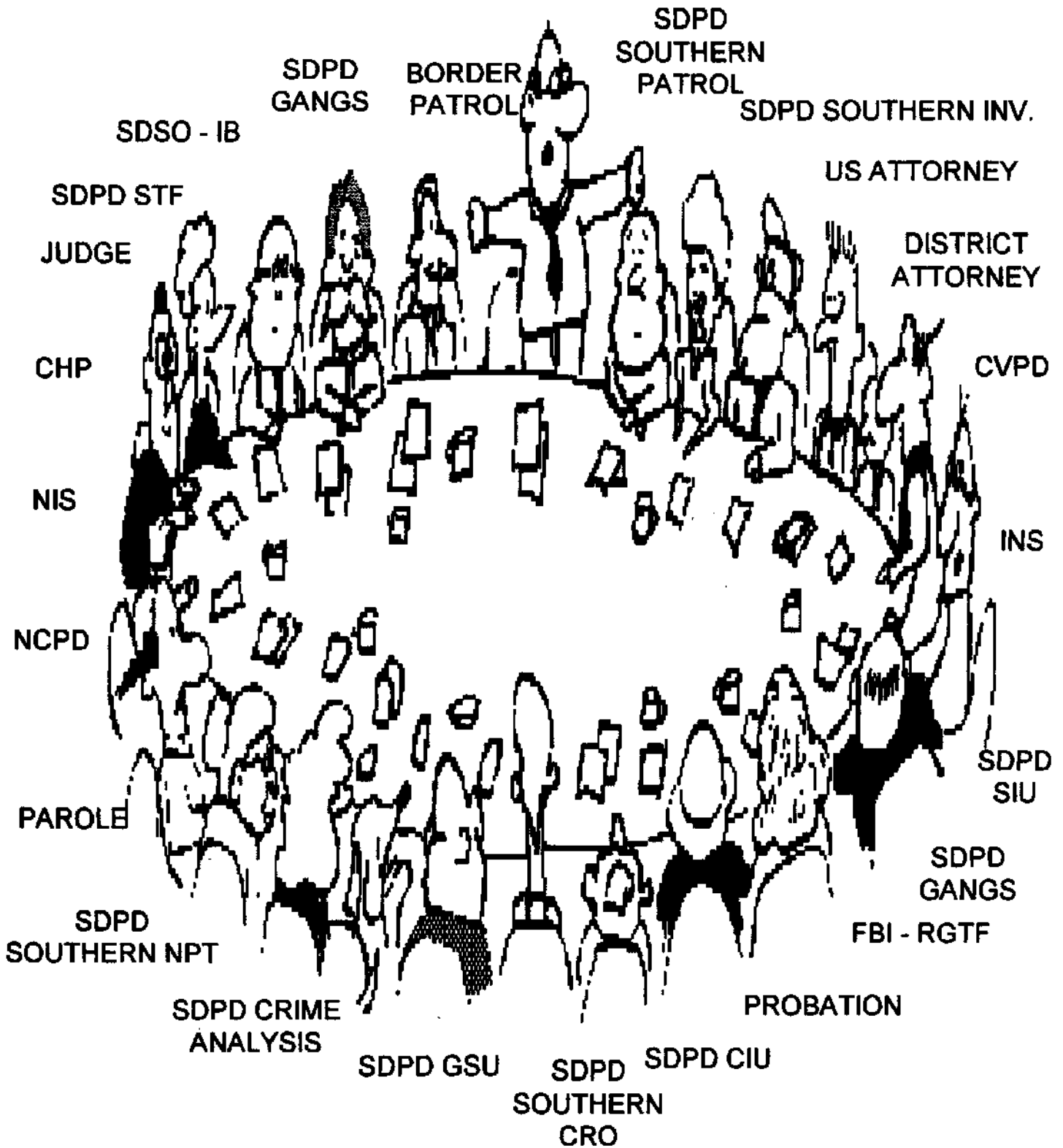
4/95 Warrant detail 6 misd.
6 Fel. 17 FIs

