



JOURNAL



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President's Message

2015: A Recap

By Martin Halloran
SFPOA President

2015 has been an extremely tumultuous year for law enforcement throughout the United States, as well as right here in our own backyard. During much of the past 12 months, the POA has been addressing a variety of issues — both old and new — and I would like to recap to you the busy year we have seen fly by:

- A new SFPD policy that will take effect early in the New Year. That policy will cover the use, implementation, storage, and viewing of footage for Body Worn Cameras (BWC). This will be the biggest change to the SFPD since the department issued PIC radios to members in the 1970's, or when the department converted from revolvers to semi automated handguns in the 1990's. The department and the City must get every aspect of this new protocol correct and credible so that members will buy into this new technology and make it effective. If members believe that the procedures will jeopardize their safety, or impair their emergency response, the potential for distrust increases. It will also be imperative that officers are allowed to view video sequences prior to documenting any event.
- On February 10, 2015, the rededication of the Officer Douglas Gibbs Memorial took place at the Lake Merced Range. Officer Gibbs was shot and killed in the line of duty in 1977. The old memorial at the Lake Merced wooden pier had fallen into disrepair and was overgrown. The Veterans Police Officers Association took the lead on this project, and they did a fantastic job. The POA joined forces with the VPOA to see

this project to completion, and the surviving members of the Gibbs family were grateful for our efforts.

- Although there are many heroic acts performed by members of the SFPD every year, the POA took notice and promoted the heroism of Officer Michael Beard. In late January Officer Beard responded to a four-alarm fire in the Mission District and saved the life of 13-year old Alessandro Gonzalez along with his dog, Buddy. Alessandro and his dog were stuck on a fire escape unable to make it to the street. Officer Beard was able to make his way to Alessandro and rescue him and his beloved dog. The POA produced a video about this event and promoted it on local television. The POA later took the entire Gonzalez family on a shopping spree to help them get established in their new apartment.
- Throughout the year there were various city organizations (the Democratic County Central Committee, the San Francisco Labor Council, and certain members of the Board of Supervisors) who conveniently jumped on the anti-law enforcement band wagon and tried to pass baseless resolutions painting all members of the SFPD with the broad brush of racism. Of course, this was baseless, unfair, and offensive. Much of the ridiculous language that was introduced came directly from Public Defender Jeff Adachi. The POA met with all of these organizations, and we provided them with the facts and the policies that are currently in place within the SFPD. The truth prevailed, and all resolutions were ultimately defeated.
- On May 21, 2015 the POA held its annual Medal of Honor ceremony and dinner. Members who had placed themselves in harms way or displayed valor in the field were recognized for their honorable acts. The recipients' families were also invited and acknowledged for their support of their family members who serve. The POA Medal of Honor ceremony was established after the Department initially denied SFPD Medals of Valor for members who were involved in an OIS in 2004. Those members eventually — and deservedly — received their department medals in 2010, but the POA has nonetheless perpetuated our Medal of Honor program.
- With all of the negative rhetoric about policing that was being driven by media, the POA invited 55 individuals of the written and television press to the Academy in June so they could experience some of the training that officers must go



through. The POA made arrangement for the press to go through the Forced Option Training Simulator (aka FATS or Shoot Don't Shoot). We also had members who had gone through an actual Officer involved Shooting (OIS) available for interviews. Not surprisingly, only 5 members of the media bothered to show up and experience our side of these tense situations. We were furthered disappointed when none of them published a report about their sim-training.

- The senseless and preventable murder of Kate Steinle on Pier 14 by a five-time deported and seven-time convicted illegal alien exposed the flawed San Francisco Sanctuary City Policy. It equally revealed the ludicrous internal policy put in place by Sheriff Ross Mirkarimi that allowed this felon to walk free on the streets of the city rather than being appropriately deported. The POA came out strongly against certain provisions of the City policy, and against Mirkarimi's internal policy. Thankfully, the voters have sent the right message to Mirkarimi and his days are numbered. Unfortunately, the flawed provisions of the city policy remain in place and certain elected politicians refuse to take action or they just don't care.
- The annual POA Poker Tournament on September 25, 2015 was the most successful to date. All proceeds benefited the Jeff Barker Scholarship Fund. With this scholarship fund along with the Mayor/Chief Frank Jordan & Wendy Paskin-Jordan Scholarship Fund, the POA was able to distribute the largest amount of scholarship grants in the history of the POA. These grants were awarded to the dependents of active, retired, and deceased members.
- Sadly, the POA lost two active members in 2015. Officer Calvin Tom (Airport) suddenly and unexpectedly passed away on

February 16, 2015. Calvin was well liked and respected by those who knew him and worked with him at the Airport and he is sorely missed. We also lost Lieutenant Yvonne Pratt (Airport) who passed away on April 25, 2015 after a valiant fight against Adenosarcoma. I worked with Yvonne at Bayview Station in the late 1990's and later served with her on two committees at the POA. She was a wonderful, kind, strong woman who was generous to a fault. May Calvin and Yvonne both Rest In Peace.

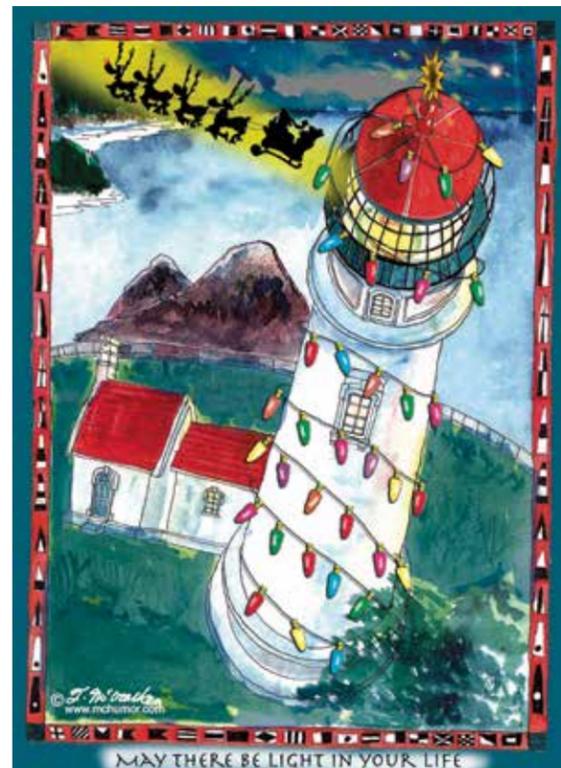
- On November 10, 2015 the SFPD and the POA celebrated the 40th Anniversary of Women on Patrol in the SFPD. The celebration at City Hall was well attended by active, retired, and former SFPD women. All gathered on the Grand Staircase under the rotunda of City Hall to capture the moment on film. The POA and the SFPD Command Staff then co-sponsored the reception in the North Light Court after the ceremony.

These are only a recap of several events that the POA is involved with. They are all important to the POA because of the benefit to the communities that we serve, and in which we are such vital partners. As such, we were happy to help many in those communities.

The holiday season is usually the most festive and joyous time of the year, as it should be. I hope and pray that this is true for those in the SFPD and for those who read this publication. To the members of the POA I say this: Each of you entered into a noble and honorable profession, and for all the right reasons. Take pride in what you do despite the naysayers. We all know the truth. I wish all a Merry Christmas, a Happy New Year, and peace in 2016.

Slainte!

All the Best From the SFPOA



Sean Perdomo Steps Up to the Plate

By Paul Chignell, Former President and Current Legal Defense Administrator

The San Francisco Police Officers' Association has a strong legal defense operation that is multi-faceted.

