

The CACNews

News of the California Association of Criminalists • 1st Quarter 2004



The President's Desk

Family Reunion

Few things can be more terrifying or more rewarding in a person's life than attending a family reunion. For some people they can't wait to get away from their family and dread those occasions when home and hearth beckons their return. On the other hand there are many people who choose not to move far from family preferring proximity to distance. I'm in the latter group as I recently traveled to attend my reunion. I always look forward to meeting up with my kinfolk. There's something special that binds us together, common interests, goals, and a purpose not easily found with strangers.

My family is spread throughout California and so some travel is necessary. I also have some relatives living out of state and these family reunions are the best times to see them. We are different than most in that we prefer to meet twice a year. There are so many changes that occur within a large family that meeting more often serves us best. These reunions keep us posted on new additions to the family, hear what people are doing with their careers, who's gotten married, had children, promotions and the like.

Since we are so many we plan several years ahead where and when we'll meet. Sometimes it's in the southern part of the state and sometimes in the northern part. This year I traveled to San Diego where we were put up in a hotel that reminded me of my vacations in Hawaii. I was delighted that my cousins Jeanne and Celia would think so highly of us and put us up in such a tropical setting. You should have seen the size and number of koi in their many ponds around the hotel. In fact, one hotel employee told me that some of the koi have been at the hotel longer than him after 10 years of service.

I arrived early to meet with the elders prior to the rest of the family showing up. We had some important things to talk about one of which dealt with the family trust. Our much beloved grandparents Reed and Virginia had left the family a sizeable estate back in the mid 1980's. We were now entrusted to ensure that it would continue to serve us now and in generations to come. The responsibility has been passed to us and we're grateful to have the opportunity to serve our family. We are continuing a noble tradition so ably led by our predecessors. Their dedication has made our task easier.

As we gathered to meet, I felt a sense of pride and delight observing my relatives taking their individual roles seriously. A huge responsibility rides on our shoulders as we manage this far-flung and diverse family. We were able to finish our work a few hours early and I took advantage of the break and went out for a long walk. Upon returning to the hotel I was treated to a breath-taking sunset with pink and orange colors streaking in from the coast. After entering the hotel I spotted one of my relatives from Washington State sitting in the lobby. He's the family historian and he always makes sure that we get a copy of the family's activities when he puts out the newsletter. I asked him if he was waiting for anyone and he said, "You!" Surprised and just a little suspicious that he wasn't waiting for a better dinner partner to come along, I said, "OK, let's go." We grabbed a cab and headed for the gas light district where we enjoyed a terrific Italian dinner.

The next day saw the arrival of more family members and it wouldn't be until Wednesday that the remaining clan showed up. It was great to see so many people gathered in the meeting room chatting and catching up on old times. One of the highlights of this meeting was a presentation given by my uncle Fred who I hadn't seen in 20 years. We asked him a year ago to come and speak to us about one part our family's history dating back over 30 years. I wanted the honor of introducing him because Fred was instrumental in my career choice. I thoroughly enjoyed his talk taking me back to my own roots and the early years of my career. I could tell that Fred was delighted that he

Most members participate to learn how we're doing and the general direction we're headed in.



Raymond J. Davis
CAC President

Please turn to page 9

First Quarter 2004



On the cover...

Hiram Evans prepares samples for his workshop on "Microcrystals," presented at the CAC fall seminar in San Diego. More photos from this event inside.

C O N T E N T S

2 President's Desk

Raymond Davis

4 CACBits / Section Reports Jobs / Meetings / Courses

5 What is ISSYTAP?

Help for crime labs abroad

6 Membership Dues Online

Paypal service now available

7 Questions of the Modern Era

Editorial Secretary Ron Nichols

10 The CAC Founder's Lecture

Fred Wynbrant

16 San Diego for CAC Fall 2003

Photo safari

28 Leadership 101: Leading from the Bench

Ron Nichols

30 The Proceedings of Lunch: The Culture of Bias

Norah Rudin/Keith Inman

32 2002-3 Fiscal Year End Reports

35 Obituary: Walter "Jack" Cadman

Larry Ragle

P U B L I C A T I O N S T A F F

Art Director
John Houde/Calico Press, LLC
(206) 855-1903
john@calicopress.com

Editorial Secretary
Ron Nichols
(925) 280-3623
ronald.nichols@atf.gov

Technical
Jennifer Shen
(619) 531-2655
jshen@pd.sandiego.gov

Webmaster
Mark Traughber
909-361-5000
mark.traughber@doj.ca.gov

Advertising
Brenda Smith
(661) 868-5367
bsmith@co.kern.ca.us

The CACNews, ISSN 1525-3090, is published quarterly (January, April, July, and October) by the California Association of Criminalists (CAC), Editorial Secretary, c/o Bureau Alcohol, Tobacco and Firearms, 355 Wiget Lane, Walnut Creek, CA 94598-2413, (925) 280-3623, ronald.nichols@atf.gov. The CAC is a private foundation dedicated to the furtherance of forensic science in both the public and private sectors. **Nonmember subscriptions** are available for \$16 domestic, \$20USD foreign—contact the editorial secretary for more information. Please direct editorial correspondence and requests for reprints to the editorial secretary.

©2004 The California Association of Criminalists, All Rights Reserved.

Notice to Contributors: We publish material of interest to our readers and are pleased to receive manuscripts from potential authors. Meetings and course announcements, employment opportunities, etc. are also solicited. Advertisements are also accepted, although a fee is charged for their inclusion in *The CACNews*. Please contact the advertising editor for further information. Because of the computerized typesetting employed in *The CACNews*, submissions should be made in the form of MS-DOS compatible files on 3.5 inch floppy disks or by e-mail (ronald.nichols@atf.gov). Text files from word processors should be saved as ASCII files without formatting codes, e.g. bold, italic, etc. An accompanying hardcopy of the file should be submitted along with the disk. Graphics, sketches, photographs, etc. may also be placed into articles. Please contact the editorial secretary for details. The deadlines for submissions are: December 1, March 1, June 1 and September 1.

LAPD: Criminalist Openings

Next filing deadline is November 7, 2003. Los Angeles Police Department will be filling ten to twelve new criminalist positions in the next six to nine months! Salary Range Criminalist I \$4494 to \$5583 per month (After 1-1-04 - \$4628 to \$5750 per month.)

Criminalist II: \$5882 to \$7310 per month (After 1-1-04 - \$6062 to \$7532 per month.)

Advancement from a Criminalist I to a Criminalist II usually occurs at 18 months and is contingent on the criminalists' ability to independently process a crime scene. Criminalists with sufficient crime scene experience may be hired into the Criminalist II pay grade. Experienced criminalists without crime scene processing skills may be hired at an advanced Criminalist I pay grade, then be promoted upon completion of crime scene processing training. Inexperienced applicants would start at the Criminalist I, Step 1 position and advance to a Criminalist II following the completion of 18 months and successful crime scene/criminalistics training.

The LAPD Criminalistics Laboratory hires criminalists, not job specific analysts. The new positions are being approved to increase the number of DNA analysts. Those that meet SWGDAM/DAB DNA analyst qualifications are encouraged to apply. However, it is anticipated that current LAPD criminalists will fill some of the DNA positions. Therefore, those without the interest or qualifications for DNA analysis are also encouraged to apply.

Filing Deadline is Nov. 7, 2003 for the test offering on Dec. 13, 2003. However, due to the large number of openings, a new test will be offered in the near future. Applications for the new test will be accepted starting Nov. 14, 2003. Because this is a new test, ALL people interested in a criminalist position with the LAPD should reapply. Contact the City of Los Angeles Personnel Dept. Application Information number at (213) 847-9240. Or on-line at www.lacity.org.

The Los Angeles Police Department Criminalistics Laboratory is a full service, ASCLD/LAB accredited laboratory.

Additional information regarding these positions can be obtained by contacting Joe Hourigan, Supervising Criminalist, LAPD Criminalistics Laboratory at (213) 847-0041 or by e-mail at E8337@LAPD.lacity.org or Greg Matheson, Assistant Laboratory Director, LAPD Criminalistics Laboratory at (213) 847-0043 or by e-mail at B8927@LAPD.lacity.org.

Alfred A. Biasotti Most Outstanding Presentation

A panel of judges at each CAC Seminar views all of the presentations by our members and scores them on the basis of originality, scientific content, and delivery. The presenter with the highest score receives a certificate and a \$200 stipend. The winner at the Spring Seminar was **Dean Gialamas** from the Los Angeles County Sheriff Department for his paper "Vanishing With a Trace: Reconstructing the Events of a Crime Using Trace Evidence." The Fall Seminar award this year went to **Tanya Dulaney** and **Jennifer Shen** from the San Diego Police Department crime lab for their joint presentation "The Investigation of the Kidnapping of Danielle Van Dam: The Physical Evidence Perspective."

Anthony Longhetti Distinguished Member Award

This annual award honors the long-time service of a CAC member to the profession of criminalistics. There is no doubt

that this year's recipient has made numerous valuable contributions to the field. **Robert D. Blackledge** of the Naval Criminal Investigative Service Regional Forensic Laboratory has both a B.S. in chemistry from The Citadel in Charleston, South Carolina and an M.S. in chemistry from the University of Georgia at Athens. He has put that education to good use. After his honorable discharge from the US Army Chemical Corps, he taught chemistry and physics courses for five years at Prestonburg Community College in Kentucky. In 1971 he began his distinguished career in forensic science as a Criminalist at the Crime Laboratory Bureau of the Florida Department of Law Enforcement. From there he moved to the Regional Crime Laboratory at Indian River Community College in Ft. Pierce, Florida, and then took a trip across the Atlantic to become a Senior Forensic Chemist for the US Army Criminal Investigation Laboratory in Frankfurt am Main, Germany. Since 1989, Robert has been working for the US Navy at the NCIS Regional lab in San Diego, again as a Senior Forensic Chemist.

Over the course of his 32 years in criminalistics, Robert has published over 34 scientific papers and articles. These have been in publications ranging from our own *The CACNews*, to the *AAFS Journal of Forensic Science*, and the Forensic Science Society's *Science & Justice*. He has also written chapters in textbooks and an article in *Forensic Nurse*. In addition, anyone who has attended a CAC or AAFS seminar has probably seen one of Robert's many presentations, which are not only extremely informative but also quite entertaining.

Edward F. Rhodes Memorial Award

The Endowment Committee annually awards the Edward F. Rhodes award to a CAC Member with less than five years of experience in the profession. The winner receives a stipend of \$500 to attend a regional, national, or international forensic science meeting of their choice. This year the award was presented to **Annette Kiewietdejonge** of the California Department of Justice DNA Laboratory, where she served as Production Coordinator for the Convicted Offender Databank. She chose to use the money to attend Promega's 14th International Symposium on Human Identification, which was held in Phoenix this September. In the spirit of this award, Annette (known as "Kiwi" at the DOJ lab) has dedicated some of her own time and resources to attend scientific meetings dealing with various aspects of her work. These duties include not only troubleshooting automated liquid-handling robots and DNA electrophoresis instruments, but also training new personnel and assisting with eliminating the state's DNA analysis backlog.

Roger Sherman Greene III Memorial Award

This is the highest honor the Association can bestow, and as such it is given only rarely. There have been only 8 recipients since its establishment in 1963. In 2002 the Membership voted to give the Award posthumously to **Anthony Longhetti** as a tribute to the long-lasting impression he made on countless individuals in our profession. The board hosted his wife Alma at the 2003 Spring Seminar in Reno to receive a plaque inscribed with a tribute to Tony's contributions to criminalistics. (An obituary for Anthony Longhetti highlighting his career was published in the 3rd quarter 2001 *The CACNews*.)

Additional historical information on the awards is available at www.cacnews.org/archives

Kevin Andera

Show Your True Colors!



Decorate your lab with official CAC merchandise

T-shirts, coffee mugs, retractable badge holders! Available at any semiannual seminar and direct from the CAC.