4/95 Suppression detail-drug arrests

5/95 Warrant detail 7 Arrests

1994 Driveby- 4
Gang related crimes-26

SOUTH BAY GANGS PROJECT



*February 1994 - Present

JOB FAIR

***LOOKING FOR A
JOB?***

PART TIME JOBS
SUMMER JOBS
PERMANENT JOBS
CITY JOBS
COUNTY JOBS
FEDERAL JOBS
JOB PLACEMENT
NAVY
ARMY
MARINES
COAST GUARD

TECHNICAL SCHOOLS
JOB TRAINING
COLLEGES
SUMMER ACTIVITIES
I.T.T.
SUMMER SCHOOLS
CONT. EDUCATION
RESUME TRAINING
JOB PREPARATION
SPORTS



JUNE 3, 1995
10:00 AM - 3:00 PM
LUCKY MONTGOMERY
RECREATION CENTER
3020 CORONADO AVE.
SAN DIEGO

FURTHER INFORMATION
CALL SGT. LAURSEN AT:
424-0210

NAME: _____

ADDRESS: _____

DOB: _____

PHYSICAL: _____

DATE TAKEN: _____

BY WHOM: _____ ID# _____

Circle one ARREST/CONSENT/DETENTION

Victim (case#: _____)

GANG CLAIMED: _____

GANG AFFILIATION: _____

ADMISSIONS BY: (Check all that apply)

Tattoo Clothing Paraphernalia

Ass'n w/other members: _____

Moniker: _____

NAME: _____

ADDRESS: _____

DOB: _____

PHYSICAL: _____

DATE TAKEN: _____

BY WHOM: _____ ID# _____

Circle one ARREST/CONSENT/DETENTION

Victim (case#: _____)

GANG CLAIMED: _____

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Tattoo Clothing Paraphernalia

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ADDRESS: _____

DOB: _____

PHYSICAL: _____

DATE TAKEN: _____

BY WHOM: _____ ID# _____

Circle one ARREST/CONSENT/DETENTION

Victim (case #: _____)

GANG CLAIMED: _____

GANG AFFILIATION: _____

ADMISSIONS BY: (Check all that apply)

Tattoo Clothing Paraphernalia

Ass'n w/other members: _____

Moniker: _____

SOUTHBAY GANG MEETING

NEWSLETTER

CONFIDENTIAL: FOR THE EXCLUSIVE USE OF SDPD AND AUTHORIZED AGENCIES. VERIFY ALL INFORMATION WITH INVESTIGATING OFFICER.

May 18,1995

-SD COUNTY DA GANGS: Marty Martin is leaving the Gangs unit. We will miss Marty and thank him for all the terrific work he has done to make our project a success. We wish him good luck in his further endeavors. Marty introduced his successor, Raul Acevado who will do his utmost to help us out.

-SDPD-SOUTHERN: Alan Hayward announced the upcoming Job Fair on June. 2nd at Lucky Montgomery (the Wing) Park, sponsored by SDPD-Southern. Already we have over 36 employers lined up.

-SDPD-GANGS: Brian Leribus spoke regarding a 245 to an Imperial Gang member, Mark Hernandez. He believes UBS were the suspects.

-CVPD-JUVENILE: Nicole Depriest is looking for a F/M, 16-17 yrs, long hair going by "T-Bone" Claims "TDM" and wanted for 487PC

SDPD-GANGS: Ron Hall spoke regarding a 245 at McDonalds at 4300 Palm. The suspect was a Del Sol gang member by the name of Christopher Rodriguez. It was Otay vs. Del Sol.

-SD COUNTY DA'S: DAA Router informed us that Paul Teehan of Del Sol was convicted of the Lucky Waller park shooting that included 5 victims. "Tweety" (Teehan) was convicted of 5 counts of 664/187PC

-SDPD-GST: Hector Hoyte briefed us regarding a West coast Crip who threatened to shoot a cop in retaliation for a police shooting. the suspect is driving a '79 white car possible lic#lFEY836 or 386-

-SDPD-SOUTHERN: Rollie Cunanan gave good information regarding a 211 that Det. Dickenson was working. The suspect vehicle is a primer gary Buick Regal, and the suspect possible Logan gang members.