We have a panel of attorneys, a Legal Defense Fund trustee structure as oversight, a strong Executive Board, a large number of skilled defense representatives to handle Office of Citizen Complaint interviews, an in house counsel, and a decentralized Board of Directors.

Fortunately for our members, we also have Sean Perdomo.

Sean is unique in the annals of lawyers. How so? He handles disciplinary cases with expertise, and does it for free.

Sean Perdomo entered the SFPD in 2005 and was promoted to Sergeant in 2013. He currently works at the Mission Station Investigation Unit.

His parallel educational career has been outstanding.

In 2003 he obtained a BA in economics from San Francisco State University with honors. In 2005 he obtained another BA in political science from San Francisco State. He then enrolled at San Francisco Law School and achieved his JD in June of 2010. Sean became a member of the California State Bar in December 2010.

Here is a guy that did what many officers in our Department have done over the years. They work as police officers, while at the same time matriculate through law school and pass the difficult State Bar. They then become accomplished lawyers as well as excellent police officers.

I said that Sean Perdomo is unique.

He is unique because he is quiet and humble. He enjoys representing officers in disciplinary hearings, and



in fact, volunteers for any cases that need attention. When I call Sean and ask him if he can handle a case he always says yes. He even thanks me for the cases.

Sean prepares rigorously for the hearings, using his expertise as a police supervisor and from the law to always find a rationale to dissect cases against police officers. He also prepares scholarly memoranda for the hearing officer so that important legal points are on the record.

President Marty Halloran recently appointed Sean to the Legal Defense Fund Board of Trustees where he lends his expertise to the management of cases.

Sean Perdomo volunteers his time for POA members and his union.

This guy is the real deal. When you see Sean please thank him. He deserves our gratitude.

General Membership Meeting Roll Call

Monday, November 16, 2015

President	Martin Halloran	P
Vice President	Tony Montoya	E
Secretary	Michael Nevin	P
Treasurer	Joseph Valdez	P
Sergeant-At-Arms	Val Kirwan	P
Editor	Ray Shine	E
Co. A	Larry Chan John Van Koll	P P
Co. B	Danny Miller Louis Wong	P P
Co. C	Richard Andreotti Gerald Lyons	P E
Co. D	Joseph Clark Scott Edwards	E E
Co. E	Matt Lobre Jesus Peña	P P
Co. F	Kenyon Bowers Paget Mitchell	E P
Co. G	Clifford Cook Damon Keeve	P E
Co. H	James Trail	P
Co. I	Michael Ferraresi Joseph Reyes	P P
Co. J	Kevin Lyons Joe McCloskey	P P
Co. K	Mario Busalacchi Frank Pereira	P P
Hdqtr.	John Evans Kevin Moylan	E P
Tactical	Brent Bradford Mark Madsen	P E
Invest.	Chris Canning Thomas Harvey	P P
Airport	Reynaldo Serrano Mark Trierweiler	P P
Retired	Ray Allen	P

San Francisco Police Officers Association Editorial Policy

The *POA Journal* and the POA web site (www.sfpoa.org) are the official publications of the San Francisco Police Officers Association and are published to express the policies, ideals, and accomplishments of the Association. The following provisions that are specific to the publication of the *POA Journal* shall also be applicable to publication of material on the POA web site to any extent that is practical. Publication of material in the *POA Journal* or on the POA web site does not necessarily include publication on or in both instruments of communication. Nor does the following editorial policy for the *POA Journal* preclude a different or contrary editorial policy for the POA web site.

Member Opinions and Commentary: Unsolicited Written Material

A member or group of members may submit **unsolicited written material** to the *POA Journal* that expresses his/her/their opinion(s) and concerns within the following limitations and guidelines:

- Such material must be addressed as a letter or mail using common salutations such as "Dear POA," "Editor," "SFPOA" "Dear POA Members" etc.
- Such material must be authored and signed by the member(s) making the submission. Anonymous submissions will not be published.
- Such material must be factually correct and presented in a respectful and civil manner.
- Such material can not be slanderous, unnecessarily inflammatory, sexist, racist, or otherwise offensive, nor can it be disparaging of any member or bring upon them unwarranted accusation or rebuke, either express or implied.
- Such material can be forwarded to the editor by electronic mail, US Mail, inter-departmental mail or other written communication, or delivered in person to the editor or to any person in the POA office.
- Upon receipt of such material, the editor shall cause it to be published in the next regular printing of the *POA Journal*, or in a future issue designated by the submitting member provided that the content complies with all the provisions of this policy. Such material will not necessarily appear in more than one issue of the *POA Journal*.
- Such material will be published in a designated section that shall be clearly titled as "Letters to the Editor," "Letters to the Journal," "Mail" or other similar title indicating that the material included therein is the express opinion of the author(s) and not necessarily that of the SFPOA or any of its elected or appointed officers.
- Depending upon considerations of timeliness and space, the editor reserves the right to withhold publication of such material for as many as two issues. The editor also reserves the right to decline to publish material beyond a date wherein the context of the material is no longer timely.
- All such material is subject to editing for grammar and punctuation. Portions of a submission may be omitted for considerations of space so long as the general context of the material is not significantly diminished or altered.
- The editor may select portions of a submission to be highlighted in a common editorial manner such as pull quotes, sub-heads, or kickers.

Other Submitted Material

All other written, photographic, or graphic material must be:

- Specifically solicited by the editor;
- Or be unsolicited material that may be published at the discretion of the editor, and in accordance with other applicable sections of this editorial policy and Article XI, Section 8(e) of the by-laws.

The San Francisco Police Officers Association

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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

- Address letters to the Editor's Mail Box, 800 Bryant St., 2nd Floor, San Francisco, CA 94103.
- Letters must be accompanied by the writer's true name and address. The name, but not the street address, will be published with the letter.
- Unsigned letters and/or articles will not be used.
- Writers are assured freedom of expression within necessary limits of space and good taste.
- The editor reserves the right to add editor's notes to any article submitted, if necessary.
- Articles should be typed, double-spaced, or submitted via e-mail or on disk in Microsoft Word.

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Minutes of the November 16, 2015 General Membership Meeting*

United Irish Cultural Center (2700 45th Avenue)