Contact Curtis Smith
curtis.smith@doj.ca.gov

Just in: CAC 14 oz. stainless steel mugs (\$10), CAC Acrylsteel Mugs in Candied Apple Red and Sapphire Blue. (\$12), CAC 8 oz. wine glasses (\$5). Please note: Polo shirts and denim shirts will be available if ordered PRIOR to the seminar. We also have a new shipment of navy blue T-shirts "When your day ends. . . Ours begins" with chalk outline.

UPCOMING MEETINGS

2004

Spring: San Mateo Sheriff
Fall: Ventura Co Sheriff

2005

Spring: Oakland PD
Fall: Los Angeles PD

2006

Spring: Contra Costa Sheriff
Fall: DOJ Riverside

2007

Spring: DOJ Richmond DNA
Fall: Orange Co. Sheriff

2008

Spring: Sacramento DA
Fall: TBA

2009

Spring: Santa Clara Co.

What is "ISSYTAP"?

With CAC members and other forensic scientists travelling from California to exotic locations overseas, we thought it might be interesting to know a bit about the program they are participating in. Ed.

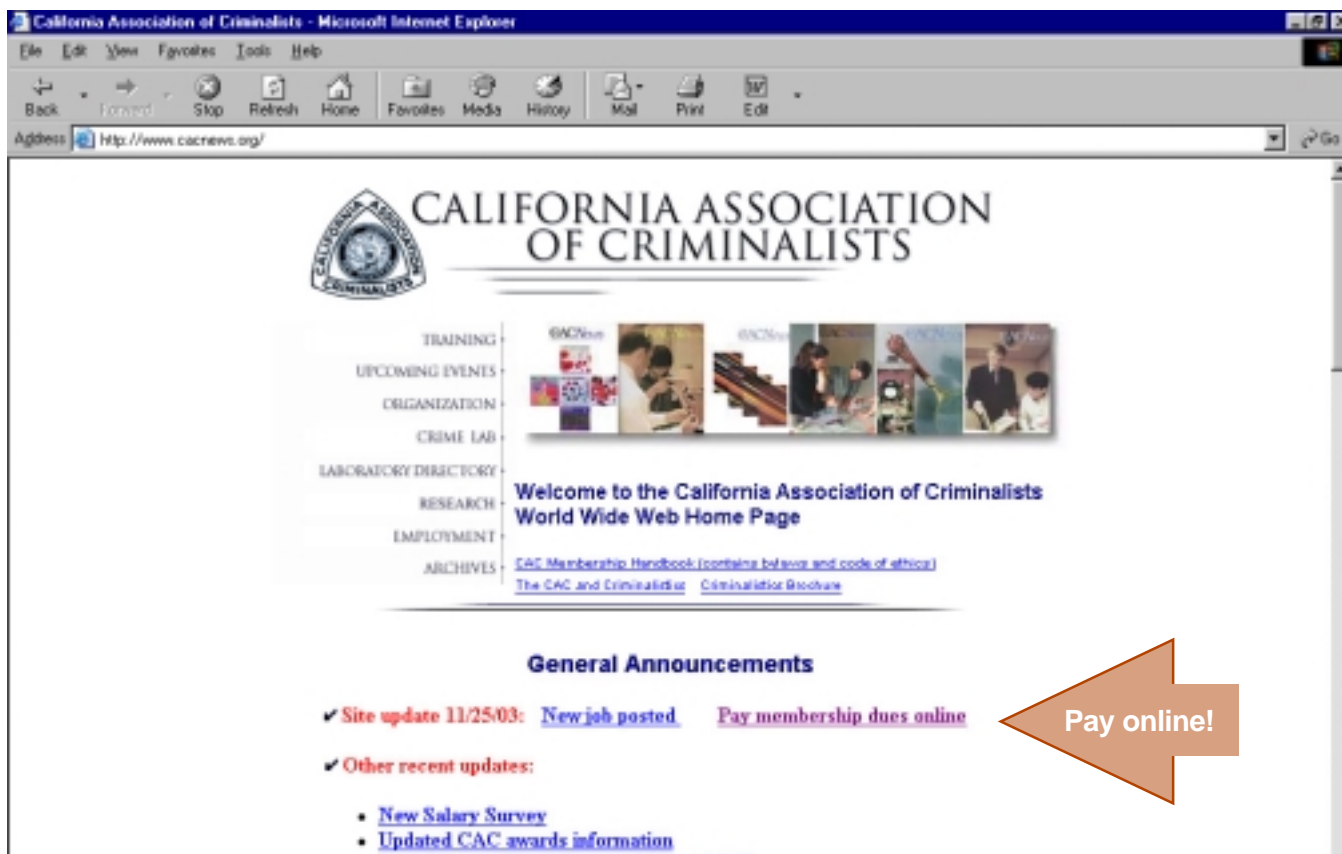
International Criminal Investigative Training Assistance Program (ICITAP)



ICITAP provides police and criminal investigation development assistance to countries throughout the world. All programmatic funding is provided by the Department of State or USAID. Development assistance comes in many forms: technical advice, training, mentoring, equipment donation and internships with pre-eminent criminal justice organizations. This assistance is designed to enable these organizations to function more effectively in a manner consistent with the rule of law, principles of policing in a free society, contemporary police practices and commonly accepted human rights standards.

ICITAP'S mission is to serve as the source of support for U.S. criminal justice and foreign policy goals by assisting foreign government in developing the capacity to provide professional law enforcement services based on democratic principles and respect for human rights. It was created by DOJ in 1986 to respond to a request from the Department of State for assistance in training police forces in Latin America. Since then, ICITAP's activities have expanded to encompass two

Please turn to page 29



Members may now pay their dues online. Visit our website (in case you didn't know we had one) at: <http://www.cacnews.org/> and follow the instructions. The 2004 member dues notice is also available for payment and deadline (12/14/03). The notice also has a form for submitting your payment via US mail, if you choose not to use the online method.

From the webmaster:

Here's my perspective on the web site. I simply act as a the guy who posts pertinent items, sometimes screens things out. To do so, I don't need real computer knowlege and use a program which does most of the work for me. Minimal time on my part, and hopefully helping members... the computer and internet REALLY doing most of the work. When something is over my head, I call the web company and they get paid to handle it. This is my philosophy on computers and one that is often missed by nerds—the computer is here to serve man, not the other way around. I want to spend my spare time with my family or fixing broken crap in the garage like most other guys, not learning yet another computer interface language that might change next year. I once learned how to repair inertial navigation computers. As far as I know, they don't even make those anymore. Most of the conventional serology techniques I learned? I would only do those tests again if someone pointed a gun to my head. My point is, I'm getting resistant to spending time learning things that soon will become obsolete and the time it takes my brain to process something like html language is not worth it. Partly due to my dullness and partly due to the above philosophy. I guess in some ways we can't help obsolescence in this ever changing technological world we live in.

Originally, CAC member Cindy Fung asked me about the possibility of paying online through the web site. This is beyond my ability so I asked the web company for help. The web company gave us a price and the idea then sat for some

time while we waited for approval from the CAC board. After obtaining approval for the major option (more money for extra features) Dean got the impression they were asking too much for the product, and had already been communicating with Paypal, so we decided to link directly with them. The difficulty was then trying to get as much useful info from the customer as possible within the limitations of Paypal. I get the impression Paypal is set up (for example) for someone selling t-shirts and baseball caps. We wanted to include atypical fields like membership category, work address, email, work phone, fax, etc. There are 24 membership category/journal choices here. After communicating with Paypal and our web hosts, they basically dumped html code in my lap and expected me to figure out the rest. I soon reached brain saturation and requested help from CAC member David Wu as well as Dean Gialamas. Those guys did the hard work and are responsible for what you see on the web site. Both David and Dean spent a considerable amount of their spare time helping me. We didn't find a cure for cancer, here, so it really isn't a big deal but was a pain at times to be sure.

If there is anything to be reflected upon here, I think it's, once again, the fact that we have many talents in our organizations and within the CAC. When we work together it often generates ideas and creativity that wouldn't happen otherwise. Raymond Davis' 'President's Desk' article in the 4th Q *The CACNews* regarding the talented people in our field and having the humility to ask for advice is well taken.

Mark Traugher

Questions of the Modern Era (Great and Small)

Time to ponder the great scientific questions of the modern era...

Why is it that a watched pot never boils? Is it a matter of time? Is it a matter of perception? Maybe it's an issue with both time and perception? Or, did you forget to turn on the burner?

On a side note...

When dinosaurs were rampant, I used microcrystalline tests for drug analysis and was also responsible in part for servicing Intoxilyzer machines, the 4011 series. One day, I received a call,

"Ron, the display does not light up."

"Is it plugged in?" I asked.

"Ron, please. Don't you think I know better?"

"Humor me...go check."

About 60 seconds later... "Bye Ron...thanks!"

Thinking to a logical conclusion...

Sitting in a lounge at the San Diego airport a friend posed this question to me over a Coke. "Why do they always take the best from the bench and turn them into managers?" If you have taken the time to read my first two editorials, you know this section is completely facetious. Come to your own conclusions as to the meaning!

Out of nowhere...

During a recent car ride my son posed the question, "Is the glass half full or half empty?" Being forever the optimist I replied, "Half full." He then simply stated, "Nope. It is twice as big as it needs to be!"

An off-season Giants rant...

Yes, we all know baseball season is over. But consider that the Giants have been to the playoffs on numerous occasions and 2004 will mark 50 years without a championship. Contrast that with the Marlins who have never finished first in their division, made the playoffs twice as a wildcard team, and convincingly beat the Giants both times en route to two World Series championships in just ten years of existence. Contemplating...sushi anyone?

Advancement through the years...

Word processing programs have enabled some laboratories to move from written notes to computer-generated notes. Computer assisted drawing programs have allowed sketches to be moved from the pencil and straightedge to the computer keyboard and mouse. Photography has moved from the film to the hard drive, making incorporation into note packages all the easier. A recent comment on a forensic message board regarding note taking - "I find that a simple statement of 'The bullet was fired from Item #1' in my notes is sufficient for me to testify about the source of a fired bullet." It is too bad that philosophy of note taking has not evolved as well as its technical aspects.

On a more serious, but related note...

Events such as the recent wildfire tragedy that swept through Southern California tend to give people pause. Watching the flames lap up acre after acre, house after house, and car after car, I was thrown back to 1991, the year of the massive fire in the Oakland Hills. I also remember vacationing in Amador County and looking at a map to take a different road to our destination. I ended up driving through an area that had been completely devastated by fire only a short time before. The area was dominated by black, gray and fog. It not only affected my eyes, but much deeper inside.

Watching and listening to some of the victims, one senses a well-grounded perspective. The first concern is not the property loss, but the loss of life. The second concern almost invariably relates to memories whether they take the form of photographs, trinkets, or other items handed down from previous generations. Life is priceless and the memories are precious, both irreplaceable once gone. Insurance can bring neither back.

So, the question I pose is where are we investing our time, energy and talents?

Sitting in a lounge at
the San Diego air-
port a friend posed
this question to me
over a Coke. "Why
do they always take
the best from the
bench and turn them
into managers?"



Ron Nichols

CAC Editorial Secretary

When we look at our calendars, are they dominated with things to do or with time set aside for us to share with others? When we reflect on our tired minds and bodies, did we expend our strength building on sand or did we ensure that we set the right foundation? When we wonder whether or not others are wasting our talents, have we really sought the best place for them?

Far too often we allow the material to get in the way of what really matters. Far too often we complain of not having enough time when we simply have to make better decisions as to where to spend it. Far too often we try to shift the blame to others for not recognizing our potential rather than trying to make the best of our current situation and being patient for the rest.