-FREMONT PD GANGS: A Sgt and Officer from Fremont PD are on a nationwide tour examining POP projects. They adopted our gang photo stickers for their use and were enthusiastic about our project.

-CVPD-SRO: Greg Puente spoke regarding violence in Chula Vista Schools. Apparently Clarence street (18th street) is causing problems. At Palomar school they had a shooting to a non-student, the suspect was possible Nestor.

-CVPD: Off. Brown spoke regarding an arrest of three juveniles who had made 3 home made bombs found in their home. They had gotten the information on how to make them off the Internet.

-SD COUNTY PROBATION-GSTT: Betty Nelson informed us of a new Del Sol gang member named Marco Vasquez. She is also looking for Miguel

Rodriguez, an Imperial, who is a drug user.

-SDSO-I.B.: Carlos Frias spoke regarding a shooting at the Astro fun Center at 13/Palm. 2 Imperials were the victims. Sidro possibly did the drive by. Suspects were driving and old white Dodge Van.

-SDSO-I.B.: Mike Speyers informed us that Knif Snape is not dead. A 14 yr girl was shot on 7th st. in I.B. Suspects possibly Imperial females driving in a '83-87 white Honda Civic. Info from streets was that Sherman was going to do a drive by on Imperials, then an OG from Sherman got beat up by Imperials. Two Imperials, "Looney Tunes" Hector Arce, and Rudy Neissen "Curly" have been released from CYA parole.

SDPD-SOUTHERN: Chris Holt spoke regarding the warrant sweep which bagged seven in custody. For the near future, suppression Sweeps will be run with GST and outside agencies. Next one will be Jun 16.

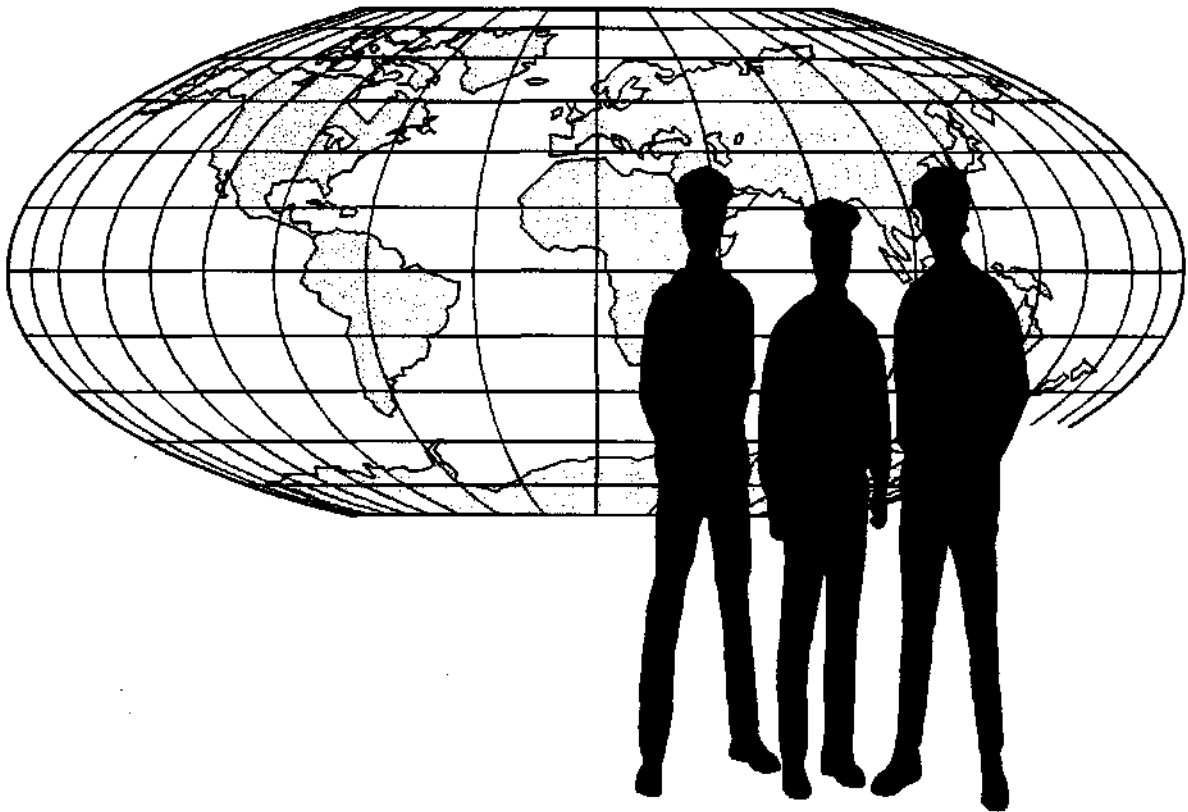
SDPD-STF: Jan Thornquest spoke regarding IPT and IDM squaring off at the schools. The gangsters are hanging out at 3300 Palm, Chrstity donuts.