1. President Martin Halloran called the meeting to order at 1738 hours.
2. Sergeant At Arms (SA) Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty. He also asked a moment of silence for the victims of the Paris terror attack.
3. Secretary Mike Nevin conducted roll call.
4. President Halloran asked active members present to sign up for the turkey list. He also reminded members that they could donate their turkey to the Youth and Community Engagement Unit.
5. President Halloran introduced Deputy Chief Garret Tom (Special Operations). D.C. Tom thanked the members for their dedicated service and answered questions.
6. Representative Matt Lobre (Northern) made a motion to approve the October 2015 Board Minutes. The motion received a second from Representative Brent Bradford (Tactical). The motion passed unanimously by voice vote.
7. Secretary Nevin took nominations for the open board representative position at Ingleside. Rob Walker was nominated prior to the meeting. Representative Jim Trail (Ingleside) nominated David Lee during the meeting. Secretary Nevin made a motion to hold a special on-line election from 0800 hours on November 30 to 1600 hours on December 4. The motion received a second from Treasurer Joe Valdez. The motion passed unanimously by voice vote.
8. Glenn Sylvester (ret.) made a presentation on behalf of the Operation Dream Toy Drive. Operation Dream has been in existence since 1994. The request was for \$5,000.
9. President Halloran introduced Deputy Chief Mike Redmond (Operations Bureau). D.C. Redmond spoke about Super Bowl and Black Friday staffing. *Because of the sensitive nature of planning, specifics are not included in these minutes. Ask your representative for further.*
10. The D.C. was asked about the 9-hour day. As staffing levels increase it is likely more units will move to the 10-hour. Because of low staffing at stations, PBTf staffing has decreased. This will be revisited next year.
11. A question in regard to the new holsters was asked. Nick Shihadeh (Range) was present and he addressed the concerns.
12. Raphael Rockwell (Youth and Community Engagement) made a presentation asking for turkey voucher donations for needy families. He also made a request for \$10,000 for a toy drive. The money would be donated to the SF Police Foundation. They have partnered with Walgreens and district stations where they are collecting toys. Rockwell will be following up with Halloran about some questions that arose. The request is on a short hold and the board of directors will be notified.
13. Lastly, Rockwell asked for stories about our members doing positive things in the community. Forward to: sfpdcares@sfgov.org.
14. President's Message. President Halloran spoke about the POA efforts in regard to the Police Commission as they formalize the body camera general order. The key issue for the POA is whether or not members will be allowed to view body camera footage in advance of providing a statement or writing a report as it relates to an officer-involved shooting or in-custody death. There was a lengthy question/answer session that followed.
15. President Halloran and POA Attorney Gregg Adam discussed the expected Reed Amendment for the November 2016 election. This amendment would alter the public pension system as it relates to defined benefits and defined contributions. The POA sees this as a critical issue for retired, active, and future members. The POA is working with the "Big 11" police unions from around the state. A financial commitment has been made by the POA for this effort. This will not include additional member assessment.
16. President Halloran reminded the membership of the future raises in this current contract and the expiration of the contract in June 2018.
17. President Halloran discussed a possible sale of the current POA building in order to purchase property closer to Police Headquarters in Mission Bay.
18. President Halloran alerted the membership to a "Blue Ribbon Commission" created by the District Attorney to investigate the police department in light of the text message case. If any member is contacted by the commission they should notify the POA.
19. General Question and Answer. Members who were on FMLA were not eligible for the wellness program. The city and department have not yet offered an acceptable solution to the POA.
20. A complaint regarding Galls Uniforms was made. The member did not feel customer service or wait times was acceptable. Vice President Tony Montoya heads the Uniform and Safety Committee and the member was encouraged to follow up.
21. A question about the P1 for Hondas was asked. 20 spots are reserved for P1 at Hondas. Other spots can be filled by P2. Members on the list must choose to wait for P1 or take a P2 (with 5-year rotation.)
22. Vice President's Message. None. V.P. Montoya was excused.
23. Treasurer's Report. Treasurer Joe Valdez provided copies of the monthly expense report.
24. New Business. Representative Rey Serrano (Airport) brought attention to the memorial for Commander Isiah Nelson located off 280 at the "hanging gardens." The site appears to be in disarray. Secretary Nevin offered to contact CalTrans who owns the property. (Following the meeting, CalTrans was notified. They are aware of the situation and will be handling it in near future.)
25. Old Business. None
26. Financial requests. Representative Larry Chan (Central) made a motion to give \$5,000 to the Operation Dream Toy Drive. The motion received a second from Representative Brent Bradford (Tactical). It passed unanimously by voice vote.
27. SA Kirwan and President Halloran handed out raffle prizes: Sepulveda (Co B), Vannucchi (Co J) and Harry Lee (Go G) were all grand prize winners.
28. The meeting was adjourned at 1950 hours.

**Special thanks to Cyndee Bates and Georgette Petropoulos for setting this up!

Submitted by
Mike Nevin, Secretary

* These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record. All corrections and/or amendments will be published in the

Calendar of Events

Mark your calendars for the following meetings and events by the POA and its friends and supporters. All dates and times are subject to last minute changes, so always contact the event coordinator to confirm dates and times. If you have an event you would like posted on our calendar, contact the editor at journal@sfpoa.org.

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
<i>Meeting,</i> Veteran Police Officers Association	Scottish Rite Masonic Center 2850 19th Ave, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti 415-566-5985 larry175@ix.netcom.com
<i>Meeting,</i> Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 1:45 pm	Mark McDonough 415-681-3660 woaasfpolice@gmail.com
<i>Meeting, American Legion</i> SF Police-Fire Post	Park Station Community Room 1899 Waller St., SF	Second Tues. of Every Month, 4:00 pm	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office 415-861-5060
<i>Meeting, Retired Employees of CCSF</i> <i>Retiree Range Re-qualification</i>	Irish Cultural Center SFPD Pistol Range	Second Wed. of Every Month, 11:00 am Contact Lake Merced Range for Dates	Reyna Kuuk 415-681-5949 Range Staff 415-587-2274

Specially Scheduled Events

<i>Cops for Christ Luncheon</i>	POA Building, Board Room	Thursday December 3, 2015 Noon	Drop-in
<i>Brave the Bay SFPD Challenge</i> (Cable Car Pull, plunge, 5K)	Aquatic Park, SF	Saturday, December 5, 2015 8:00 am	Ray Padmore 415-837-7005 (See flyer, Page 14)
<i>Dudley Perkins Annual Toy Run and Breakfast</i>	Dudley Perkins HD Comp. 33 Corey Way, So. SF	Sunday, December 6, 2015 10:00 AM	Bob bguinan@sfpoa.org

Chief's Corner

It's Monday of Thanksgiving Week and as I write this month's column, cops in the Bayview are passing out turkeys on Kiska Road. Later this afternoon, cops in the Fillmore will be passing out and delivering turkeys to residents in the area. On Wednesday morning, cops will be carving turkeys at the Salvation Army. On Wednesday afternoon, they will be carving turkeys and preparing other holiday meal treats at St Anthony's Dining Room. Early Thursday morning, cops will be at Self Help for the Elderly in Chinatown carving turkeys; so that later Thanksgiving Day, cops can deliver some of those prepared meals to the elderly that can't get out and might otherwise not get to enjoy a nice Thanksgiving Dinner.

In the weeks prior to Thanksgiving week, cops worked to raise money, gave money, found folks willing to provide turkeys and/or meals for the less fortunate — and/or worked with the POA which does all of the above and more. And I get to be the Chief of the Department that plays host to all the terrific cops that do all you do to keep the City safe and — in much of your spare time — regularly practice random acts of kindness like the ones mentioned above all over San Francisco; going unnoticed by most and are certainly unreported by many. No matter, the men and women of the SFPD don't do what they do because anyone will notice, let alone report it; they do it because it's who we are, what we've always done, and will always do....and for that I am truly grateful.

Last year I included the below prayer in my column:

Like children, we sometimes need to be reminded that we have much to be grateful for and that we need to say thank you because we often take much for granted.

We do that because we know that to be grateful we have to acknowledge that we are responsible for one another.



We move together as part of a community at the speed of trust. This being the case, it is critical to cherish and maintain the trust and faith we have in one another....and build upon it.

Our Thanksgiving celebrations should remind us to deepen our trust of one another and of our common source so that in the end, we might, here in this great city, show the world that we are a beloved community, one where we care for and about one another (regardless of standing), are responsible for and to one another (regardless of standing), and in so doing this City of St Francis can shine as it was meant to shine as somewhat of a beacon for the wider world to see.

Seems this year, although we should always keep this prayer in mind and heart, as I take in all you've done to keep this City safe; while at the same time giving so much of yourselves both in time and resources to communities less fortunate — that we didn't take all the blessings we have for granted and that we gave back as our way of saying thank you for getting to be San Francisco Police Officers. Cops blessed with being in a position to help people — so help people we do.

Wishing everyone a Happy Holiday Season.

Take care and Be Safe Out There!

Greg Suhr
Chief Of Police

San Francisco Police Department
Oro en Paz, Fierro en Guerra



A POA member from Northern Station, and his family, have suffered a personal setback due to a fire in their family house. Members from Northern Station have established a GoFundMe account to assist the family. Please click on the below link for further information and make a contribution if you can. Thank you.