I was part of a recent discussion in which this thought was shared, "What if this day was going to be as good as it ever got for you?" I pose this same question for reflection to all. Are we going to make the best of what we have and be satisfied with it? It does not mean we cannot dream or hope for more, but will we make the most of what we have and make it the best we can? If we seriously ponder this question and move with it, I think we will see a remarkable change not only in what we do, but also our attitudes, and the amount of time that we suddenly have available to us. The best part? It can get contagious.

Until next time, my best wishes to you and your family.

Row

FEEDBACK

The CACNews prints letters to the editor that are of interest to its readers. We reserve the right to edit letters for brevity and clarity. All submissions to this page become the property of the CACNews.

Rhodes Winner Grateful

I find it hard to believe that already a month has flown by since I was fortunate enough to attend the 14th International Symposium on Human Identification (sponsored by Promega) in Phoenix, Arizona. Before any more time elapses, I would like to thank the Awards Committee for having selected me as the 2003 Edward F. Rhodes award recipient. If it were not for the financial portion of that award my attendance at the Symposium would have been impossible.

Since becoming a criminalist in early 2001 I have attended a number of CAC Study Group meetings and Seminars. I have always found the offerings worthwhile and thought provoking. One of the things I appreciate about CAC seminars is the exposure to the various disciplines of forensic science such as firearms, crime scene investigation, trace evidence, etc. which are outside my area of expertise.

As a DNA analyst, I felt extraordinarily privileged to be in attendance at the Promega meeting, and very much at home with the subject matter. There were in excess of 550 people in attendance, from more than 27 countries. It was truly an international meeting, as I made the acquaintance of a representative from the German national crime lab during the cocktail hour, spoke at length with my counterpart from the Dutch national DNA database during a poster session, and dined at the same table as a speaker from South Africa during the themed dinner. I gained an even greater appreciation for my own field as I was treated to talks and posters on mitochondrial DNA, the role of DNA in anthropological studies and future directions in SNP technology. These are things I have little exposure to in my day-to-day

work for the California Department of Justice Databank, and I feel enriched for having been exposed to them.

Again, my sincere thanks to the CAC for having made my trip possible. And I encourage my fellow (junior) CAC members to apply for next year's award; take advantage of the possibilities!

Annette "Kiwi" Kiewietdejonge

Leadership Series Enjoyed

What I really want to do is compliment you on your excellent articles on leadership! I look forward to reading them and have them clipped for a good friend who is a supervisor. Keep up the good work.

Robert A. Stettler

Jack Cadman Recalled

Before I moved to the West Coast, I was not exposed to the many forensic science pioneers from California, although Kirk's book on forensic science was a well-worn book in our library in the Detroit Police Department Crime Laboratory. When I moved out West and started working in the Washington State Patrol Crime Laboratory in Seattle, all that changed. George Ishii, now retired, was the lab director and knew everyone who did anything (or so it seemed at the time). He had convinced upper management that going to out-of-state meetings (a special budget item) was essential because we were isolated, and would be cut off from the field if bench level scientists were not exposed to scientists from other laboratories. Seattle and Portland were not in the national consciousness in 1975, so we had to go to meetings elsewhere since no one from outside the Pacific Northwest was going to come here. Thus I found myself going to AAFS meetings and to Inter-Micro.

George also encouraged in-house discussions about meaning and the problem of proof. The names of Jack Cadman and others came up frequently, but they were not real people to me.

Once when I went to Inter-Micro, I saw an older man with a shock of white hair, white shoes, and a healthy tan sitting in the sessions. I had only been to California once and did not know what older Californians looked like. To me he looked like a car salesman. Then he asked a question. It was an elegantly lucid question that got to the heart of the non-forensic topic being presented. That is how I met Jack Cadman.

I did not know him well, nor did I see him in action very often, but I have never forgotten his clear intellect.

Chesterene Cwiklik

Barry Gaudette Remembered

[World renowned forensic scientist, Barry Gaudette, passed away Oct 1, 2003 in Ottawa at 56. He specialized in hair and fiber analysis and his work helped convict Wayne Williams in the Atlanta child murders. One of his biggest contributions was helping to bring DNA analysis technology to labs across Canada. Ed.]

I didn't know him as well as I would have liked, but was very impressed with the fact that (what I considered) an icon in the area of comparative hair and fiber analysis was so damned approachable. But then again, I've seen that more than a couple of times with those I consider to be scientific giants—those that have incredible skills and commensurate reputations are very often the most self-effacing and essentially humble about themselves—but their contributions speak for their place in the scientific community very, very loudly.

Tom Abercrombie

The President's Desk, *cont'd*

made the trip because of the huge response to his presentation. The smiling faces and appreciative applause convinced Fred just how much we thought of him and his contribution to the family. My cousin John honored him with a memento for his presentation.

Over the next couple of days I heard from various family members as they regaled us about the events in their lives and careers. Two nieces talked about a tragedy that happened in their neighborhood where a young girl was taken from her home and brutally assaulted. No one was pleased to hear this story. Tanya and Jennifer told us about the remarkable work that went into solving this heinous crime. Their recalling of the event left me wondering what would have happened to our criminal justice system if we didn't have competent and dedicated people working in crime labs today. I was most impressed by the telling of this story.

One of the scheduled events during our family reunion was a late morning gathering to discuss the "State of the Family." Most members participate to learn how we're doing and the general direction we're headed in. Everyone gets to offer their point of view and speak of things they are familiar with. Although it can be a little trying at times we always manage to end that day with a special event. This year our hosts planned a tour of the local zoo and we attacked the park. I saw relatives all over the place enjoying themselves and the exotic wildlife. I actually saw an animal (and promptly forgot its name) I never knew existed. After our visit to the zoo, our hosts treated us to drinks and dinner at a restaurant located within the park. We had a great evening with two very special uncles receiving one of our family's highest honors. I had the good fortune to present the awards to Chuck and Bob who humbly and graciously accepted their plaques. Heading back to my hotel I knew our reunion would be coming to a close by noon Saturday.

Arriving early at the meeting room, we still have a little family business to conduct. Some members had departed after the dinner but many remained for Saturday morning's event. I heard some interesting stories and when we had concluded our business I grabbed a cab and headed for the airport for my trip home. Sitting in the airport lounge I bumped into my cousin Norah who was also headed back to the Bay Area. We continued to talk about the reunion and the wonder of meeting up with one another at least once a year. On the flight home I thought about my role in the family over the past 31 years. I recalled the time when I was just one of the young lions marveling at how well the elders ran the family business. They are all distinguished people in my view and I would often wonder if I had the 'right' stuff to be a leader one day. It was gratifying to know that after all these years; I did have the right stuff. It is and always will be one of my great achievements to have had the opportunity to lead this family.

I hope you feel the same way about your family. That they share the same qualities you hold most dear, and that the meetings you attend and participate in give you the impetus to do well and become better. My family reunions do just that for me. Let me invite you to join me at our next reunion in Foster City in May. My cousin Mona and her family have been preparing for our visit for almost a year. Why don't you give her a call and tell her you're coming. I know she'll be delighted to hear from you. I'll see you there.

Raymond

SHOOTING RECONSTRUCTION TRAINING COURSE

November 8-12, 2004

GUNSITE ACADEMY

Paulden, Arizona

Michael G. Haag / Lucien C. Haag – Instructors

This intensive 5-day training course is designed for forensic scientists and crime scene investigators who investigate shooting incidents or process shooting scenes. This is the second such course to be held at the famous *Gunsite* training facility near Prescott, Arizona.

This course will provide the participant with both a theoretical basis and practical experience in evaluating and reconstructing a wide variety of shooting incidents.

The proper use of various tools and instruments necessary for the reconstruction of shooting incidents will also be covered during this 40-hour course.

Firsthand experience into the nature of many terminal ballistic events such as bullet penetration, perforation, destabilization, deflection, velocity loss, bullet deformation and projectile ricochet will be demonstrated with a variety of common 'target' materials such as tissue simulants, glass, sheet metal, rubber, wood, drywall, soil and concrete.

Trace evidence considerations at projectile impact sites and on recovered projectiles will also be demonstrated as well as the proper interpretation of the impact sites and the trace evidence exchanges generated during these impactful events.

Various methods for subsequent empirical testing of actual cases situations will be demonstrated during this course.

This training program will include an illustrated manual for each participant, daily classroom lectures with accompanying PowerPoint and video presentations in one of *Gunsite's* modern classrooms as well as daily live-fire demonstrations on a special range set up specifically for this course. The shooting portion of this course will be followed by firsthand examination of target materials and recovered projectiles. Methods for documenting results and court preparation are also included in this comprehensive program.

The course will conclude with a practical and written examination along with a Certificate of Completion from the instructors.

Further information regarding this training program can be obtained from *Forensic Science Services* at (480) 488-4445 or online at www.forensicfirearms.com. Information regarding *Gunsite* can be found at www.gunsite.com.

The CAC Founder's Lecture

Presented by
Fred Wynbrant

Thank you ladies and gentleman for the warm reception you have afforded me. It has been over 30 years since I attended a CAC meeting. I shall refer to the circumstances regarding this hiatus later in my presentation and hope you will understand my personal feelings.

When John De Haan called to invite me to speak, I must tell you my first response was "no!" We spoke for awhile and I agreed to think about it. After much thought and discussion with my wife and close friends, I was encouraged to make this presentation and clarify some issues as they pertain to me and how we envisioned and created the development of the state crime laboratory system. Many people contributed to its plan and implementation.

I cannot go forward from this point without the acknowledgement to George Puddy for his leadership and support he gave to me and the California Department of Justice when he came over from Peace Officer Standards & Training (POST) to accept the position of assistant director in charge of forensic services. He brought with him years of executive experience, budget know how, political savvy, and a wonderful gift of gab. Prior to his tenure with POST he had been a lieutenant, and polygraph examiner in internal affairs at LAPD. We used to joke that the bad guys confessed just to get him to stop talking, but his tenacity paid off with great dividends for us. He was totally committed to the state laboratory system.

A bit about my background. In 1959, I took my first job in criminalistics as a criminalist in the Imperial County Sheriff's Office. The county seat of El Centro was not anyone's dream of the best place to work and raise a family. My wife still tells people, in a joking manner, she is not afraid of dying and going to hell as she lived in El Centro and survived. Being a criminalist there meant you did as much as you could without any equipment and if you were stumped you took it to San Diego or LA for help. I was required to charge for all services so agencies would call and ask the price and then take the evidence to Bureau of Narcotic Enforcement or elsewhere where they didn't have to pay. I lasted one year and left when the Sheriff, given a choice of his budget requests, could purchase a new polygraph machine or a UV Spectrophotometer, chose the former.

What did remain with me from this short episode was the knowledge of problems confronting rural law enforcement agencies and the need they had for criminalistics services. The idea of charging for services in rural areas was fraught with disservice to the law enforcement investigations, promoted bad arrests, and hurt the innocent. Charge systems may work in metropolitan areas but can be devastating to small departments with small budgets.

From Imperial County I took the position as the first Toxicologist with the Orange County Coroner's Office. The position was located in the crime lab and for most purposes I was member of the lab but did little criminalistics and little court work. After three years I missed criminalistics and court work so I applied for a position vacated at the state lab by the death of Roger Greene. He was the first criminalist for the state lab.

I started working for the state in December 1963 as part of the Bureau of Criminal Identification and Investigation: the original C-I-I. More about the bureau later.

The state had six criminalists that covered all of California. Dave Burd, Harry Johnson, Allan Gilmore, Don Stottlemeyer, George Roche and myself. We had little work from metropolitan areas and discouraged "fishing." That is, if the law enforcement agency did not like the result they got from their laboratory, they couldn't come to the State without the local laboratory going along with it, or we receiving direct orders from above. We practiced general criminalistics but tended to specialize in areas we enjoyed. My favorites were firearms and biological fluids. However, everyone did a turn in the "blood alcohol pit."

Dealing with the rural areas of the state once again reinforced what I had learned at Imperial County. They needed the same level of assistance as the metropolitan areas and in some sense needed more because they had difficulty getting training or sending people to training. And some of the rural areas might appear insignificant except they were growing. One lab director arguing against the state system told me the Fresno area was not worth a laboratory being a "whistle stop" in the road. Today there are several million people in that area.