BETTY NELSON WILL HOST THE NEXT GAQNG MEETING

**NEXT GANG MEETING IS JUNE 20 TH, 1300 HRS,
AT SOUTHERN DIVISION 1120 2?TH. 424-0400
THE SUPPRESSION SWEEP WILL BE THE SAME DAY.**



1995

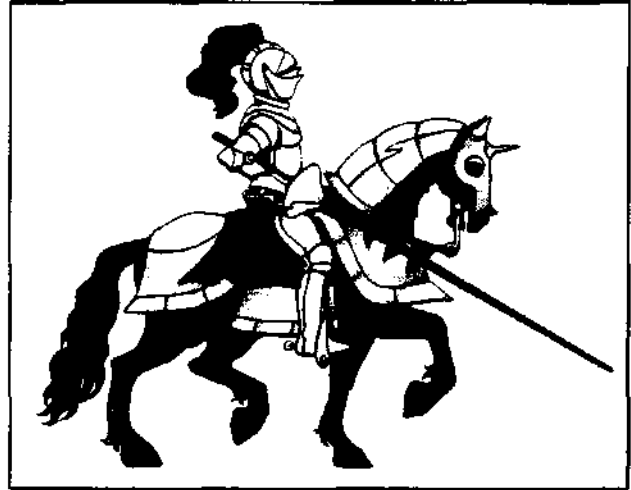


BY: AGENT A. HAYWARD

COME JOIN US AT THE JOB FAIR

**JUNE 3RD, 1995
BETWEEN
10:00AM AND 3:00 PM**

**MONTGOMERY WALLER REC.
3020 CORONADO AVE.
SAN DIEGO**



**AS A BUSINESS IN OUR COMMUNITY, WE WOULD LIKE YOU
AND YOUR BUSINESS TO SUPPORT OUR YOUNG ADULTS AND
TEENAGERS BY OFFERING SUMMER OR FULL TIME JOBS.
WE HAVE SO MUCH TALENT LOCALLY. IT BENEFITS OUR
COMMUNITY AND HELPS WITH OUR ENVIRONMENT.**

***YES - I'M INTERESTED PLEASE HAVE SOMEONE
CONTACT ME _____
AT PHONED _____***

***NO- I'M NOT INTERESTED, BUT HERE ARE SOME
PEOPLE WHO MIGHT BE INTERESTED,
NAME _____
PHONE _____***

**MAIL TO: CSO CHARLIE RODRIGUEZ (SAN DIEGO POLICE MPT.)
1120 27TH STREET, SAN DIEGO, CA 92154
OR LEAVE A MESSAGE AT 424-0400**

"JOB FAIR"

LOOKING FOR A SUMMER OR PERMANENT JOB?