VISIT THE FOWLER FAMILY GO FUND ME

<https://www.gofundme.com/7n7kuftw>

Martin Halloran
SFPOA President



Attention! The SFPOA is looking for members who are also US military veterans.

Sgt. Sean O'Brien, Chair of the SFPOA U.S. Armed Service Committee is trying to get together a list of active SFPD members who served in the military and now qualify as a Veteran.

If you served our country as a former member of the Armed Forces of the United States (Army, Navy, Air Force, Marine Corps, and Coast Guard), and who served on active duty and was discharged under conditions, which were other than dishonorable,

we want to honor your service. Please contact Val Kirwan at the SFPOA at 415-861-5060, or email Val at: journal@sfpoa.org

(Former or current members of the National Guard or Reserves are not considered to be veterans unless they had prior or subsequent service with an active component of the Armed Forces. Reservists called to active duty by Executive Order qualify as veterans.)



Support Continues for the USO Hot Shower Program at SF Airport

By Val Kirwan
Sergeant-At-Arms

Whether San Francisco is their final destination, or SFO is merely a layover location in route home, the USO has a program in place where the men and women in uniform, serving our country, can avail themselves of a shower in a private restroom facility at the airport.

The facility at SFO does charge the USO a minimal fee for the use of the shower. POA members at the Airport have an on-going fundraising effort that supports this worthy program. Sgt. Sean O'Brien is the lead.

It is never too late to help in this effort. The POA's cost per voucher is \$5.00. If you would like to sponsor a fresh shower for a military man or

woman in transit, contact the POA Office at 415-861-5060, or Sgt. Sean O'Brien at the Airport Bureau, 650-821-7171.

This is a great cause and I will continue to take all donations for the USO. You can forward donations to me, via departmental mail, at SFPD AFOB. If you have any questions please email me at 119sean@gmail.com. Thank you! — Sean O'Brien



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Wife of Sgt. John Hallisy — Narcotics Bureau

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Close Encounters

SFPOA Staff Report

As every child knows there really is a Santa Claus and, while he's pretty good at making wishes come true, he also has "helpers".

This time the wish started with a Dad taking his 2 youngest children, ages 9 and 11, to a trip to the Metreon/AMC Theatre to see the new movie, "Peanuts". This was a big deal because there are 8 children in the family and the father wanted to make it special for the 2 youngest. Unfortunately, Dad and his children ran across one of the many crazies who have infiltrated pretty much all of The City while they were on a Muni bus going to the show. **The subject in question threatened to kill the father and both of his children with a knife and his behavior was so intense and so out of control that the driver had to stop his bus at 11th and Mission Streets and call 9-1-1.**

Sergeant Rachel Murphy, Officer Kevin Clifford and Officer Rick Heppenstall arrived and disarmed the suspect with the knife he was brandishing and placed him in cuffs. The officers saw first-hand just how petrified the children were of the crazed suspect, with Sergeant Murphy's statement specifying her observations included in the incident report, "I noticed an 11-year old child standing off to the side. He was trying to be brave but he had tears in his eyes and his body was physically shaking. I approached him and reassured him that the man was in handcuffs and we weren't going to let him go. Both children told me that their Dad was taking them on a surprise and he would not tell them where they were going. They were

both extremely excited to be on an adventure with their Dad but it was obvious that they had also both been seriously traumatized by the actions of the person in custody."

The report continued, "By the time their father had completed his interview, their mother had arrived on scene. It was discovered that the 'surprise' was to go to see the new movie "Peanuts". By now they had missed the start time and their adventure with their Dad was ruined by the actions of one man."

Sergeant Murphy, Officer Clifford, and Officer Heppenstall were absolutely not going to let this story end there. They met with Mr. Mike Tieger, General Manager of the Metreon/AMC Theatre and arranged for passes for the family. And, with the help of SFPOA President Martin Halloran, a gift certificate for a dinner before the movie was also arranged.

So, yes, there still is a Santa, but, more importantly, there are his "helpers". And, in this case, those very special Tenderloin Task Force and Southern Station elves were proudly representing the SFPD assisting a family overcome a really bad day and turning it into something to remember!

It's about 2:00 a.m. when a large fight was reported in the area of Geary and Mason. **Officer Sonia Sarcos and Officer Nicholas Buckley** were just about ready to sign-off from their very busy 10-hour shift but they heard that there was only one 2-officer unit responding to the A-priority run so they jumped back in their car and responded. Once on-sight they were joined by **Officer Phillip Haymond and Officer Horrace Liu** in detaining

3 individuals. One of those detained decided to leave town but was stopped in his tracks by Officer Buckley and Officer Sarcos pending further investigation at which time he decided his best option was to fight with the 2 officers and try to escape. He had a very definite reason for doing so, he was concealing a fully-loaded, Glock 17 semi-automatic handgun with a high-capacity magazine. Turned out he was also on active felony probation out of Oakland for robbery with a gun ...imagine.

His cohort also tried to leave Dodge but was stopped by Officer Haymond and Officer Liu who found out that his reason for ducking out were the concealed brass knuckles he had in his possession. There was also a girlfriend of one of the felons just hanging around — turned out she also got a ride to jail for possession of a multitude of drugs for which she had no prescription.

The last thing officers on patrol want to witness is the maiming of an innocent victim. Turned out that's exactly what **Officer Ricardo Santiago and Officer Ramon Reynoso** came across at Palou and Jennings where they found a young victim (10-years old) stabbed multiple times and bleeding out. Fortunately, there was a witness to the assault who had cornered the suspect on a Muni bus which was stopped nearby. The suspect was taken into custody and charged with attempted murder.

Officer Daniel Guzman and Of-

icer **Richard Wise** stopped a driver who was operating a vehicle with a broken tail light. Turned out he also had a suspended license, was on probation for carrying a concealed weapon, and a host of other firearm violations. After a brief detention and investigation, the officers found a concealed and loaded semi-automatic gun in the car which, once again, resulted in the suspect being removed from the general population of The City — exactly how it should be...

This month's column will be published during the Christmas season, a time, among other things, of thanking the people you depend on during the rest of the year. The column is prepared as a "Staff Report" because it takes a lot of people to make sure it all comes together. And here they are:

Ray Shine, Managing Editor

Georgette Petropoulos, Layout and Production

Mike Popoff, Advertising Coordinator

Nicholas Shihadeh, Sports Editor

Cyndee Bates, Office Manager

Risa Tom, Contributing Member

Sergeant Rachel Murphy, Contributing Member

Lieutenant Mike Nevin, Contributing Member

And, most importantly, each and every member of this Department who put their lives on the line without question and who commit themselves to a standard of excellence that is unparalleled.



Left to right: Officer Rick Heppenstall, Officer Kevin Clifford and Sergeant Rachel Murphy delivering the gift certificate for dinner and movie passes.

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Ask Mike...the Retirees' Corner

By Mike Hebel
POA Welfare Officer

Supplemental COLA Law Suit

Q. Mike, I retired after November 6, 1996. In reading your last column, it seems that I am due some supplemental COLA money for fiscal years 2012-2013 and 2013-2014. When will I get paid? And how much?

A. YES the favorable, unanimous (3 to 0) California Court of Appeal decision (*Protect Our Benefits v. City and County of San Francisco, case number A 140095*) filed on March 27, 2015 does apply to you. You will get paid; the Retirement System is already calculating the amount due to you. San Francisco Superior Court (Judge Mary E. Wiss), on October 26, issued a writ ordering the Retirement System to pay the supplemental COLA benefits; the pre-November 6, 1996 retirees were specifically not included in that writ. Judge Wiss has ordered the Retirement System to appear in her Court on December 2, 2015 to tell the court when these benefits will be paid. My estimate is that you will receive this payment, in February 2016. Interest, at a 4% annual rate, is also payable to you; it will come in a separate payment following the COLA payment.