During this time dealing with a rural area was quite different than one imagined. An example was the appearance you made when testifying in court. One dresses differently when testifying in San Jose as opposed to these areas. I recall purchasing two Hopsack suits to wear in the mountains. If you have never owned one, they are unique. You have them cleaned and pressed and 10 minutes after you put it on, you look as though you slept in it. They were terrible but looked like local apparel.

During the 1960's, on many occasions, police chiefs and

**"We were most fortunate
in choosing people."**



sheriffs would come to Sacramento and ask for or plead for additional services, training and crime scene assistance. The Chief of C I & I and everyone were courteous but nothing ever happened. Discussions of satellite facilities came up but the lack of resources and management initiative produced nothing.

At this point I would like to briefly discuss the organization of the old CI&I. When I arrived at the State Laboratory there were six criminalists with no supervisor. About 1964 the position of supervisor was created and George Roche was appointed. After George left to teach at Sacramento State University, I was fortunate to get the position. CI & I was headed by the chief of the bureau who at that time had more power than the attorney general. The Penal Code was replete with Sections starting with "the Chief."

His name was Al Coffey. He had been a special agent who expanded his horizons to become one of the bureau's polygraph examiners. With a wife who was the executive secretary to the speaker of the house, his qualifications were complete to manage a multi-tasked operation of over 1000 people. His greatest claim to fame was his innate ability to attract female employees into his office and talk to them with the door closed.

I can still recall, with great trepidation, being called into his office. My knees shook and I wondered what I had done to be called before the walking God! He handed me his belt which had broken and asked me to fix it. The lab had the only all-purpose shop.

There was also a pecking order within the sections of the bureau. First came investigations, fingerprints, criminal histories, special services and last but not least, the crime laboratory. A bureau chief I worked with in later years had me repeat the following story on a number of occasions so he could have a good laugh.

After the budget appropriation, of which we had little or no information, all the section supervisors would convene in the executive conference room to divide the equipment budget allocation. As the junior member, I was designated to operate the adding machine to keep track as we went around the table in pecking order. Investigations would ask for two chairs for the LA office, fingerprints two new file cabinets, and special services two desks. This is the manner in which they put their requests together. I would thumb through our requests and ask for a complete new gas chromatograph for \$5000. Then we would go around the table again. Since I ran the adding machine I was the only one who knew the running total. No one else bothered to keep track of the money. We kept up until I announced we had reached the total allocation. Out of \$50,000 the laboratory would end up with at least 60%. They never thought to amalgamate their requests. This continued for two years and finally one supervisor turned to me and said "the Laboratory seems to get the bulk of the funds." I said nothing and they never altered the procedure.

It was also during this period I realized the lack of management training for the entire bureau and I began to take courses at Sacramento City College and the University of Southern California Extension. I found that IBM offered a no cost executive course. I contacted the local office and arranged for a slot. I processed the required paperwork which had to be approved by the assistant director. He called me into his office to ask details. When I finished he thought it was a great idea. So he went in my slot. I never did get there.

Politically speaking, we didn't have a clue. About 1970, the laboratory was instrumental in introducing legislation to codify and lower the blood alcohol level to .10%. The legislation

was introduced through the department legislative unit and we testified with supporting data. The bill was voted out of committee though there was tacit opposition by the Teamster's Union. When the bill hit the assembly floor, all the members who voted for it in committee, voted against it. It was defeated.

Becoming politically savvy, I learned this was a money bill. The legislator was happy to introduce it, vote for it in committee, and then accept a contribution to defeat it. The teamsters played it perfectly avoiding public hearings and making their move at the proper time.

It is against this backdrop that events began to initiate great and lasting changes in the Department of Justice.

The election in of Evelle Younger in 1969 as A.G. followed by the appointment of Robert Houghton as Director started it off. Robert Houghton was a retired LAPD deputy chief who was intelligent and conducted himself as a real executive. He listened and taught at the same time. He was a guiding and shining light for the "Division of Law Enforcement," our new name. He was the first director to establish an office next to the AG's. The word "Chief" in the Penal Code was replaced with "Attorney General" and control of the department was vested in the attorney general.

A task force was formed to assess many of the problems apparent in the division. Steps were taken to correct many of the problems and the "old timers" began to leave or were told to leave. I was fortunate to be part of the task force. Though I heard horror stories, the main issue with laboratory services was in the area of narcotics. In addition to the C I&I crime laboratory, Bureau of Narcotic Enforcement (BNE) maintained drug testing laboratories in L.A., San Diego, San Francisco, Fresno, Santa Ana and Sacramento. Each operated independently with one chemist or chemist agent reporting to the supervising special agent. These supervisors really didn't know how to manage the laboratory.

As an example, in San Diego, the supervising agent required the chemist to maintain a fan to exhaust fumes out the door. The fan in the exhaust hood was broken and he refused to fix it.

To give you an idea of the horror stories, the most common one was a complaint about "Hicky Cards." After a couple of complaints I asked what a "Hicky Card" was.

It turns out that at that time a BNE agent was given a performance appraisal with emphasis on the number of "Hicky Cards" he turned in. They were contact cards. To achieve a large number, the agents would go down to the sheriff's booking center, and stand at the desk and copy all the arrest data dealing with drugs. This produced high numbers and provided great data for headquarters to show in an annual report or in a budget justification. However, the data was marginal for BNE investigations.

The study resulted in the reorganization of the divisions into five branches, each with an assistant director. They were the investigations branch, criminal identification branch, organized crime & criminal intelligence branch, data center and forensic services branch, which would encompass the state crime laboratory system.

George Puddy was appointed assistant director over the new forensic services branch. The BNE labs were reorganized in the branch and placed under the Technical Services Bureau. Latent Fingerprints (Fingerprint Section), Questioned Documents (Special Services Section), Photo Unit, Polygraph (Investigations), and the Technical Services Unit (Applications & Training) were amalgamated under the Bureau of Special Services. I was fortunate

CAC Founder's Lecture

nate to become the first chief of the Technical Services Bureau.

Director Houghton was appalled at the level of staff work and lack of management training. He initiated an executive training program for management which included organizational management, personnel management and staff work responsibilities. It was the first time we had heard the term "expository writing."

In the late 1960's Congress passed the Safe Streets Act and created the Law Enforcement Assistance Administration (LEAA) with substantial financial resources. In California the California Council on Criminal Justice (Triple C J) became the funding agency. By law, funds were divided for use on local projects and state projects. Funds allocated for state projects did not affect the funds allocated for local projects. The priorities were different. Police and sheriffs were more interested in getting patrol cars and helicopters than funding laboratory requests.

With this backdrop, in 1971, the state laboratory system was born. I recently had the opportunity to review some documents written in 1990 concerning the formation of the state laboratory system. After reading them, I felt obligated to set the record straight. In 1969, Jerry Chisum and Ted Elzerman wrote a paper for a CAC subcommittee outlining a plausible organizational concept for a state lab system. It was an excellent paper outlining a concept of regional and satellite facilities. It contained ideas that had been discussed by a number of people but was the first report of its kind. It detailed many of the concepts discussed at the state level and later implemented. Though this concept document mentioned the elimination of duplication which could be interpreted as the assimilation of local laboratories, that option never appeared in any of the documents submitted by the Department of Justice to implement the system. I was politically naive to have pursued this, and there was enough on the plate for the next five years to last a lifetime.

The real reason the state system was born was the critical alignment of the sun, the planets, moon and stars.

The Sun was the funding provided by the Law Enforcement Assistance Administration, yielding resources and energy to seed the project. The Planets were Attorney General Evelle Younger and his executive staff who gave personal and political support to the project. The Moon being Robert Houghton, the most enlightened director and executive I ever encountered, and George Puddy whose tenacity, political insight, and zeal kept all of us going in the right direction. The Stars were the many people who joined the project and made it successful.

Anecdotally, I made several presentations to the executive staff and, and the next Attorney General George Dukemejian regarding Cal-ID. Cal-ID was the automation of all the fingerprints and blind search capability for latent prints. They listened but were unwilling to support the proposal through the budget process. One week after Attorney General John Van de Kamp took office I was summoned to Los Angeles. I made a presentation to him with only the chief deputy A.G. present. At the conclusion he asked what was taking so long. I gave him a questioned look. He then asked what was taking me so long to return to Sacramento and launch the project. He did the same with California Criminalistics Institute (CCI) and the DNA concept.

In 1971, two staff persons from Triple CJ came to see me saying they were looking to develop projects at the state level that would have a large area impact.

Triple CJ provided for a study to gather data supporting the statewide lab project. The study, developed over a period of one year, showed that almost one half of California's 420

local police and sheriff's departments and 45 of the 53 district attorney offices did not operate, or have convenient access to a full service criminalistics laboratory. Ed Miller participated in study as did John Thornton.

Based on the study that addressed these urgent needs, the Department of Justice proposed to establish a system of regional laboratories. It would use its laboratory in Sacramento as a nucleus for interim service and as a training center for personnel to staff the regional facilities.

The regional sites selected were: Redding, Fresno, Santa Barbara, Riverside, Salinas, Santa Rosa and Modesto. They would be phased in over a three year period.

Concurrently we approached the governor's Office of

**After our training
period, we organized
as best we could and
sent our people out
into the world to
establish forensic labs.**

**Our unspoken motto was
"use common sense."**

Traffic Safety to set up satellite facilities to do blood alcohols and drugs. Our three year funding plan was approved for satellite facilities at San Rafael, Stockton, San Luis Obispo, Oroville and Salinas. West Covina was added in 1973.

I opposed the move into West Covina. The police department was served by the Los Angeles Sheriff's Office, and there was no real data to support another facility. However, Allan Sills, the chief, was president of Cal-Chiefs and on the Triple CJ Board. He pushed for it along with Assistant Chief Greg Meacham. They were very aggressive. We should never have been there.

George Puddy was fabulous in teaching us how to budget, because this was quite different than our normal budget. We had to project everything out for three years and build incrementally so that the actual funding covered a period of five years.

Our core staff was somewhat thin due to experienced people leaving. A number of our staff lacked depth of experience. I can recall sending Junior criminalist Lou Maucieri and Bob Baker to San Quentin in response to a request. Lou called me from the crime scene explaining there were all these chained naked persons lying on the ground. I told him to use common sense and do the best he could. It was the infamous San Quentin Six case that involved the Black Panthers prison gang. He did a great job. All our people put in extra effort when needed.

We began to recruit people for the project. In many ways we were fortunate to get people from around the country, outside the country, and from other laboratories. We had Ralph Wood and Keith Smith from the U.K., Victor Reeve and Bill Robertson from Canada as well as Al Biasotti, Bill Smith, Cecil Hider, Mike White, Art Young and Jerry Chisum, just to name a few. Their experience, insight and recommendations were the real keys to our success. I still recall the “skull sessions” we had on how to organize the Bureau’s management and agree on management philosophy. It was refreshing to work with people who were challenging, yet worked well together.

A few words about Al Biasotti. Al came to the state from Santa Clara as our first assistant chief. He was a friend, hunting companion and advisor. He always gave his all to the projects and was one of the best firearms examiners I knew. He was a charter member and active in the American Association of Firearms and Tool Marks Examiners. I wish more of you could have been privileged to have known him because he was always willing to share his knowledge.

We recruited many people with good credentials and commenced training. We were most fortunate in choosing people. There are many outstanding people who joined the project early on: Lance Gima, the present chief. Of the state lab system, Fred Tulleners and his wife Faye Springer just to name a few.

Keith Smith came to my home to discuss the project. His presence convinced my teenaged daughter he was a member of the Beatles. Keith had to file documents with the U.K. government stating his skills were essential to our project. We put

the documents together and Keith came in and told me the Brits like ribbons and seals to make things look official. So I got some ribbons from home and bought gold seals at the stationary store. By the time we were done the document glowed in the dark. We never had a problem with the clearance request.

