

IRISH: So tonight's training - - thank you all for coming tonight. (Heavy laughter from many people) Welcome. You know, O'Neil, what did you have like 30 minutes to talk about...what did Sgt. Petropulos talk about again?

OFFICER O'NEIL: Warrants.

IRISH: Oh, warrants, that's right. He talked about warrants. Do we want to talk about seat belt policy?

UNKNOWN OFFICERS: Yes.

IRISH: You guys know who I am. Is that something I probably want to talk about? Nahhh...We can talk about that any day, right? What do we want to talk about?

OFFICER O'NEIL: Drugs.

IRISH: What do you want to talk about?

UNKNOWN OFFICER: Guns.

IRISH: Why don't we talk about the hallway? Why don't we talk about the hallway in front of the sergeants' office, in front of the W/C's office, all that stuff that's been going up lately. What's been going up over there? Lot of buzz words. Lot of stuff going up there. Right? Accountability, transparency, courage, integrity, commitment, teamwork. I don't think transparency was up there but I threw that one in anyway. So let's talk about ethics. Okay? I don't think that, you know, you know it's funny because here we were talking about the pursuit policy and believe it or not a lot of the stuff that Sgt. Rios was talking about in that pursuit policy really talks about ethics and about what we're doing, doing the right thing when we're out there, following policy, following the laws. You know, it's up here. There's a police officer's code of ethics right here. I mean, I don't know how many times guys look at it when we walk in here. I don't stare at it all the time but it's

there. It's a reminder. It's in the hallway out there. So there's all these key buzz words and stuff all around us. Okay? What do these words, what do they mean to you? You know? Are we held accountable? Are we really transparent as a department. And are these just sayings posted in the hallway. So we face ethical dilemmas every day and if you guys in the front, you know, especially don't believe that, you know, just think about it the next time you go to 7-Eleven and get that drink, the next time you go to In n Out, the next time you go to Starbucks. You know, why is it that guys always pick a certain Starbucks in this town. You know, there's certain things that we do. It's not just police work but it's everything that we do. I mean, even as a family, I mean, even when I'm going to buy a meal or going to buy food, right? I mean, should I get the fatty stuff or should I get the healthy stuff, you know? It's like these dilemmas that you're faced with every day. So we deal with ethical dilemmas all the time and we're going to talk a little bit about it. And how do these ethics, how does it affect you, the citizens that we're sworn to protect. I'll tell you a little story about myself in which I was the victim of a stabbing in 1990. I was 21 years old. A lot of you maybe know that I grew up in the city of Santa Ana and I was at a party and I got stabbed. And I got stabbed twice in the chest, once in the neck. I was bleeding out this way. I got hit in the head with a bottle. The guy that hit me in the head with a bottle I went to high school with. The guy that stabbed me I had no idea who he was. My friends put me in a car, took me to Western Med. They were in there stitching me up in the ER room and low and behold a Santa Ana police officer comes in. I started talking to him giving him all the information that I had about the stabbing. I told him about the guy that hit me

with the bottle. C'est la vie. You know. I didn't go back to work for two weeks because I got the shit kicked out of me. And about two years later I was in backgrounds with LAPD. Well I get a disqualification letter from LAPD saying that I was untruthful during my background process. When I asked what the hell was going on they said well we checked with Santa Ana PD and they basically said that you got in a fight and that was it. That's all they said. I was like what the hell. So, you know, not knowing that as a victim that you should have to come to the police department and following up with your case, which I never did. I went to Santa Ana PD, I pulled a copy of what I thought was a report and it turned out to be an F.I. card with three sentences on it. Funny because I remember getting a promotional evaluation that had three sentences on it once. Anyway, another story. So I look at it and it says that I was drinking, I was at a party and I got in a fight. That's all it said. And I'm like you're kidding me. I almost got killed that night. So, you know, I had to go through a bunch of hoops and I was treated like crap by the sergeant at the investigations, Santa Ana PD. You know, being like I was a liar. And it all ended up, you know, working out in the end and the asshole that stabbed me I turned to find out later on was killed New Years Eve in the city of Placentia by Valentine? Was it Detective Valentine at the time?

SGT. RIOS:

(INAUDIBLE).

IRISH:

He had like a Tech 9 or something like that and Valentine dumped the guy. I ended up finding out later on that was the guy. At the time he was about 16 years old when he stabbed me but now he's a parolee and he gets shot in Placentia. Anyway, so, you know, that affected me. I didn't get a job. You know, low and behold, you

know, I got dumped by L.A. but by the grace, you know, I got hired here. I remember a time when I was riding into the back of the police station here and there was another officer that was with me and we were watching as one of our officers was doubleparked out here and he was holding up traffic. And I said to the officer that was with me, "Boy, that looks like shit." And he says, "What do you mean?" I said, "Look at him. He's holding up traffic. He's double-parked." He says, "You know what? We're cops. We can do whatever the fuck we want to do." And I said, "No, we can't do whatever we want to do. I mean, it literally it looks like shit." You know. So, you know, this is why law enforcement today has a bad rap, you know? I mean, are we really above the law? You know, we are held to a higher standard. You know. Talk about, you know, let's talk about Manny Pulido. I remember when I was in dope. Manny, you did an arrest on a guy that threw some dope on you behind a car I think in a foot chase. And I remember this case coming up to dope. I don't think it was my case. It was another detective in the unit. But some people had said, you know, I'm sure he saw him with the dope but, you know, Manny did the right thing. You know, I don't know if he 849'd the guy or if he decided to go on complaint with the guy. He submitted all the dope and went in for DNA testing and later on we got a warrant and we ended up arresting the guy. You know. But how many times do you think that there would have been people in this Department that might have said hey I saw the guy drop that? You know? Is your job really worth that? Is it worth the guy's, you know, a piece of dope? Throwing some guy in jail because you want to make your way up to dope? Not in my eyes. No, I don't think it is. Look at the cases involving officers around the county or around