As to how much — if you are a Tier II retiree, a simple calculation is in order — multiply your June 30, 2012 pension check by 3% - you will receive a bit more than this due to compounding. If you are a Tier I retiree, you would multiply your June 30, 2012 pension check by 5% since, until July 1, 2015, the last pay raise for active members was on March 31, 2012 (2%). You also will receive a bit more due to compounding.

Expanded Answer: The 8,315 vs. The 17,719

My expanded answer will be lengthy so that both those, like you, who retired after November 6, 1996, and those who retired before this date will understand their respective situations regarding a supplemental COLA payment for the fiscal years ending June 30, 2013 and June 30, 2014.

There are approximately 26,000 retirees and surviving beneficiaries receiving monthly pension checks issued by the CCSF Retirement System. 8,315 of those retired before November 6, 1996; 17,719 retired after November 6, 1996. The Appellate Court held that the 8,315 had no vested contractual right to a supplemental COLA in years when the fund is not 100% funded on a market value basis. The 17,719 do have such a right and will receive, as directed by the Superior Court order of October 26, a retroactive supplemental COLA for fiscal years ending on June 30, 2013 and June 30, 2014 — years in which the fund did generate excessive earnings.

POB remains committed to its promise to make sure that all retirees get the supplemental COLA benefit. **The POB is committed to our promise to make sure that all retirees get their benefits.** No group will be left behind. We will continue to bring whatever legal action is necessary to achieve this goal. If this court does not provide us relief, we will appeal to the State Supreme

Court. One step at a time. Please realize that no one is giving up at the POB, we will fight on for the 8,000+ pre 1996 retirees. You are the ones who need the COLA's the most. You are the most vulnerable. Too bad our unions and the City do not share our zeal for this cause." (Minutes from POB meeting of April 13, 2015.)

Retirement Board, November 18, 2015

When Judge Wiss issued her order on October 26, 2015, the Retirement System was directed to pay the supplemental COLA for FY 2012-2013 and 2013-2014. This payment order was directed specifically to post November 1996 retirees. The Retirement Board calendared the Judge's order for its meeting of November 18. At that meeting representatives from POB and its lawyer David Clisham argued the decision of the Court of Appeal and Superior Court cannot be applied to the pre-November 1996 retirees because there is no language in the San Francisco Charter which authorizes the Retirement System to treat pre-November 1996 retirees differently than post-November 1996 retirees. The key sentence in the Court of Appeal decision about pre-November 1996 retirees reads (bottom of page 23): "...The City may, without violating vested contractual rights, apply section A8.526-3(d) to these employees and condition their supplemental COLA benefits on full funding." (Emphasis added)

Charter section A.526-1(a), discussing the supplemental COLA benefit, provides that the supplemental COLA applies to each and every retirement allowance. Proposition C (November 2011) did not state that pre-November 1996 retirees will have the fully funded requirement applied to them.

POB strongly feels that those pre-November 1996 retirees must be paid the supplemental COLA exactly the same as post-November 1996 retirees.

The Retirement Board, at the urging of POB, will seek independent counsel to advise the Board whether it has the authority to grant supplemental COLAs, for the two fiscal years involved, to pre November 1996 retirees. This matter will again appear on the Board's meeting of December 9, 2015.

Effect of Court of Appeal and Superior Court Decisions

Post November 6, 1996 retirees: Clearly they will receive retroactive supplemental COLA's of 1.5% effective July 1, 2013 and 1.5% effective July 1, 2014. Tier I retirees will receive an additional 2% for the same period since they did not receive a basic COLA in FY 2013 – 2014.

Pre-November 6, 1996 retirees: Will not receive these 2 retroactive supplemental COLA's unless the Retirement Board determines that it has authority under the Charter or is required by the Charter to issue these payments.

Retirement System Preparing Supplemental COLA Payments

The Retirement System, having received the Writ from Judge Wiss, is calculating monies due to post-November 6, 1996 retirees. It knows that about 17,719 retirees will be due supplemental COLA's (1.5%) for two fiscal years namely 2012/2013 and

2013/2014.

There will be multiple calculations needed starting with the base pension of June 30, 2012. To that base will be added 1.5%. Then the base for June 30, 2013 will have to be readjusted and then adding another 1.5% commencing July 1, 2013. Note, again, that Tier I retirees received no basic COLA in FY 2013-2014 so they will receive an extra 2% (the Tier II basic COLA).

No Supplemental COLA for FY 2014 – 2015

The Retirement System's trust fund for FY 2014 – 2015 returned about 4%. Its required rate of return is 7.5%. Therefore, there are no excess returns with which to pay a supplemental COLA.

No Social Security COLA for Calendar Year 2016

Nearly 65 million recipients of benefits from the Social Security Administration, mostly seniors, were just informed that they will get no COLA in 2016. The CPI index used to determine annual benefit increases remained flat in 2015 mostly due to the dip in fuel prices. This was the third time in four decades when no annual COLA will be paid.

The Senior Citizens League has argued that, while prices on paper may have dropped or remained flat, the cost of living for social security beneficiaries is rising and their quality of life is falling. The League stated: "Social Security recipients have lost nearly a fourth of their buying power over the past 15 years. Consider: The cost of housing, often a retiree's greatest expense, rose 44% since 2000; heating oil, 159%, eggs, 117%; and gasoline, 76%. In contrast, Social Security COLA's averaged just 2.2% per year since 2000, or 36.3% overall."

The maximum social security benefit for someone retiring at full retirement age (66) in 2015 is \$2,663 per month. The average social security benefit in California is \$1,285 a month.

Retirement System: Asset Allocation

Q. Mike, I have been reading about the Yale University endowment fund whose chief investment officer is David Swensen. It has just set its fiscal-2016 asset allocation targets. How does our Retirement System's allocation of our monies compare?

A. The Yale endowment is considered the gold standard for institutional investing. David Swensen, its chief investment officer since 1985, is the author of *Pioneering Portfolio Management: An Unconventional Approach to Institutional Investment* (revised, 2009), generally considered the bible for institutional money managers. Here is how our trust funds are currently invested compared to Yale's fiscal-2016 targets.

	Yale Endowment	CCSFERS Trust Fund
US Equity	4.0%	25%
Foreign Equity	14.5%	24%
Fixed Income	8.5%	28%
Real Estate	13%	10.5%
Leveraged Buyouts	16%	0%
Absolute Returns	21.5%	0%
Venture Capital	14%	12.5%
Natural Resources	8.5%	0%



What have been the historical investment returns of the two?

	Yale Endowment	CCSFERS Trust Fund**
2011	21.9%	22.3%
2012	4.7%	0.5%
2013	12.5%	13.7%
2014	20.2%	18.8%
2015	11.5%	3.9%

2006 – 2015 11% average annual return
2006 – 2015 7.0% average annual return
*FY ending Sept. 24 **FY ending June 30

The Retirement System's Chief Investment Officer, William Coaker, Jr., is an admirer of David Swensen. Mr. Coaker took over as CIO in April 2014. At one of his first Retirement Board meetings he passed out copies of *Pioneering Portfolio Management* to each Board member. Mr. Coaker is re-structuring our system's trust fund hoping to attain returns comparable to Yale's with less risk.

I personally consider David Swensen an investment icon. In his book for individual investors entitled *Unconventional Success: A Fundamental Approach to Personal Investment* (2005) he argues for a simple portfolio consisting of the following: 30% domestic equities, 20% foreign equities, 20% real estate, 15% inflation-protected bonds, and 15% in conventional bonds.