There are number of anecdotal episodes that emerged from this early beginning.

The first involved a new employee in the BA Program who was recruited from the DOJ Division of Administration. He had a degree in science from UC Davis but had great difficulty grasping the work. We gave exams and if he failed he would repeat them. He managed to fail both exams and the repeats on two consecutive occasions. We recognized the need to terminate him. I had never terminated an employee. So I read up on everything I could get my hands on and called him into my office. I laid everything out to him and told him he would have to return to his old job.

I guess I must have looked like I was in terrible agony over this. He got up from his chair, walked around the desk towards me. I thought he was going to attack me. He put his arms around me and said “It’s all right Mr. Wynbrandt, I understand.” He then hugged me.

The other concerned Ralph Wood, our Uniform Blood Alcohol Program coordinator. We were to discover that Ralph was quite the ladies man and pursued his avocation with gusto. As time passed it became apparent that he would be leaving. He did so and returned to the U.K. We all cracked up laughing when I got a request for a recommendation about him from an



all girl's school in the U.K. I never did hear from Ralph again.

Our training program included court testimony. We had one criminalist who had great difficulty speaking when testifying in our court simulations. To our shock he would open his mouth and the lips and jaw would move but no sound emanated. We worked with him as best we could. He joined the Toastmasters Club which met in our building and I think one of the proudest days was when he walked into my office to show me the winners' trophy. He went on to have a very successful career.

There never was any intention on my part of taking over any of the facilities in the metropolitan areas. Santa Barbara was a commitment made with the district attorney that would allow the county to implement a laboratory knowing that within the time frame established the state would take over the facil-

One lab director arguing against the state system told me the Fresno area was not worth a laboratory being a "whistle stop" in the road.

Today there are several million people in that area.

ity. We approved of the people retained. Cecil Hider was the lab manager and went on to become Bureau Chief.

Riverside was a different story. Ben Clark, Riverside county sheriff was on the Triple CJ Council. He and George Puddy reached an agreement that the state would take over their laboratory. I can now look at this as political arm twisting to get the grants through Triple CJ. Mike White, the lab manager told me he was informed, when hired, the state would assume control. The state not only took over but gave the county \$700,000 to purchase the building which housed the laboratory and training facility. I can honestly say I had nothing to do with it except to welcome the personnel into the fold. Later, our Triple CJ Consultant Bob Drake christened the facility "CRAP"—Clark's Regional Academy for Police. I mentioned this to Ben one day and received an expression that told me never to do it again.

We did receive inquiries from metropolitan areas. All were of the nature that the state come in and provide the funding for the Laboratory while it remained under their jurisdiction. We never would have had the money to go beyond our original plan. There was enough on our plate to keep all of us busy for

many years, and we didn't need additional headaches. The apprehension experienced by some metropolitan laboratories was unfounded and produced bizarre and unwarranted results.

A number of laboratories, in retrospect were interesting anomalous operations. Criminalistics during its early development was practiced by laboratories started by single individuals. From that time on the laboratory became known by that person's name, not by the government agency. The individual with little or no management training, organizational skills or competition became the laboratory director because he was first.

Many of these people felt threatened by the plan to implement a state laboratory system. They were certain the state would take over and they would cease being the director. One director came to my office and put a tape recorder on my desk while he talked to me. Such was the paranoia in some quarters.

Perhaps this is the time to mention my association with CAC. I was a member of CAC from 1959 to about 1972. About 1972 I ran for and was voted as president-elect. The following year as the state system began to take shape, the CAC membership was prodded by individuals who felt I would use the office to promote the takeover of their laboratories. Consequently, I was voted out as president by the election of another person. So ended my ongoing association with CAC.

Another area that gave us some heartburn was the private laboratories run by pathologists which had the contracts to perform BA and drug analysis. They claimed we were taking their business away and the locals complained they couldn't afford the high prices the pathologists were charging them. After a number of meetings, we all learned to live together.

After our training period, we organized as best we could and sent our people out into the world to establish forensic labs. Our unspoken motto was "use common sense." Because of the distance between sites, direct supervision was difficult and we cut them a lot of slack. They responded in the most professional manner. They opened the new satellite facilities, hired secretaries and met with local police agencies, establishing relationships. They started from scratch. We had to hustle for furniture because furniture ordered from Correctional Industries (a vendor) did not arrive on time. In some circumstances, we operated in rented store space, and when I look back it appears this was a "baptism of fire" which resulted in the most successful state system in the country. The key was to leave these talented people to their own resources, support them, and watch the common sense approach they took to solving problems.

Management training was an item high on my list of needs. As mentioned before, Director Houghton identified this need and initiated a program. We carried it further by bringing consultants in and scheduling training sessions along with encouraging people to take other training courses. I can still recall standing in a pool in Palm Springs talking to Mike White about the concept of Area Manager and the resultant reporting structure. These discussions and training program allowed everyone to grow in the area of management. Mike White, Bill Smith and I were charter members of the American Society of Crime Lab Directors (ASCLD). Bill is still active in the organization.

I took a course from the federal government in the use of statistics in management. It resulted in the establishment of system where the output of work by certain categories i.e. blood alcohols could be tracked. One took the average for the past twelve months of input and output and then calculated two standard deviations. When graphed, it quickly showed problem areas or an increase in efficiency both of which required

attention. I recall calling Mike White in Riverside to tell him there appeared to be a problem with the blood alcohol program. He told me he had just returned from discussing the problem in the D.A.'s Office. Obviously, the system worked.

The system was designed to look at all the cases, from the time in to the time out, with emphasis on how long it was in house. It gave a complete picture of how each lab was performing. Though it was a good system, I think it was abandoned the moment I left. The person who followed me was a police officer with no scientific background and did not comprehend what a standard deviation was.

Another innovation was the total upgrade of the laboratory reports. The reports had always followed the format of listing the items submitted at the top of the report followed by the tests done, and finally the results of the examination. I proposed to change to the expository format instead of the suppository format. That is, we would list our results first, followed by the submitted items and tests done.

I couldn't believe the resistance this received. Al Biasotti opposed the change at every meeting. We decided to try it piecemeal, a lab at a time to see how it worked. By slowly implementing this change it was accepted and became routine. A most rewarding encounter occurred when Criminalist Marty Klein, originally from the L.A. sheriff's laboratory and then in the state's Modesto laboratory, told me the new report format was better than the old one. He had opposed the change. The expository style is still used in the DOJ Lab Reports.

We initiated training programs for our clerical personnel. Those assigned in the north attended a session in San Diego. The southern group went to Palo Alto. This training provided for a uniform approach to handling the paper work for supplies, attendance and personnel matters. It really improved morale.

An interesting aspect of the project was the building of new facilities. We didn't know what we were doing and it showed. I held one meeting with the office of the State Architect to discuss the high cost of running utility lines to the lab in Redding. We were short of money. All the engineers and planners arrived for the meeting. Afterwards I was informed that the meeting charged our budget for thousands of dollars, as we had to pay for each person present and his time to prepare for the meeting. It was the last meeting I ever asked for, and we had to cut the size of the building to accommodate the impact of the utility line on the budget.

Santa Barbara was another story. You could design and build a facility but never get an occupancy permit because there was no water. The Goleta Water District controlled the water and had a no growth policy due to drought. I appeared before the Goleta board twice and explained how we were aiding law enforcement, bringing employment to the area, and protecting the public. I walked out each time with my tail between my legs. They weren't nice about it. No water, no permit.

And then the conversion from grant funds to the state general fund came upon the horizon. Grant funds provided 75% of the costs and the state provided the 25% match. The state's portion could be in hard cash or soft money such as my salary. After three years, the funding for that segment ceased. It was time to convert.

We submitted the budget request to convert and the governor's office balked at putting it into the budget. The Department of Finance had paid little attention to the ongoing costs of projects seeded by grant funds. They were very conservative under Governor Reagan.

I was given a direct order by the associate director to lay off all those persons who had joined the bureau. When I received the order I requested to speak with Director Houghton. My hands were shaking when I took the phone. I told him, with all due respect, I was not going to lay off anyone without giving it a real fight. I guess he admired my tenacity and gave the approval to continue to stand firm.

I first briefed George Puddy as to the problem. He immediately went to the governor's office and intruded upon a meeting between Herb Ellingwood, the governor's legal affairs secretary and law enforcement liaison, and Ed Meese, chief of staff. George knew both of them. His intervention and gift of gab, and aggressive approach resulted in their putting the item back into the budget. Next we had our senior managers and I contact the sheriff and D.A in each county we served to get their legislator on board. The relationships we had established were invaluable. I was beginning to understand the political arena. We also spoke directly with a number of legislators.

One member of the budget committee from Butte County held the appropriation up to get something she wanted and it passed at 11:00P.M., the last day for hearings. I call it "Sleepless in Sacramento."

Once the conversion started it was viewed as a full commitment by the Finance Department. From that point on, we had a few minor budget problems but nothing major. Finance's experience from this project now requires that all long range costs to be assumed by the state must be part of the original grant application. All grant applications must be approved by the Department of Finance.

I would like to talk a little about the California Criminalistics Institute (CCI). Our original plan contained provisions and funds to establish CCI. We retrofitted a portion of the Sacramento laboratory to accommodate it but quickly lost the space to case work. For many years the Bureau had a small unit called the Technical Services Unit that coordinated technical training and applied research for the branch. The loss of this unit in the early 80's created a vacuum that Attorney General John Van De Kamp viewed as an opportunity to promote the development of CCI as a statewide service for all California crime laboratories. Former Bureau Chief Steve Helsley did a great job of building CCI as we see it today, and those who followed continued to develop it. Though it never came to fruition during my tenure as Chief and Assistant Director, I feel very proud that the people who followed made it blossom.

In 1978 I was transferred laterally as the Assistant Director of the Criminal Identification and Information Branch. The experience and training which I had while building the state laboratory system stood me in good stead. Now I managed over 1000 persons and had many major projects to implement. As project manager for Cal-ID, I followed many of the elements used to establish the state laboratory system. One of biggest differences occurred after I made the call to Orange County identifying the Night Stalker from our new fledging Cal-ID System. The media explosion was such that legislators were calling me directly, asking how much money we needed. It was an odd feeling. Many legislators came over to have their photo taken with a computer box or monitor. We ended up spending \$100 million on the project.

I want to thank you for the invitation to speak to you today. I began my career as a criminalist and though I have had many other careers, with this presentation I have returned back to finish as a criminalist.

Thank you.



San Diego

was the venue for the 2003
Fall CAC Seminar.

Attendees were treated to a
sumptuous banquet of
presentations and
workshops and even a
dinner at the zoo!