the country, you know? I mean, we're put in the media when we get fired or arrested. You know, the clerk at 7-Eleven he doesn't get his name in the paper when he gets arrested. Right? Look at the L.A. Deputy city attorney arrested for child porn. Yesterday. There was also in the paper today. I don't know if you guys read the paper. Read the paper, you know? I mean, there's certain people in here I know that make comments. They don't watch the news because they don't want to hear about what's going on in the world but we need to learn about it. There's an Orange County deputy that was on trial for I think taking bribes in the jail. You know, bam! I mean, how many times have our cops in our Department got hammered in the media, especially after the whole Kelly Thomas thing, for whatever we do. I mean, you're going to be a spectacle. You're going to be put out there because our Department wants to show transparency. Right? We want to show that, hey, we're not hiding anything so you don't want to be that guy. You know, I mean, do you have both license plates on your car? Do you have window tint? You know. Are you on your cell phone when you're driving around in a police unit? I mean, I've seen it before. I won't say I've seen it here but I've seen it, you know, where I live I've seen the cops over there too. So don't be a hypocrite because we're riding around, we're enforcing this stuff. I mean, how many times in the past, Lieutenant, people come in and complain that, hey, I got a ticket for no front plate and then they're checking all of our cars out there in the parking lot. That kind of stuff happens. You know? Operating in the gray. I mean, is there such a thing? Should we ever operate in the gray? Has anybody ever heard that? I know I have. You know, oh, he operates in the gray. What the fuck is the gray? Excuse me. It's

either black or white. You know? So, I mean, are we really transparent? You know. POBR has given us some protections. You know? There are many times you might be found guilty of a policy. The only person who will know the findings is going to be the investigator, the chief of police and the division commander. You know? If you choose to talk about what you got charged with or whatever your punishment is, in my mind if you're going to walk around and do that and talk to all the supervision around here, that's damage control. Because you've been afforded rights through POBR that nobody needs to know. It's a personnel matter. Time is going to fly by. Next twenty years you guys it's going to be a blur. You know, you're going to be seeing things that, you know, you could get fired. You know, you need to do the right thing, you know? You're never a rat, you know. Your job is more important than the person you're covering for. Your reputation is important and your family is more important. There were two officers that retired from here. And those of you guys that know me well, you know, I always say if they could do it, any of us can do it. You know. And there's probably a lot more than those two guys. And I'm not going to name any names who they were but, you know, it's not that difficult to just come here and do our job. You know, there's always been a thing with law enforcement. It's called Code of Silence. Has anybody ever heard of a Code of Silence? Do we know what that means? Okay. It's a condition in effect when a person opts to withhold what is believed to be vital or important information, voluntary or involuntary. The Code of Silence is usually either kept because of threat of force or danger to oneself or being branded as a traitor or an outcast within the unit. I've heard rumors of people talking to officers prior to an

investigation and telling them, “You have a long career ahead of you. Think about what you’re about to say.” I also heard, “Sometimes we may think we see things that we really didn’t.”

Does anybody know who Frank Serpico is? Especially here in the front row? I heard a chuckle back there. Somebody know who Frank Serpico is? No? He was an NYPD undercover officer. He revealed the corruption in NYPD in the early 1970s. He was shot during a drug bust and left for dead by his own partners. A citizen called for help and he survived. He was harassed and threatened. It’s a good book and it’s even a better movie with Al Pacino. It’s an old movie. Take a look at it sometime. And interesting. So have things really changed since the early 70s and Frank Serpico? I mean, I hope so. I mean, we’re not killing out partners. Right? But are we getting harassed? Are we threatened? Are we sometimes labeled as whiners and malcontents because we speak up? So ethics in a nutshell is public trust in law enforcement agencies to perform their responsibilities in an ethical manner and essential to defect crime control and community policing. Ethical law enforcement agencies are more effective because of the application of community policing helps build mutual respect and trust between police and citizens. Ethics and integrity and community policing are attributes of a high performing successful law enforcement agency. If we’re so accountable and transparent, then why don’t we have a civilian review board? It’s only the people who routinely violate policy that are afraid of such a board. How different do you think some of the recent cases involving officers may have turned out if we had such a board? Do you think they would have been different? Some of the findings? I see one set of fingers. I don’t mean to put anybody on the spot here. I

mean, I'm on the spot, so I'll say it then. It's simple. Show up to work. Do your work. We're all accountable. You don't want to be the next officer posted on a blog in the paper. If it doesn't feel good then don't do it. You should never come to work wondering if a lock is on your locker. Just remember what the Officer Code of Ethics says. And I'm not going to read the entire Code of Ethics up here but there's one line that I really like and it's, "I will behave in a manner that does not bring discredit to me or my agency." Have a long career. Keep hitting the long ball.