SPECIAL NOTICE: MARIA NEWPORT, CCSFERS Retirement Services Administrator, retired on October 30, 2015. We all wish Maria a long and prosperous retirement and thank her for her devotion to quality service and accurate advice for active and retired members of the Retirement System.

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California "super lawyer" and included amongst "America's top financial planners." He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently the vice-president of the SF Police Credit Union's Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in 1994 with the rank of captain after a distinguished 28 year career. He served as the POA's Secretary and on its Board of Directors for 19 years. Mike is a frequent and long-time contributor to the POA Journal. If you have a question for Mike, send an e-mail to mike@sfpoa.org or call him at 861-0211.

Amateur Hour Again For Chronicle Reporter On Death Penalty

Rip Van Egelko Nominated for Junior High Journalism Remediation

By Paul Chignell,
Former POA President and
Current Legal Defense Administrator

San Francisco *Chronicle* reporter Bob Egelko has been an ostensible journalist for the "Voice of the West" for decades. He currently writes news stories on the courts and judicial decisions. He is an abysmal failure, in my opinion.

Recently this clown has been commenting on the viability of the death penalty in the State of California. We shall explore his journalistic expertise on this most important and contemporary issue but first some background.

Sleeping In The Courtroom

Readers of the *POA Journal* will recall that Egelko attended a lengthy jury trial in federal court involving San Francisco police officers. Having attended the trial as well, I had the opportunity to sit next to this clown when he fell asleep in the middle of the trial and then observed him exclaim after a lengthy respite from reality, "What happened!" That is a great image for Egelko who now goes by the name of Rip Van Egelko.

I encourage members of the media, the body politic, and of the criminal justice system to mirror the old Rip Van Winkle story on lengthy sleep when they refer to Egelko.

Journalism 101 Revisited

Rip Van Egelko writes constantly about the death penalty with emphasis on the evolution of citizens' views on whether the death penalty should be abolished or retained. When an objective observer reads his "news" stories one notes a lack of clarity and reasonable perspective on both points of view.

Rip never expresses with any specificity the horrific nature of these crimes. He does not describe the brutality and inhumanity of children being raped and murdered, and of the torture and depravity of many of these crimes. He does not delineate the number of police officers who were murdered and the pain and suffering of their families when they wait for justice for their assailants for decades.

Instead Rip Van Egelko writes in professorial terms about appeals of death penalty cases and about the nuances of judicial decision-making.

Most egregious of course is his lack of journalistic principles in not providing the written word for both points of view. He also twists facts to suit his narrative. He constantly grandstands his view that the attempted repeal of the California death penalty by initiative in 2012 failed "narrowly".

Rip — it failed.

In one of the most liberal States in the United States of America it FAILED. He did not report that the repeal ad-

vocates spent millions and millions of dollars while the death penalty supporters only spent several hundred thousands of dollars.

His journalistic nonsense merits remediation at the Junior High School level. Teenagers could write a more balanced story.

2016 Initiatives

Next year there will be two initiatives on the ballot, one again intended to repeal the death penalty and to let hundreds of murderers off the hook.

The other will ask the electorate to streamline the inordinate death penalty appeals, allow a larger pool of attorneys to handle death penalty appeals, and finally limit the endless debate on what drugs can be used for the death penalty.

In an amazing and despicable story on these initiatives published in the *San Francisco Chronicle* on Monday, November 23, 2015, Rip Van Egelko went on for four (4) paragraphs describing the repeal initiative in great detail and describing the name and celebrity status of the sponsor of the death penalty repeal initiative.

He then spent one (1) paragraph about a "rival measure" without describing ANYTHING about its sponsors. He neglected to mention that the death penalty supporters include noted elected officials including District Attorneys, Police Chiefs and Police Unions from throughout the

State of California.

Most importantly as he never does, he did not mention crime victim groups who are well known and who helped defeat the 2012 death penalty repeal, and helped promote the landmark "three strikes" law and many crime enhancement measures.

Why Focus On Rip Van Egelko?

It is manifestly important that this aberrant clown be called out.

We as police officers in San Francisco and the Bay Area are subjected to his terrible journalism and we have an obligation to crime victims, to our agencies and unions, and to our families that there are two sides to the discussion as to who is responsible for criminality, who should pay for it and how justice should be dispensed in a free and democratic society.

We know that the Jeff Adachi's, the cop haters, and the provocateurs will spill their venom. We also know that we obey the rule of law and respect what the jury system decides in the greatest justice system in the World.

But we do deserve justice for victims who were denied their right to live and especially when their murderers were convicted, and had appeals that last decades.

Is that too much to ask?

Is it too much to ask that journalists write the truth?

I know that is not too much to ask.



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S.F.P.D. Auxiliary Law Enforcement Response Team A.L.E.R.T.

“Volunteers providing support to the SFPD and San Francisco in times of need and disaster”

By Mark Hernandez (SFPD, Ret.)
SFPD ALERT Program Coordinator

The S.F.P.D. Auxiliary Law Enforcement Response Team (A.L.E.R.T.) began with the first training class in April of 2013, and now has 115 active members.

Since that first class, we have provided seven training drills for our ALERT members, covering various aspects of the duties they may be asked to perform when deployed. We've also provided nine additional (new) volunteer training classes since that first one in April of 2013.

We celebrated reaching the mark of 100 trained volunteers with a BBQ at the Academy in April of 2015, and we've conducted outreach to the community in various ways at more than twenty events each year.

We also presented our very first Certificate of Commendation to ALERT member Rodney Yee for assisting a stabbing victim in Justin Herman Plaza, in June of this year.

ALERT members are also active in helping the program develop and grow through participation in a number of working committees, designed to assist the ALERT Program Coordinator, Mark Hernandez (SFPD, Ret.).

ALERT quite literally would not be possible without the incredible support of many members of the SFPD family who give of their time to



provide instruction during our new trainee classes and training drills.

We'd like to take this opportunity to thank the following SFPD personnel in particular, for their time and effort:

Deputy Chief Lyn Tomioka (Ret.)

Commander Robert O'Sullivan

Captain David Lazar

Captain Mark Osuna

Captain Greg Yee

Lieutenant Kirk Yin

Sgt. Lisa Frazer

Sgt. John Ferrando

Sgt. Jeff Smethurst

Off. Oliver Reich

Off. Ray Padmore



ALERT volunteer Class #10 (Oct. 24th, 2015)

Off. Roly Canales (Ret.)
(Reserve Officer)

Edward Whitmore

Lou Fischer

Mario Giaccobe

Jamey Frank

Ken Craig

A special thank you to our ALERT committee members who help to keep the program moving forward and running smoothly:

Dave Flynn

Carol Kunkle

Sally McDonnell

Andre Bolaffi

David Bolaffi

Jeff Curry

To learn more about the SFPD ALERT program, please visit our webpage, at www.sanfranciscopolice.org/alert.

We wish everyone in the SFPD and ALERT families a very Happy and Safe Holiday Season!

Our Most Generous Season

By Sarah Burton,
Executive Director
SAFE

The Holiday Season is officially upon us and we now have just a few short weeks until the end of the year. This is a great time for reflection, thankfulness, and generosity towards others.

Here at SAFE we are constantly reminded of how generous our community is: the police officers that go above and beyond to make sure their community is safer; a neighbor that created jobs to take care of the homeless family on their block; all the donations of food and gifts that go to children and families during the holidays. I encourage all of us to remember the generosity that is displayed during this season, and continue to foster that throughout the year, not just the last few months of the year.