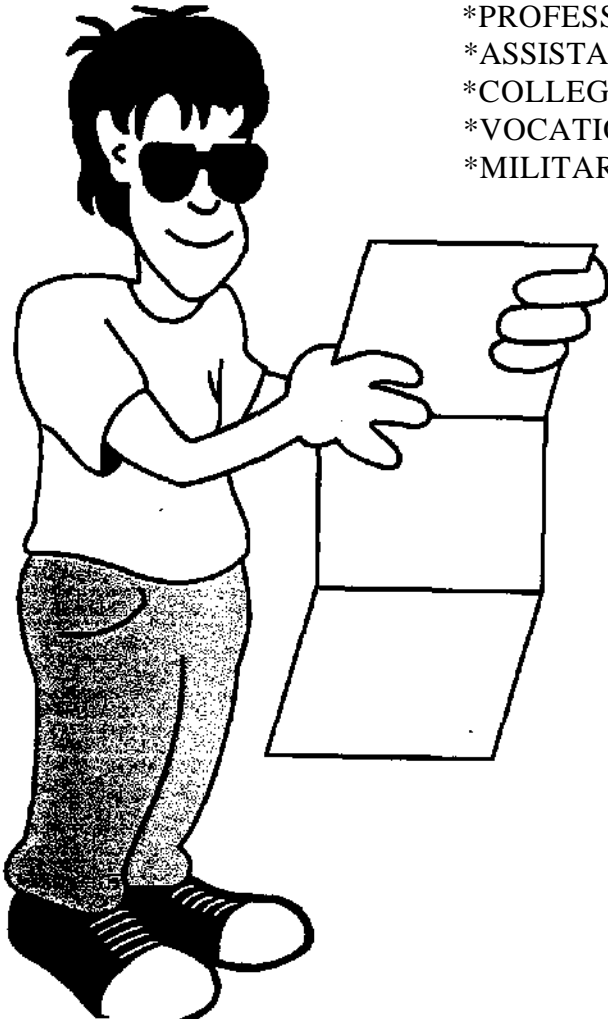
COME THIS SATURDAY, JUNE 3RD, 1995

TIME: 10:00 AM TO 3:00 PM

*LOCATION: LUCKY WALLER RECREATIONAL CENTER
3020 CORONADO, SAN DIEGO, CA.*

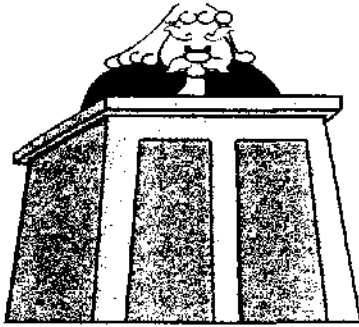
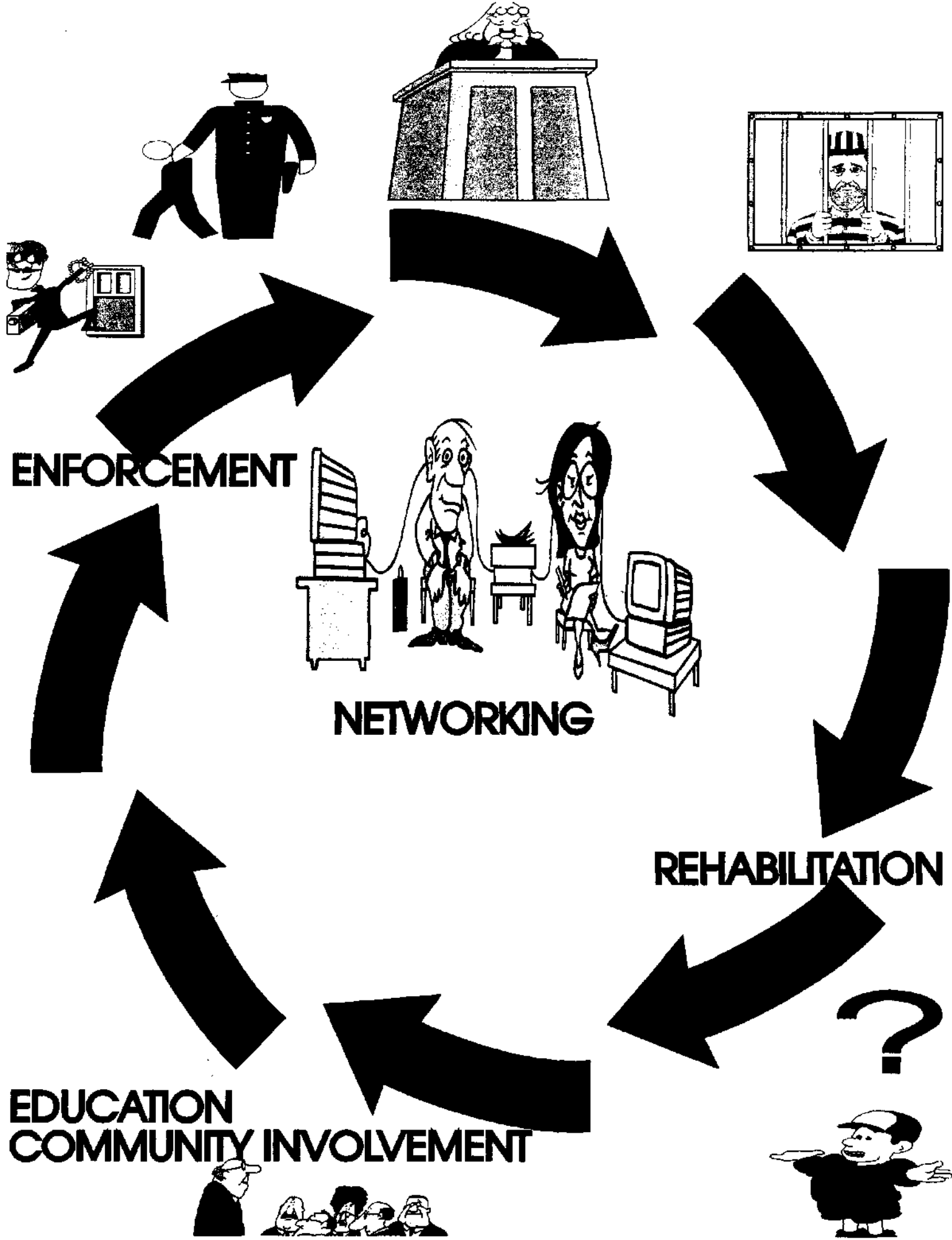
JOB ASSISTANCE WILL BE ON HAND:

- *LOCAL EMPLOYMENT
- *CITY, STATE, FEDERAL EMPLOYMENT
- *PROFESSIONAL JOB ASSISTANCE
- *ASSISTANCE IN JOB PREPARATIONS
- *COLLEGE ASSISTANCE
- *VOCATIONAL TRAINING
- *MILITARY RECRUITMENT



*FOR FURTHER INFO:
CONTACT AGENT HA YWARD A T:
424-0400
SAN DIEGO POLICE DEPARTMENT*





**CITY OF SAN DIEGO
MEMORANDUM**

FILE NO: 460

DATE: 05-03-95

TO: Steve Laursen, Sergeant Southern Division

FROM: Alan Hayward, Agent Southern Division

SUBJECT: Southern Gang P.O.P. Project-Phase Two "Job Fair"

Origin

In October of 1993 a group of Southern Patrol Officers opened a P.O.P. project which targeted Southbay gangs. Several law enforcement methods were used to combat and decrease the violent crimes occurring in our neighborhoods. Each officer (approximately 20 southern officers) were assigned certain gangs and their main objective was to keep constant pressure on them. Some of these methods were simple F.I.s, arrests, warrant sweeps, intelligence gathering details, such as fourth waivers and suppression details. These methods were affective and the decrease in crime was apparent. When the officers realized that the gang violence had decrease in activity in the Southern Division area, we became focused on other facets of the gangs. This where Phase Two of the Gang P.O.P. project starts, A turn from enforcement methods and techniques to youth employment and community involvement.