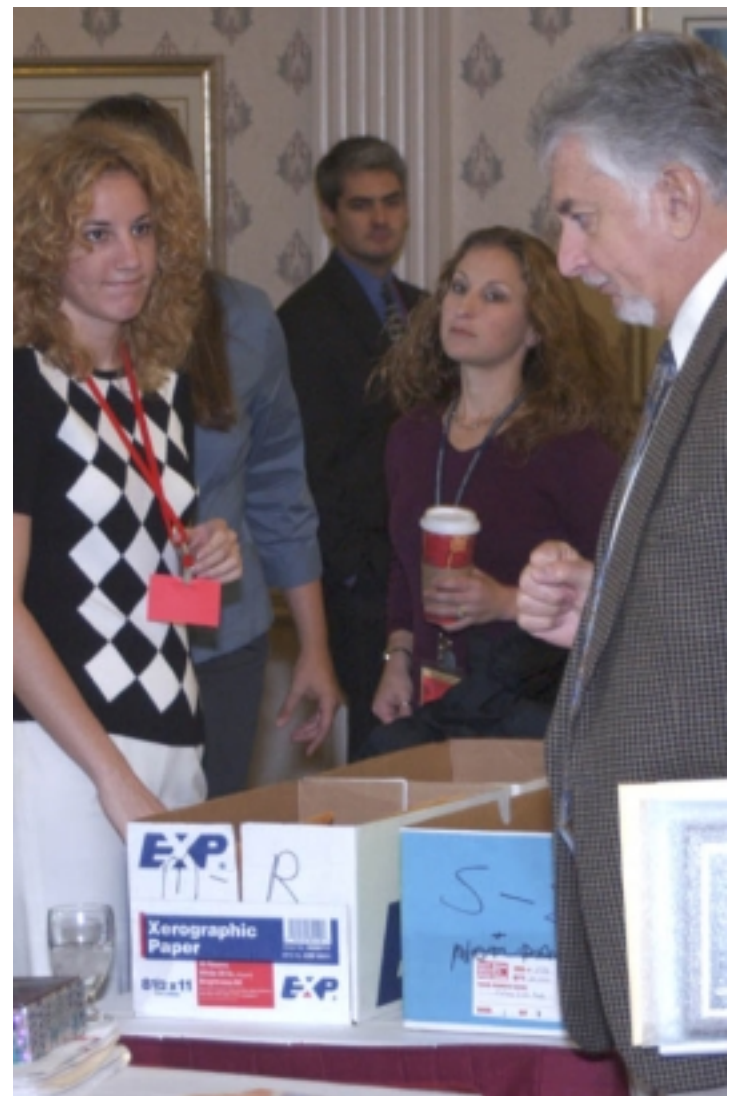


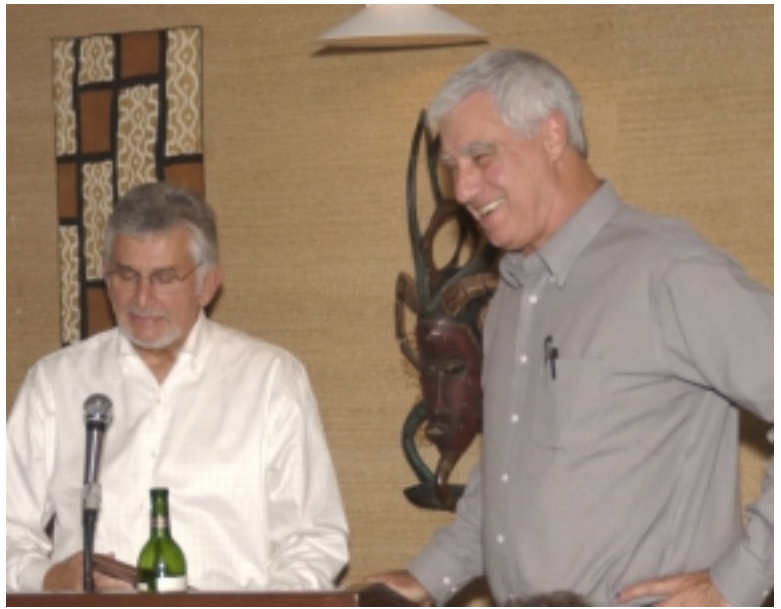


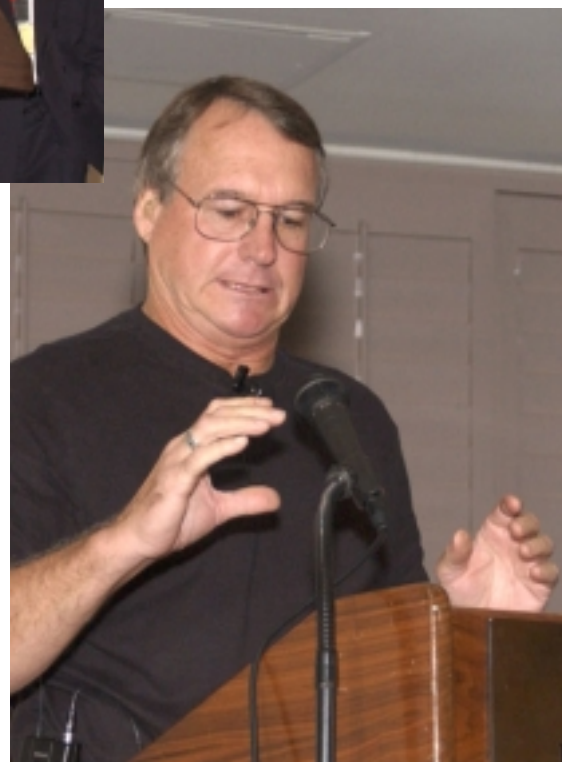


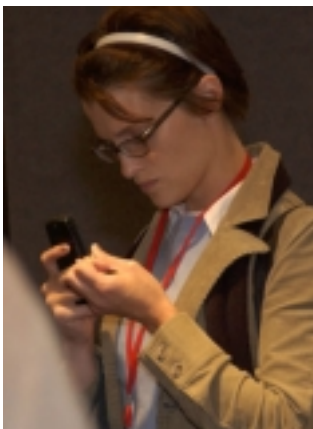




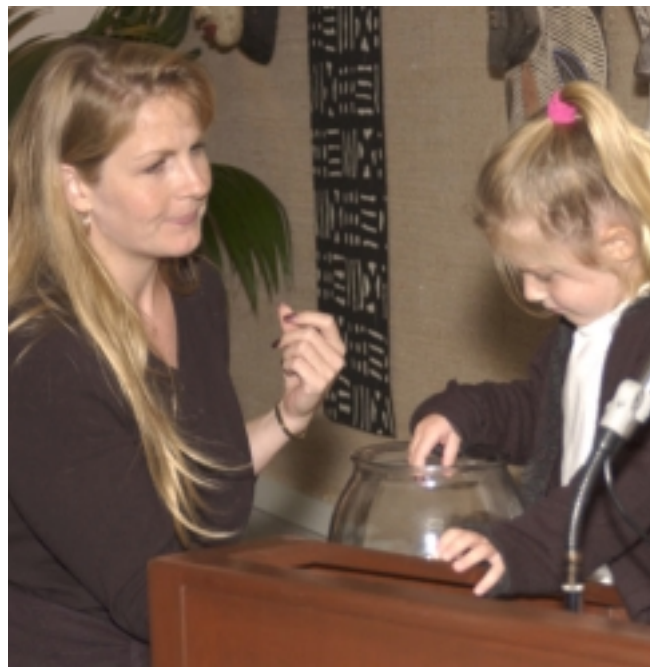












It is good to be with you. If you are a return visitor to the column I want to thank you for venturing forth once again. Unlike prison, sometimes recidivism can be encouraging! If you are a first time visitor, I also wish to thank you and encourage you to continue. But, I am curious as to what drew you in? Was it the headline, “Leading From the Bench?”

Maybe you thought this was a series for laboratory managers and if you are not one, then there was little to gain. To be sure, the first two articles in this series pointed in that direction though I do feel the concepts, especially on detachment, were applicable no matter your position. Well, let’s put the notion that this series is only for those aspiring to, or in, management positions, aside.

Why? If it were so then this series would be entitled Management 101 and not Leadership 101. This may sound harsh, but managers are not leaders by default of position. They will only become leaders if they consciously make that choice and make a practice of it. Leadership is not dependent on position, it is based on a conscious decision, attitude and training in leadership. If we want to lead, then we need to aspire to be a leader and not necessarily a manager. The good news – it is possible to lead from wherever we are.

It only seems logical to begin with a definition. What is leadership? The answer is not so simple as one may think. For instance, when someone says the word apple, what comes to mind? A crisp red delicious or a green granny smith? Maybe it is a computer. I remember the sight of my dad building an apple pie masterpiece, the aroma of it baking and the taste as it hit my mouth. Maybe it conjures a reflection to simpler times, “Mom, apple pie and baseball” (think Giants).

At one count over 350 definitions of leadership existed. Some have been simple and others unnecessarily complex. For now though, let’s focus on two in particular. The first is, “the great leader is seen as servant first, and that simple fact is key to his greatness.”¹ The second is “leadership is influence.”² Both are key to understanding successful leadership.

If we focused merely on the first, then it could be argued that it is possible only to lead from a position. After all, the first definition really is focused on the empowerment of others and

some might argue that a bench level person is not in a position to do so. I am suggesting such thinking is limited and not “thinking outside the box.” Yet, if we focused only on the second definition then we would have to concede that Hitler and Stalin were great leaders, which is something I refuse to do. Values and morals are a necessary component of leadership and can be exercised if one seeks to be a “servant first.”

Heifetz has suggested that successful leadership depends on empowerment and values.³ Given this I am not only suggesting but outright saying that we can “lead from the bench.”

Whether or not we choose to accept the fact that everyone has some level of influence, everyone does. This includes each and everyone one of us. Each of our spheres of influence may not be as large as another’s but the sphere does exist. And here is the scary part – how big it grows is up to us as individuals and us alone.

The first question we should be asking is not how big our sphere of influence is, but rather, is our influence destructive or uplifting. Are we constantly, regularly, frequently or even infrequently belittling others whether they be management, colleagues or association boards? If so, we are flying in the face of being a “servant first.” The reason is that a true servant attitude is marked by considering others better than yourself.⁴

Before we begin to justify our actions based on their frequency of occurrence (I have certainly done so) I want us to consider something. Think back. Is it easier to recall the harsh words spoken to us, or the kinder words? One unkind or ill-spoken

word can unravel a tapestry of many more good words. Recognizing this, it is essential that we watch our speech not only sometimes, but all the time.

Do we wish to be able to lead from the bench? Then our



Leadership 101

Leading from the Bench

Third in a series.

By Ron Nichols

speech must have an instructive influence and not a destructive influence. The excuse that we find others doing it is pathetic. We do not accept that kind of behavior from our children. Rather, we tell them to set themselves apart, no matter the cost. The question is, are we willing to do the same?

Let me put it another way. If someone presents us with a tray of delicious looking fudge brownies but then informs us that due to an accidental spill into the kitty litter, some of the waste got mixed in with the batter. Not to worry though! They were able to successfully get most of it out – maybe even 99% of it. No matter how good they looked, I doubt that any of us would want them. Yes – a little bit can spoil the whole batch.

If we desire to be a positive influence, then our speech must be uplifting. If it cannot be in a particular instance, then we need to keep silent. If we slip then we must apologize and move forward in our resolve not to do so again. Finally, we must seek opportunities to affirm and by all means do so. Having the heart of a servant we seek to uplift rather than tear down. Setting the example, we can and will empower others to do the same. The beauty in this? We can do it right from where we are. I suspect we do not even need written authorization.

However, if we wish to lead then it is simply not enough to uplift. Let's consider the boating experience. Destructive speech is like the anchor – weighing the boat down by imbedding itself into the murkiness of the deep. No doubt that a boat could go a bit of a distance with the anchor in place. But, before too long it will be yanked right on back. Repeated attempts to force the boat will inevitably wreck it. Therefore, it is imperative that the anchor first be lifted.

Now that the anchor is lifted it is time to start the motor. At times this can be most difficult. It might be that we are unfamiliar with this type of motor and need some help. Just because we are inexperienced does not mean we cannot start the motor. We simply need some mentoring. I have written at length regarding this⁵ and will not go into such detail here.

Let's examine how this falls into the realm of servanthood, empowerment and influence. We do not need a position or even authorization to be a mentor. Simply put, we need only make a bit of a sacrifice – a lunch with a co-worker, a cup of coffee once a month with a nearby colleague, a phone call or an e-mail with a distant friend. Considering though what is going on, maybe sacrifice is not the best choice of words. How about investment? An investment that will grow and multiply many times over than if it had been left under the mattress. As a mentor it is possible to empower and influence another.

What about the person trying to start the motor? The first thing to realize as a leader-to-be is that not one of us has all the answers. Remember the essence of being a servant – considering others better than ourselves? This requires humility – not necessarily in high supply in this ego-centric profession of ours. We need to be willing to acknowledge first our need for help because we do not have all the answers, and then, second, be humble enough to ask.