Unfortunately, there are also those

who would prey on our generosity. There have been several scams that have been conducted in San Francisco, as well as around the country, that capitalizes on generous people. Please be aware and make sure that you or your loved ones are not the next target:

- Never give money or valuables to a stranger, even if they promise you will get it back right away
- Always be wary of stories that are too good to be true (large amounts of money, inheritance, miraculous healings), as they usually are
- Just because someone is dressed well and is well spoken doesn't mean they are trustworthy
- Never give credit card or other personal information (social security number, bank account numbers, driver's license number, etc.) over the phone if you are not positive that the caller is from the company they claim to be. Ask to call them back and use only the number posted on your bill or their official

website, not the number given to you over the phone

- Be very wary of any company, professional or legal organization that asks for payment in gift cards or wire transfers to banks outside of the country
- NEVER put bank account or credit card numbers in an email
- Scams can occur online, through email, over the phone, or in person, so don't think it can only happen one way!

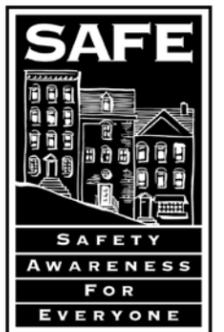
The elderly and immigrant populations are especially susceptible to these types of scams. Take the time to speak to your family and friends and make sure that they understand how to protect themselves. If you think you or someone you know has been the victim of a scam, contact the police department and record all the details while they are fresh in your memory.

For a full guide on safety tips for the holidays including personal safety, shopping safety, pick-pocket-

ing prevention, identity theft and identifying suspicious activities, contact SAFE today at info@sfsafe.org.

Make sure to deter thieves and scammers so you can be generous to people and causes or your choice! And when you're putting together your gift list this year, remember organizations like SAFE (donations to our 501(c)3 non-profit are fully tax-deductible). If SAFE has helped you create a Neighborhood Watch Group, provided safety information that has made a positive difference in your life, or made you a more attentive citizen, please support us. Visit www.sfsafe.org, and make a donation today.

Have a question? Contact me at sarah@sfsafe.org. Have a wonderful holiday and be SAFE!



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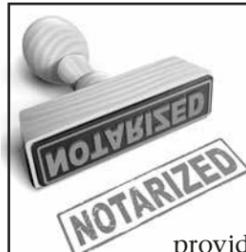
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Former San Francisco Police Officer
Former San Francisco Assistant District Attorney (1979-1997)



New SFPOA Member Benefit (Retired and Active)

By Martin Halloran, President

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New Orleans Refuses to Pay Court Costs of Some Officers Accused in Civil Suits

NEW ORLEANS, LA — Some local attorneys say the city of New Orleans is turning its back on the men and woman who protect and serve.

WDSU Investigates has learned City Hall is refusing to defend some current and former police officers facing what's being called frivolous civil litigation, meaning many on the force have to foot the legal bills themselves.

It's a practice the Police Association of New Orleans said sends a bad message, but one the city is defending.

And the examples used by PANO are mounting.

The trouble for New Orleans Police Department Officer Lisa Lewis began in the summer of 2014 on Mimoso Court in Algiers.

Lewis said she conducted a traffic stop on 26-year-old Arturo Bennet and found he had four outstanding warrants for his arrest.

There was a scuffle and a shooting erupted in which Bennet was wounded.

Controversy ensued when it was revealed that Lewis was not wearing her department issued body camera.

Neither Lewis nor the other officers involved in the case faced any criminal charges, and Bennet was arrested.

However more than a year later, Bennet filed a federal civil lawsuit against the NOPD, the superintendent and three officers, including Lewis.

One of the officers named in that filing is Lucretia Gantner. Gantner was not at the scene of the shooting but had a brief encounter with Bennett one day earlier.

Gantner's lawyer, Eric Hessler, told WDSU Investigates that the city informed the six-year veteran that it will not be defending her in court and that she's on her own.

Hessler is also the spokesperson for the Police Association of New Orleans. He said the city is "all too often" turning its back on officers.

And the situation doesn't stand alone.

Hessler shared a letter that the city sent former Officer Jason Giror two years ago.

Giror was one of the officers involved in a shootout with two brothers — Earl and Justin Sipp.

Justin Sipp was killed in that incident. The officers involved were cleared after an investigation showed the Sipp's fired on them first.

But a year later, Earl Sipp filed suit against Giror and the city declined to defend him.

"When there is a civil lawsuit filed against a police officer who is acting in the course and scope of his employment, historically the city will represent them and assume the liability," Hessler said. "Unfortunately, over the last several years we have seen they are not very diligent about doing so and sometimes outright refuse to."

And it goes all the way to the top.

Even former NOPD Superintendent Warren Riley is on his own.

He's named in the wrongful death civil suit filed by the family of Henry Glover against the city of New Orleans and NOPD, and like the others, he has to come up with the cash for his own legal defense.

Former Deputy Superintendent Jerry Ursin, now the No. 2 man at the Orleans Parish Sheriff's Office and another longtime now-retired officer, Frank Ruiz, are also named in lawsuits from their days wearing the NOPD badge.

The city isn't defending them.

"For all indications, it looks like the city is just abandoning police officers. They're on their own for representation, which is very expensive," said attorney Pat Fanning. Fanning represents Ruiz.

"Employers have some obligation to provide counsel for employees who are charged with doing something in the course and scope of their duty and get sued for it," Fanning said.

When asked if the city refuses to represent officers involved in civil matter, former city attorney Sharonda Williams said, "We do it on a case by case basis. There is a policy memo that gives me the discretion if the employee should be represented by the city."

Williams resigned from the position in Oct. 2015. She spoke with WDSU Investigates before her departure.

WDSU Investigates obtained the policy memorandum from the chief administrator's office. It was drafted

in 1987.

The document lays out guidelines regarding the legal defense of officers.

It reads:

"In civil actions, city employees will be entitled to legal representation in the defense of the allegations." It goes on to say, "Such defense will be provided at no cost to the city officer or employee. Representation will be generally provided by the city attorney's office."

But Williams said they interpret it differently.

"It says that but it also gives me the discretion to make a decision based on the facts of the allegations," Williams said.

It's not uncommon for the city attorney's office to defend workers when civil cases are brought against them.

Recently, New Orleans Mayor Mitch Landrieu was held in contempt and faced the possibility of house arrest.

Civil Court Judge Kern Reese held the mayor responsible, when City Hall was unable to pay past and current firefighters tens of millions of dollars they were owed.

Unlike the officers we named in this story, his defense was paid for by taxpayers. It was handled by the city attorney.

"For the mayor to come in and say, 'I can use the city attorney to defend me, but not people putting their lives on the line,' is a problem. It really is," said legal analyst Robert Jenkins.

"We represent police officers in all sorts of lawsuits," Williams said. "There are some instances where we

don't, I mean, the mayor is represented all the time."

Hessler said the city's positions hurts.

"It's a horrible message to send," he said. "That's why it's not below those 'we're hiring' signs. They don't want this advertised or known, but rest assured they pick and choose what they will defend regardless of the circumstances."

The city said it also has the option of asking officers to seek their own representation and to have them seek reimbursement from the city later.

But the NOPD starts officers out at annual salaries of about \$40,000. Lawyers said if a case drags on for months or years, legal bills can easily eclipse that number.

WDSU checked with the Jefferson Parish Sheriff's Office, the Gretna Police Department, the Westwego Police Department and the police departments in Mandeville and Covington.

All said that if their officers or deputies are sued in civil courts, the parish or city picks up the legal costs.

In the case of Giror, he was terminated by the department after making an improper and insensitive remark about the Travon Martin case.

The incident in which the city chose not represent him happened prior to his termination.

From WDSU.com

The post New Orleans Refuses To Pay Court Costs Of Some Officers Accused In Civil Suits appeared first on Labor Relations Information System.