Phase Two

Officer Holt drafted the final plan for "Phase Two". Officer Holt's idea is to have law enforcement officers team up with community groups and leaders, in solving juvenile problems.

The Southbay Job Fair is designed and spearheaded by Agent Hayward. This is the first step toward involving the local community leaders with law enforcement officers and teenagers. The fair's main objective is to bring together the business people of our area and supply teenagers with employment and job skills.

Plan

16 Southern Division officers offered their assistance to plan the Job Fair. The target date was set for June 3rd, 1995 at 1000 hours. The location is the Wing a Recreational Center located in the middle of Otay Mesa and provides a space big enough to accommodate several hundred people.

Officers are broken down into assignments as follows:

Sgt. Laursen	Job Fair Supervisor and consultant
Agent Hayward	Job Fair coordinator and Chairperson
Officer Battrick	Job Fair table assignments and employer liaison
Officer Holt	Contact local, county and Federal employment agency
Detective Scott	Decorations and refreshments.
Officer Springer	Contact local businesses and teenagers
Officer Flores	Contact local businesses and teenagers
Officer Nerio	Schools, Colleges and Businesses
Officer Snook	Contact local businesses and teenagers
Officer Henrizi	Contact local businesses and teenagers
Officer Flake	Contact local newspapers, T.V. stations, magazines ect.
CSO Rodriguez	Contact volunteers, traffic control, posters, fliers, and employment lists.
CRO Al Leos	Border area community store front.
CRO P.Terhaar	Otay Mesa community store front.

RESUME

*Andrea L. Scott
54 North Second Avenue
Chula Vista, CA 92010
(619) 691-6276*

PERSONAL INFORMATION

AGE: 45 MARITAL STATUS: Husband - Chris, a paramedic/RN and 2 daughters

WORK HISTORY

<i>Southern Investigation -</i>	<i>August 1992 to present</i>
<i>Southeast Investigation -</i>	<i>April 1990 to August 1992</i>
<i>Southeast Patrol -</i>	<i>December 1985 to April 1990</i>
<i>Approved Leave of Absence -</i>	<i>August 1985 to December 1985</i>
<i>Southeast Patrol -</i>	<i>June 1985 to August 1985</i>
<i>Child Abuse -</i>	<i>February 1985 to June 1985</i>
<i>School Task Force -</i>	<i>September 1983 to February 1983</i>
<i>Approved Leave of Absence -</i>	<i>June 1982 to March 1983</i>
<i>Maternity Leave</i>	
<i>Communications Phone Room -</i>	<i>May 1982 to June 1982</i>
<i>Personnel (Grant Study for Report Review)</i>	
	<i>February 1982 to May 1982</i>
<i>Southeast patrol -</i>	<i>August 1978 to May 1982</i>
<i>Field Training Officer</i>	<i>1980 to 1983</i>
<i>Acting Sergeant</i>	<i>20 days May/June 1981</i>

EDUCATION AND TRAINING

Western State School of Law, San Diego, California
Completed 189 college units

San Diego State University, San Diego, California
Bachelor of Arts Degree, Major: Environmental Design
Minor: Drama

SEMINARS AND CERTIFICATES

Basic Firearms Safety
Basic Police Reserve Academy
Certificate of Service as a Police Reserve - 655 hours
Certificate of Service as a Police Officer Reserve - 1,561 hours
Field Training Officer Academy
UCLA Extension Seminar on PCP
Crime Analysis and Tactical Action Planning Workshop
Officer Survival by Narcotics Task Force (16 hours)
Certificate of Opiates - Use and Abuse Training
Certificate of Intoxilizer Operation
Advanced Officer Course (32 hours)
Juvenile Law Enforcement Officers Training Course
ARJIS Training Course (8 hours)
Hostage Negotiation Certificate
Santa Rosa Certificate of Officer Safety/Field Tactics
California Association of Polygraph Examiners
Criminal Investigation
Child Abuse/Sexual Assault Investigations
Homicide Investigations (40 hours)
Behavior Analysis Interview and Interrogation Techniques
Search Warrant and Case Issuance
Evidence Collection (4 hours)
Semi Automatic Pistol Training Course
Domestic Violence Training