However, it does not end here. It is essential that we continue in the attitude of learning so that we can keep the motor running. It needs to be kept filled with fuel. It has to be kept in good repair. Blown seals may need to be replaced. We may even need the help of others to provide for parts we cannot manufacture.

Maybe it is simply getting more proficient in our area of expertise – thereby leading in a discipline. Maybe it is taking a more active role in an association. Maybe it is a commitment to

taking part in a program offered in our local agencies or schools. Maybe it is doing more research into a particular issue. Whatever it is, there are certain to be others who have gone before us. In some areas, we may be those who *have* actually gone before. There is a place for each and every one of us.

Whatever our destination we can be certain of one thing, leadership calls for sacrifice. Earlier the word was changed to investment. Here no such word play will take place. Sacrifice is necessary, pure and simple. There is no getting around it. But, if we enter into our desire to be a positive influence with a servant's heart I feel I can very confidently let you know that the rewards will greatly outweigh the sacrifice. Go on – try it. I dare you.

- 1 Greenleaf, R. *Servant Leadership*. (New York: Paulist Press, 1977), 7.
- 2 Maxwell, J. *Developing the Leader Within You*. Nashville, TN: Thomas Nelson Publishers, 1993), 1.
- 3 Heifetz, R. *Leadership Without Easy Answers*. Cambridge, MA: Harvard University Press, 1998.
- 4 *New American Standard* Mark 10:43-44.
- 5 Nichols, R. "Mentoring: Multiplying Our Leadership Into Future Generations," *CACNews*, Summer, 1998.

ISSYTAP cont'd from page 5

principle types of assistance projects: (1) the development of police forces in the context of international peacekeeping operations, and (2) the enhancement of capabilities of existing police forces in emerging democracies. Assistance is based on internationally recognized principles of human rights, rule of law and modern police practices.

ICITAP's training and assistance programs are intended to develop professional civilian-based law enforcement institutions. This assistance is designed to: (1) enhance professional capabilities to carry out investigative and forensic functions; (2) assist in the development of academic instruction and curricula for law enforcement personnel; (3) improve the administrative and management capabilities of law enforcement agencies, especially their capabilities relating to career development, personnel evaluation, and internal discipline procedures; (4) improve the relationship between the police and the community it serves; and (5) create or strengthen the capability to respond to new crime and criminal justice issues.

Tanzania

The 1998 embassy bombing in Dar es Salaam brought the governments of Tanzania and the United States into closer alliance. Moreover, during 2002, INL asked ICITAP to conduct an assessment of the Tanzania National Police (TNP) force. Among the issues noted during the assessment, the assessment-report specified that the forensic laboratory in Dar es Salaam is using outdated equipment while a majority of its personnel and managers are inexperienced and are provided with inadequate, if any, training. Also, the TNP's handling of several violent riots during the past two years has raised international criticism.

ICITAP's goal is to provide training and technical assistance to help the TNP's forensic laboratory develop the capacity to support the investigation and prosecution of suspected criminals. ICITAP will also provide civil disorder management training to help the TNP address rioting in a safe and effective manner while respecting the demonstrator's human rights, regardless of their race, religion, etc.

The Culture of Bias

Part I



It is said that smells evoke the strongest associations. In contrast to our usual venue infused with the scent of fermenting yeast, we are currently enveloped in the aroma of garlic, ginger and soy. Not surprising as we are ensconced in a Chinese lunch dive in Hayward near Forensic Analytical

where three of the four participants in this POL are employed. (Keith refuses to keep a job and Norah refuses to get one) We have invited both Lisa Calandro and Chuck Morton (recent recipient of the CAC distinguished member award) to join us in a discussion of a topic that is typically nearer and dearer to the hearts of attorneys than to criminalists – that of bias. It is for exactly this reason that we feel compelled to address the subject. Like other buzzwords that have come to be associated with forensic science, the accusation of bias is so loaded, so broad, and so ill-defined that it has ceased to carry any real meaning.

The topic for this column was originally inspired by a sidebar we wrote about the infamous as well as late Fred Zain for *Principles and Practice of Criminalistics: The Profession of Forensic Science* (Rudin and Inman, 2001). A major conclusion was that rogue criminalists require the support (or at the least studied ignorance) of the system surrounding them to chronically manufacture, misrepresent, or misinterpret evidence. Joyce Gilchrist also enjoyed the support and encouragement of the system for more than a decade in the perpetration of blatant bias.

http://www.newsok.com/cgi-bin/show_article?ID=677445

Clearly, the forensic and legal communities must be more diligent and timely in identifying rouge analysts such as these. However, both Keith and Lisa are more interested in discussing a more subtle and insidious charge, that of subconscious bias. In particular, they want to explore the organization and mindset of a laboratory that either fails to recognize, encourages, or merely tolerates bias. Chuck (in a quick prepublication review) suggests that a clear distinction can be drawn between dishonesty and bias and that they are in fact separate issues. Recently a paper published in the *California Law Review* has addressed what some perceive to be the cause of bias in the practice of criminalistics (Risinger, et. al, 2002). The authors also recommend practices to mitigate bias in forensic analyses. While those in the professions that create the primary need for the practice of criminalistics certainly have both a perspective on and a stake in understanding the existence of bias in our discipline, the forensic scientific community would do well to take a more proactive approach.

For our first meeting only Lisa, Keith and Norah are present. Chuck has received the dreaded last-minute subpoena. First, of course, we start with the definition. *Webster's New World Dictionary* defines bias very simply: a mental leaning or inclination. There is no connotation of maliciousness or malevolence in this definition, and it reinforces the aforementioned

subtlety of the issue. As we chat, it becomes clear that the idea of bias takes many guises and bleeds over to just about every aspect of forensic science. In addition, the examples that are proffered appear to sort themselves out into different levels of egregiousness, each with different causes, consequences, and cures. Norah suggests defining three levels of bias:

1. *Knowingly fraudulent*
2. *Acceding to pressure*
3. *Subconscious bias*

Lisa also wonders at what level of the process bias is most likely to be incorporated, from the questions that are asked of the evidence to court testimony. Keith interrupts with a more fundamental question. Assuming most criminalists would deny any suggestion of bias, what prompts us to discuss the issue? Chuck proposes that, although many analysts might admit the potential for bias in general (or perhaps in others), each would categorically reject any suggestion that their own work could be affected. As we contend with these issues, among many others, it becomes clear that the discourse is larger than one column. Having read our fortunes which instruct us variously that world travel is in our future, fortune will smile upon us, and a large sum of money will come our way, we decide that no help will come from the Chinese sages, or at least from whoever sits in a little room and writes these things. We decide to take a (tea) leaf from Pete Barnett's early columns (Barnett, 1980) by first proffering a number of specific examples and ask for input from the CAC community. These examples are listed below and we have also opened a discussion forum at

<http://www.forensicsdna.com/bias.discussion/wwwboard.shtml>

(For a minimum of security against random web searches, we have passworded the discussion board. Please enter the case-sensitive username: CAC; password: member)

Our discussion, both specific and general, as well as any comments from you, will be discussed in the next POL column. The following examples have been redacted from our own files or inspired by cases with which we are familiar. For the purposes of this discussion we have admittedly isolated certain scenarios, and in some cases simplified the evidence to avoid distraction with irrelevant details. Sanitizing the cases of identifying information allows us to treat them as hypotheticals so that we may focus the discussion on the issues rather than the analyst. Although these situations can be discussed from sev-

eral different perspectives, among them competence or ethics, for this purpose, please address the issue of possible bias. For each example, assume that the analyst believes that the report or testimony provided is appropriate.

We ask that in responding to any or all of the examples, you address

1. *Whether bias is involved*
2. *If present, what bias is involved*
3. *If present, what laboratory organization, policy, or practice would identify it and question its presence*

Case #1

An analyst is provided with a green blanket in which a body was wrapped. The analyst carefully analyzes the fibers comprising the blanket by several different methods. He then searches through a collection of fibers collected from a site suggested by detectives as the crime scene to see if he can find any matches. He finds fibers that match those from the green blanket among the fibers collected from the putative crime scene.

Case #2

A laboratory writes a report including an unqualified statement that several hairs recovered from the scene “came from” the suspect in the case. The hairs were examined by light microscopy.

Case #3

An analyst receives three samples collected in a sexual assault case, a vaginal swab, a cutting from the victim’s panties, and a sample collected from a chair in the room where the alleged assault took place. In all three samples, semen was confirmed and the sperm fraction showed the same type as the suspect. In the vaginal swab and panties samples, the non-sperm fraction showed the same DNA profile as the victim; in the chair sample, the non-sperm fraction showed a DNA profile that was different than either the victim or suspect. During testimony, the prosecutor asked the analyst about the sperm fraction results from all three samples and about the non-sperm results from only the vaginal swab and panties. The analyst answered the prosecutor’s questions exactly as asked.

Case #4

A biological stain on a piece of evidence was analyzed using DNA. A two-person mixture was detected, comprising approximately equal amounts of material from each of the two donors. It was not possible to unambiguously pair alleles into genotypes at each locus, hence complete profiles for each individual could not be assigned independently from the evidence. Two individuals for whom reference samples were available could not be eliminated as donors to the stain, and their combined profiles could account for all of the alleles detected. The analyst provided no population frequency estimates that addressed the strength of the mixture, however she did provide the population frequency for each individual reference sample.

Case #5

A sample was scraped from between the tiles of a floor in the hallway of a building where a suspected murder took place. Phenolphthalein and luminol tests for the presence of blood were equivocal at best. The sample was analyzed for DNA using the PM+DQA technology available at that time. A low level complex mixture was obtained. The original report concluded

that, while the suspect was categorically excluded as a contributor, the victim was included. The analyst later agreed with two independent reviewers that the victim was excluded if two contributors were assumed, and could only be included if three contributors were assumed. Nothing about the DNA profile overtly suggested more than two contributors. The analyst declined to issue an addendum, stating that the reported conclusion required no assumptions.

Case #6

This scenario was presented in a previous POL (Rudin and Inman, 2002). The victim was found stabbed to death at a very bloody crime scene. The suspect, arrested shortly thereafter, did not have any obvious bleeding wounds. Three bloodstains collected in and around the kitchen sink area were tested for PGM (both conventional and subtyping), and for DNA at 7 loci. At the DNA loci, all three stains showed the same types as the victim. The PGM results on these same stains showed the same type as the suspect. No evidence of a mixture was seen in either the PGM (unequal band intensities) or DNA results (more than two alleles at a locus or unequal band or dot intensities). Nevertheless, the prosecution team, including both the attorney and the analysts, argued strongly that the evidence resulted from a mixture of the suspect and victim. The evidence in the case also included a bloody fingerprint pattern that reportedly came back to the suspect.

Case #7

An analyst was requested to analyze several tree samples for DNA. The purpose was to determine if trees near a power pole had been trimmed in accordance with regulations. Among the samples with which he was provided were a burned branch with one cut end found in the vicinity of the power pole (the evidence branch), and reference branch and root samples reportedly collected from the tree nearest the power pole. In the interest of objectivity, the analyst received the samples marked only with accession numbers and had no information regarding their relationship either to each other or to the case. A full STR-DNA profile was obtained from the reference branch sample, but the burned evidence branch and reference root samples produced only very weak partial profiles. The three loci for which results were obtained from the burned branch were the same as those from the reference branch. Results were obtained for only one locus from the reference root sample, however it was different than the type at that locus for the reference branch. The analyst initially reported that the burned evidence branch matched the reference branch; no specific mention was made of the reference root sample. This was the result that the law enforcement agency was looking for and they proceeded with their civil lawsuit based on this report.

