



CITY OF NATIONAL CITY  
M E M O R A N D U M

DATE: May 27, 2025  
TO: Scott Huth, Interim City Manager  
FROM: Lydia Flores-Hernandez, Human Resources Director *LH*  
SUBJECT: EMPLOYEE OF THE QUARTER PROGRAM

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The Employee Recognition Program communicates the City's appreciation for outstanding performance. In doing so, it recognizes employees who maintain high standards of personal conduct and make significant contributions to the workplace and community.

The employee to be recognized for the 2<sup>nd</sup> Quarter of calendar year 2025 is:

**Lieutenant Wade Walters**

*By copy of this memo, the employee is invited to attend the Council meeting on Tuesday, June 17, 2025, to be recognized for his achievement and service.*

Attachment

cc: Lieutenant Wade Walters  
Chief Alejandro Hernandez  
Captain Derek Aydelotte  
Shelley Chapel, City Clerk  
Mayor's Executive Assistant  
Human Resources – Office File

**NATIONAL CITY POLICE DEPARTMENT  
MEMORANDUM**

DATE: May 22, 2025

TO: Lydia Flores-Hernandez  
Human Resources Director

FROM: Alejandro Hernandez, Chief of Police

SUBJECT: Employee of the Quarter – Lieutenant Wade Walters

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The National City Police Department proudly nominates Lieutenant Wade Walters for the City's Performance Recognition Program. Lt. Walters began his career with the National City Police Department on August 24, 1999, and has proudly served our community for over 25 years. During this time, Lt. Walters has held the following positions: Patrol Officer, School Resource Officer, K9 Officer, Gang Enforcement Officer, Field Training Officer, Corporal, Detective, Patrol Sergeant, Gang Enforcement Team Sergeant, Patrol Lieutenant, and Investigations Lieutenant. Throughout his career, Lt. Walters has been known as a true crime fighter and is highly regarded for his expert knowledge of criminal street gangs.

In March 2019, the San Diego Police Department began investigating a string of violent crimes to include multiple homicides, attempted homicides, serious assaults, and other gang related felonies. During the course of this investigation, it was determined that multiple National City gang members were responsible for this string of horrific events. Led by then Sgt. Wade Walters, the National City Police Department's Gang Enforcement Team (GET) worked directly with the San Diego Police Department to identify and arrest eight suspects in this violent series. During the investigation, Lt. Walters was asked by the District Attorney's Office to testify in front of the Grand Jury as a gang expert. In April 2025, this six year investigation culminated with a two and a half month long criminal trial. Lt. Walters took the stand for two full days and provided crucial and damning testimony about the defendants. In the end, three of the defendants were convicted of multiple murders and other gang related crimes and are facing sentences of life in prison without the possibility of parole (LWOP). The other five suspects are facing sentences that range from 12 years - 98 years to life in prison.

The lead prosecutor in this case, District Attorney Robert Eacret, said the following:

“As soon as Wade Walters became sergeant of the Gang Enforcement Team, the collaborative between NCPD and the DA's office skyrocketed and lead to the successful arrest and prosecution of numerous extremely violent National City gang members through collaborative efforts targeting the most prolific and problematic gang members and coming up with creative solutions to encourage rehabilitation and intervention for peripheral and non-violent gang members. The prime example of this was the investigation and prosecution of 9 National City gang members for 6 murders and 5 attempt murder shootings. Lt. Walters' leadership with his GET team was instrumental in the collaborative efforts with the DA's office and 4 SDPD homicide teams to solve these shootings. Lt. Walters testified at two grand juries, and was the OTNC gang expert at the trial where three

defendants were convicted of crimes that will lead to mandatory Life without Parole sentences. I have never seen a more compelling gang expert. A grand jury gave Lt. Walters a standing ovation after his testimony and juror who entered the process skeptical of police said she was happy to be raising young men in a community where police officers like Lt. Walters were protecting the community. I am extremely proud to have Lt. Walters representing and protecting our community, and to call him a colleague and a friend.”

Lt. Walters’ outstanding commitment to public service and protecting this community is exemplary. His hard work, dedication, knowledge, and collaboration was crucial in bringing these violent criminals to justice. It is for these reasons, and many others, that the National City Police Department proudly nominates Lt. Wade Walters as the Employee of the Quarter.

Respectfully,

Alejandro Hernandez, Chief of Police