AWARDS

- *Exceptional Performance Award*
- *COC for "UBS" P.O.P. Project*
- *COC for excellence in report writing, job enthusiasm and professionalism*
- *COC for devotion to duty and supervisory ability*
- *COC for (Reserve) for working under minimum supervision for two months in the Balboa Park Suppression Detail*
- *COC (Reserve) for alertness and community commendations concerning job interest, report writing ability, interviewing skills, follow-up and investigative skills, judgement and professionalism.*

RESUME

Alan J. Hayward
391 Montcalm st
Chula Vista, Co. 91911
Phone #619-422-8288

PERSONAL INFORMATION

AGE: 39

MARTIAL STATUS: Wife-Donna and 10 year old son Chris

HOBBIES: Baseball, hunting, fishing, camping, hiking, skiing, and digital remote control channel changing.

EDUCATION

1961-67 Do we 11 Elementary School, El Paso, Texas

1968-71 Fulda Jr. High School, Fulda, Germany

1971-1974 Castle park High School, Chula Vista, California

1975 Military Police School, Ft. Gordon, Georgia

1976 Criminal Investigations, Ft. Hood, Texas

1979-84 Southwestern College, Bonita, Calif.-AS in Criminal Justice
-AB-Business Management

1984-pres. Miramar College-misc. law enforcement units.

WORK HISTORY

1979 to present Police Agent, San Diego Police department.

My daily work assignment is working patrol in the South San Diego area.

I have a history of working several P.O.P. projects, including the Southern Gang P.O.P. project.

1978 to 79

Federal Government as a Federal Police Officer.

1974 to 78

U.S. Army- being all I can be as a Military Police Officer.

COMMENDATIONS

1

Squad Commendation- from my squad for supervision.

1

Exceptional Performance Citation-Gang P.O.P. project

10

Commanding Officers Citations- Investigations and supervising.

36

Supervisors commendations for various tasks and investigations.

RESUME

Chrsitopher J. Holt
2815 Via Pajaro
Carlsbad, CA. 92008
Phone #(619)434-8545

PERSONAL INFORMATION

Age: 35

Martial Status: Married, three children

Personal Hobbies: Auto Repair, Home Improvement

Good Physical Condition

EDUCATION

September 1986 to August 1989

Cal State University, Long Beach

- Bachelor of Science Criminal Justice -Law Enforcement

September 1984 to June 1986

Golden West College, Huntington Beach

- Associate of Arts

WORK HISTORY

1990 to present

Police Officer II, City of San Diego, Southern Division

I have worked the southern area of San Diego as a patrol officer. I am currently a FTO and am Bilingual. I have had several tours in investigations. I am currently involved in the Southbay Gangs POP project as a coordinator as well as my normal patrol functions.

1988 to 1990

Immigration Inspector. U.S. Immigration and Naturalization Service

I was employed as a student co-op officer working in various capacities such as Investigation and Deportation at the district headquarters in Los Angeles, and as an Inspector at L.A. Airport. My last tour of duty was at San Ysidro Port of Entry.

1986 to 1992

Port Securityman 3rd. Class. U.S. Coast Guard Reserves. San Diego

I worked in Long Beach/LA harbor doing foreign freight vessel inspections. I then transferred to San Diego and worked on a patrol boat as a qualified maritime boarding officer.

1979 to 1986

Ambulance Driver/EMT. various ambulance companies

I was employed as both driver and attendant at various private emergency ambulance companies throughout the L.A., Orange, and San Diego Counties.

COMMENDATIONS

I have received numerous Letters of Commendations as well as the Exceptional Performance Citation. I have also received several letters of commendations from various citizens.