An independent expert, hired by the law enforcement agency to review the data, noticed that the type at the one locus for which results were obtained for the reference root sample was different than the reference branch, reportedly taken from the same tree. A new sample was obtained from the now stump of the reference tree rather than a root; A fresh sample was also taken from the burned branch and an improved extraction produced better results for both samples. The reanalysis showed that the original root sample belonged to an adjacent tree, and that the reference branch did, indeed match the stump of the tree from which it was taken. The original low level profile from the burned branch was likely the result of laboratory con-

Please turn to page 34

2002 – 2003 Fiscal Year End Financial Report
General Association Account
Account Balances Jul 1, 2002 - Jun 30, 2003

Cash Balance Jul 1, 2002 \$91,989.83

INCOME

Interest - CD (rolled back into CDs)	\$721.48
Interest - Money Market	\$278.52
Dinner Meetings	\$750.87
Membership Applications	\$2,545.00
Membership Dues	\$48,110.00
Newsletter Subscription	\$64.00
Misc	\$410.00
Donation	\$750.00
Seminar Reimb.	\$280.00
Seminar Income to transfer	\$26,785.00

Total income	\$80,694.87	\$ 80,694.87
--------------	-------------	--------------

EXPENSES

ABC Support	\$768.71
Awards	\$2,139.90
Bank Fees	\$2,536.22
Web Site Consultation	\$935.00
Journal	\$21,604.69
Dinner Meetings Expense	\$943.18
Postage	\$250.41
Printing	\$15,107.17
Refund for dues	\$105.00
Misc	\$224.00
Supplies	\$323.36
Travel	\$5,138.65
Seminar Loss	\$11,267.15
Seminar Income transferred out	\$26,610.00
Reconciliation	\$0.10
Tax	\$2,005.00

Total Expenses	\$89,958.54	\$ (89,958.54)
----------------	-------------	----------------

Income Less Expenses: \$(9,263.67)

Cash Balance Jun 30, 2003: \$ 82,726.16

Cash on hand 6/30/2003

Savings	\$16,418.67
Checking	\$16,407.65
Combined CD Values	\$ 44,599.84
Seminar #1 Checking	\$2,000.00
Seminar #2 Checking	\$ 2,000.00
Sp 03 hotel dep. Seed	\$ 300.00
Fall 03 hotel dep. Seed	\$1,000.00

\$82,726.16

2002 Year End Summary
A. Reed & Virginia McLaughlin Endowment Fund
Paine Webber Business Services Account

<u>Activity Highlights</u>	<u>Year to Date</u>
Deposits	200.00
Money Fund Checks Paid	-28,273.40
Business Services Account Fee	-150.00
Professional Mngmt Fee	-14,390.55
Net Change	-42,613.95

<u>Earnings Summary</u>	<u>Paid in 2002</u>
Money Fund Dividends	255.13
Other Dividends	29,652.00
Other	2,014.70
Total year 2002 security earnings	31,921.83
Prior year's entries and adjustments	2,199.21
Net Security Earnings	34,121.04

<u>Portfolio Summary</u>	<u>Year to Date</u>
Opening Value	1,028,287.28
Net Change From Activity Highlights	-42,613.95
Net Security Earnings	34,121.40
Change in value of investments	-106,382.70
Value on Dec. 31, 2002	913,411.67

Fiscal Year End Summary (July 1, 2002 – June 30, 2003)
Ed Rhodes III Endowment Fund

Value 7/1/02	20,838.24
Change in value of investments	352.43
Value 6/30/03	21,190.67

*Endowment Fund financial summaries are reported annually. If interim, or more detailed information is desired, please contact the treasurer.

Can't Find It?

To reduce the costs of publication, the *CACNews* may place calls for nominations and other items that were previously found in the newsletter mailing as inserts **ON THE WEB**. Visit www.cacnews.org to see what is offered. Content changes periodically, so visit often!

President:
Raymond Davis



Quantum Communications
4 Exeter Ave.
San Carlos, CA 94070
(650) 802-0931
rjdcourtskills@aol.com

President-Elect:
Pennie Laferty



Orange County Sheriff-Coroner
320 N. Flower St.
Santa Ana, CA 92703
(714) 834-45 10
pil@fss.co.orange.ca.us

Recording Secretary:
Brooke Barloewen



Santa Clara Co. Crime Lab
1557 Berger Dr. B-2
San Jose, CA 95112
(408) 299-2224
bbar@crime.lab.co.santa-clara.ca.us

Treasurer:
Dean Gialamas



Los Angeles Co. Sherff
2020 W. Beverly Blvd.
Los Angeles, CA 90057
(213) 989-5003
dmgialam@lasd.org

Regional Director: (North)
Linda Abuan



Forensic Analytical
3777 Depot Road Suite 409
Hayward, CA 94545
(510) 887-8828
labuan@forensica.com

Regional Director: (South)
John Simms



San Diego Police Dept.
1401 Broadway MS 725
San Diego, CA 92101
(619) 531-2577
jsimms@pd.sandiego.gov

Membership Secretary:
Elissa Mayo-Thompson



Calif. Dept. of Justice- Riverside
7425 Mission Blvd.
Riverside, CA 92509
(909) 361-5000
elissa.mayo@doj.ca.gov

Editorial Secretary:
Ron Nichols



Bureau Alcohol, Tobacco and Firearms
355 Wiget Lane
Walnut Creek, CA 94598-2413
(925) 280-3623
Ronald.Nichols@atf.gov

Immediate Past President:
Michael Parigian



Ventura Co. Sheriff
800 S. Victoria Ave.
Ventura, CA 93009
(805) 654-2333
michael.parigian@mail.co.ventura.ca.us



**California
Association of
Criminalists**

The "CAC logo" is a registered service mark of the CAC and its use is restricted to official communications and by other authorization of the CAC Board.

tamination. The new 10-locus profile from the burned branch now showed that it could not have come from the tree nearest the power pole.

Case #9

A federal laboratory, seeking a demonstration of concordance, sent copies of two latent prints from a getaway car and an inked fingerprint card containing a full set of the suspect's ten fingerprints to all 50 state laboratories for independent comparison. Initially, seven laboratories failed to match one of the latent prints with the suspect's inked prints, and five failed to match the second latent print. These laboratories were sent a follow-up package that contained better quality photographs and enlargements of both the latent and reference prints. The enlargements arrived in plastic sleeves marked with red dots indicating the corresponding ridge characteristics. The state examiners were instructed to "test your prior conclusions against these enlarged photographs with the marked characteristics" and to return the results as soon as possible. Almost all the respondents changed their minds and declared that both prints matched.

We look forward to your responses.

References

- Inman, K. and Rudin, N., *Principles and Practice of Criminalistics: The Profession of Forensic Science*, CRC Press, 2001.
Rudin, N. and Inman, K., How Far Should an Analyst Go?, *CACNews*, 2nd Quarter, 2002, pg. 14.
Risinger, D.M., Saks, M.J., Thompson, W.C., and Rosenthal, R., The *Daubert*, *Kumho* Implications of Observer Effects in Forensic Science: Hidden Problems of Expectation and Suggestion. *California Law J.* Vol. 20, No. 1, 1-56. Jan. 2002
Barnett, P., Ethics: "Ethics: A Case Discussion." *CAC Newsletter*, March 1980. pp19-22. *et seq*
Memorandum, City of Oklahoma Police Dept, Jan. 16, 2001, http://www.newsok.com/cgi-bin/show_article?ID=677445

Interested in becoming a member?

- Receive the *Journal of the Forensic Science Society* and/or *Journal of Forensic Sciences*
- Receive *The CAC News*
- Lower, Member registration fees at CAC Seminars
- Receive CAC Membership Roster / Seminar Abstracts
- Receive Salary Survey of Government Labs
- Membership in a prestigious Forensic Society

To join, follow these simple steps: 1) Obtain an application and membership handbook from the CAC website at www.cacnews.org. If you have trouble downloading the forms or have questions, please contact Membership Secretary Elissa Mayo-Thompson at (909) 361-5000. 2) Fill out and return the application to Elissa along with your first year's dues & application fee. 3) Two of your listed references will be contacted. 4) Applicants are screened to ensure that they meet the requirements outlined in Article 11 of the CAC Membership Handbook. 5) Your application will be presented to the board of directors at their next quarterly meeting. If approved, your application will be voted on by the membership at the next seminar.

Walter “Jack” Cadman

1918 — 2003

Orange County's First Forensic Scientist

Jack Cadman was the model for what every forensic scientist should be, a man of vision, integrity and persistent with an insatiable curiosity to learn all he could about the evidence in every case presented to him. He was eloquent in words and deeds. He was inventive, innovative and intuitive - both in case work and dealing with people. He explored new areas of science. He instilled in all that would listen that physical evidence always speaks the truth.

The need for a forensic laboratory became apparent in March of 1947. Walter and Beulah Overell died while apparently asleep in their yacht docked in Newport Harbor as the result of a massive explosion. The investigation proved that it was premeditated murder and the physical evidence incriminated their daughter, Beulah Louise and her boy friend, Bud Gollum. Nevertheless, their jury found them not guilty. In retrospect, law



enforcement officials believed, in part, the loss was due to inept handling of the physical evidence by outside experts hired by the District Attorney.

Soon after the verdict, Sheriff Musick convinced the Board of Supervisors that the County needed its own crime laboratory and hired Jack in 1948. Cadman had recently graduated from the University of California, Berkeley with a degree in “technical criminology” later to be renamed, criminalistics. The remodeled lady’s restroom on the second floor of the Sheriff’s Jail on Sycamore St. in Santa Ana became the County’s first crime lab.

Working alone for the first few years, Cadman established methods for testing samples from suspected drunk drivers and coroner’s cases for alcohol, for analyzing drugs and narcotics and for typing blood collected from crime scenes and comparing it to victims and suspects. Regardless of the time of day, he responded to the crime scenes of all questioned deaths. Perhaps most important, suspects who were not involved in the crime in question were quickly exonerated by his examinations. When the evidence associated the suspect to the crime, Cadman qualified as an expert and gave compelling testimony for the prosecution.

In 1954, he was one of 12 founding members of the California Association of Criminalists and later served as their secretary/president. Soon after, he was appointed as a fellow to the American Academy of Forensic Sciences. By the late 1950s, working with Dr. Theron Johns, of the Beckman Instrument Company, he developed and published innovative methods using the gas chromatograph and the ultraviolet spectrophotometer to identify trace amounts of accelerants, such as gasoline used to commit arson and alcohol in samples in blood, breath and urine. Cadman and Johns’ applications remain the basis for much of today’s analytical toxicology and chemical testing.

In the early 1970’s, the FBI invited Cadman and other Laboratory Directors to a planning meeting held at Quantico, Virginia. Those present would form the American Society of Crime Laboratory Directors, now in its 31st year. Cadman would serve as President and with his long time friend and associate, Anthony Longhetti, author the standards for laboratory accreditation. As a result of their efforts, ASCLD-LAB was established to inspect and accredit forensic laboratories, if and when they meet these rigorous standards of excellence. Their work has resulted in a major upgrade of crime labs not only in the US, but throughout the world. In so doing, the overall quality of justice is elevated, as innocent suspects are exonerated and the guilty incriminated by convincing physical evidence.

Jack was a founding member and past president of the California Association of Crime Laboratory Directors.

Jack’s life away from the laboratory was equally busy. Jack and Evelyn raised eight children and he still had time for an active private life. He was a member of the Kiwanis Club of Fullerton where he sung and danced in their annual stage productions, aptly named, The Follies. He loved to play bridge and enjoyed camping with the family, the only reasonable way to vacation with eight kids.

After his retirement from the Sheriff’s Department he was appointed the Director of Graduate Programs in Criminalistics at California State University, Los Angeles, until he retired in 1989.

Larry Ragle

San Mateo County Sheriff's Office
Forensic Laboratory
invites you to



California Association of Criminalists
Spring Seminar • May 3-7, 2004
Foster City Crowne Plaza Hotel

For seminar information contact Mona Ten mten@co.sanmateo.ca.us or
Alex Karagianes: akaragianes@co.sanmateo.ca.us