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navy, black, grey, light blue
(s-m-l-xl-2x) \$20.00
- Kids' t-shirts (navy)** \$15.00



Contact:
Officer Susan Rolovich
415-608-6191 (cell)
415-752-6255 (stables)

*Shirts created by
T and B Sports
(San Rafael)*



San Francisco Fellowship of Christian Peace Officers

"Cops for Christ" WINTER LUNCHEON

The San Francisco Chapter of the Fellowship of Christian Peace Officers is Hosting a Winter Luncheon All are welcome!

WHEN: Thursday, December 3, 2015 12:00-1:00 p.m.

WHERE: POA Board Room, 800 Bryant Street, 3rd Floor

GUEST SPEAKER: C.J. Bergmen is the lead planting pastor of Citizens Church in San Francisco. He and his wife Renee, and their 2 kids, live in the Richmond neighborhood. They have been in the city for 3 years. Citizens Church has met publicly 3 times in the Haight neighborhood, where they are seeking to plant a church.

*Please come for a great lunch and message from
Pastor C.J. BERGMEN!*

Lunch catered by Pancho Villa.

No Cost

WIDOWS' AND ORPHANS' AID ASSOCIATION

PO Box 880034, San Francisco, CA 94188-0034 ♦ Established 1878 ♦ Telephone 415.681.3660

The Widows and Orphans Aid Association of the San Francisco Police Department held its monthly Board Meeting on Tuesday, November 10, 2015. The meeting was held in San Francisco at 850 Bryant Street, Room #150, at 1:45pm.

Roll Call: President John Keane, Vice-President Sally Foster, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees John Centurioni, Leroy Lindo, Ray Kane, James O'Meara, and Al Luenow were present.

Approval of the Minutes: Trustee Al Luenow made a motion to approve the minutes of our October 13, 2015 meeting. Trustee Ray Kane seconded the motion, which passed without objection.

Receiving Applications for New Members; Suspensions and Reinstatements: On Tuesday November 17, 2015, WOOA Trustees responded to the Police Academy and met with the new academy class (Recruit Class #246) to present our Organization to them for new members. Leroy signed up the ENTIRE class of 35 members, who are scheduled to graduate this Friday.

Senior Trustee John Centurioni made a motion to reinstate suspended member Don West who sent his back dues and fees. Trustee Leroy Lindo seconded the motion, which passed without objection. Don West was reinstated as a member in good standing with the WOOA.

Communications and Bills: Treasurer Dean Taylor presented the regular monthly bills and the following death benefits for the beneficiary(s) of our fallen members: Alan Johnson, George Matelli, and Leo McAllister. Treasurer Taylor additionally presented our yearly fees, for services rendered, by Burr, Pilger, and Mayer (Audit) and by Tired and Company (Taxes), which will be documented in our End of the Year Annual Report. That report will be available on our website in February (sfwidowsandorphans.org). As I do annually, I offer to mail our Annual Report to any member who does not use a computer, or wishes to have a copy sent through the mail. To order a copy, please refer to our mailing address and phone number in the **To All Members** section below. Trustee John Centurioni made a motion to pay all bills presented. Trustee Ray Kane seconded the motion, which passed without objection.

Report of Trustees: The following WOOA members were reported as recently deceased. **Cliff Fogarty, age 54:** Cliff Fogarty was born in San Francisco, California. Cliff entered the San Francisco Police Department on April 26, 1982. Cliff wore star #255. Cliff worked at the following units during his 32 year career: Northern Police Station (August 22, 1982), Potrero Police Station (December 5, 1982), Company K (August 8, 1983), Potrero Police Station (November 16, 1983), Communications (June 29, 1984), Potrero Police Station (September 10, 1984), Richmond Police Station (September 14, 2002), and Tactical Company (September 18, 2010). Cliff retired with a service pension on October 25, 2014. Cliff was awarded the following Com-

mendations: For services rendered on May 25, 1987, Cliff Fogarty and Officer (now Lieutenant) Peter Thoshinsky were awarded a Police Commission Commendation. The Officers observed flames shooting from an apartment on the 15th floor of the Geneva Towers. Fogarty and Thoshinsky responded and met with a building employee. Fogarty and Thoshinsky were able to break into the emergency fire cabinet and used the available resources to fight the flames until the Fire Department arrived. Cliff received another Police Commission Commendation for services rendered on March 16, 1989 on a call of Shots Fired at Middle Point and West Point roads. Cliff and Officer Wallace Gin, fully aware of the potential danger to themselves, located and pursued the fleeing suspect vehicle. Cliff and Wally arrested two gang members, and recovered two high-volume assault weapons. For services rendered on August 14, 1991, Cliff and Officer Douglas Clennell responded to the area of 30 Espanola on a call of Shots Fired. Officers Fogarty and Clennell spotted the reported suspect vehicle, a late model green Mercury Cougar. The officers had knowledge that the Mercury Cougar was reported to have been involved in recent shootings and robberies in the area. The Officers attempted to stop the vehicle, which promptly fled at a high rate of speed. A chase ensued, and the suspect vehicle lost control at 3rd and Newhall Streets, crashing into a parked auto. The Officers exited their vehicle to approach the suspects and vehicle. The driver of the Mercury Cougar placed the vehicle in reverse and drove backwards, trying to run over Officer Cliff Fogarty. Cliff jumped out of harm's way and back into his police vehicle. The suspect driver then drove forward as the Officers again approached to affect the arrest. Officer Fogarty with his service revolver, and Clennell with a shotgun, heard the suspect chamber a round into a shotgun. Officers Fogarty and Clennell took positions of cover. Fogarty rushed the passenger in the suspect vehicle who pointed a shotgun at Cliff's head. Cliff grabbed the shotgun and, without firing a shot, disarmed the suspect. During this time, the driver reached for a second shotgun in an attempt to shoot Officer Clennell, who was able to stop the suspect from gaining control of the weapon. A third suspect was removed from the vehicle without incident. The shotguns were sawed off. There were several rounds of ammunition, and the suspects had ski masks in the vehicle. For services rendered, Officers Fogarty and Clennell each received a Silver Medal of Valor.

Cliff was known as the consummate family man, and had a close relationship with his children. Cliff's education started at St. Cecilia Grammar School, and continued to Sacred Heart High School in San Francisco. Cliff proudly served his country as a member of the U.S. Marine Corps, and followed in the footsteps of his father, Eugene Fogarty, and joined the San Francisco Police Department and wearing S.F.P.D. star #255 which was worn by Fogarty's (father, great grandfather, and great Uncle) for over 100 years. Cliff met and later married Gina Sahagin in a winter ceremony in

Yosemite National Park in 1983. Cliff passed away from long-term pulmonary health complications on October 26, 2015 surrounded by his beloved wife Gina and family. Cliff is survived by his wife Gina, his children Angela, Amanda, Adam, and Alexander (the cherished "A-Team"), his aunt Beverly Nelson and Sr. Joseph Eugen O.P., and many nieces and nephews. Cliff was affectionately called "Poppie" or "Daddi-o" by his children.

Alan Johnson, age 79: Alan Johnson was born in San Francisco, California on March 12, 1930. Alan's listed occupation prior to the San Francisco Police Department is listed as "P.G.&E. Laborer." Alan Johnson entered the S.F.P.D. on June 16, 1957, wore star #1233, and worked at the following units during his career: Northern Police Station (September 23, 1957), Richmond Police Station (May 19, 1958), Southern Police Station (February 23, 1959), Co. K/AIB (February 2, 1966), Southern Police Station (February 3, 1966), I.D. Bureau (May 2, 1966), Ingleside Police Station (February 2, 1975), Pat Bur. (March 31, 1976), Ingleside Police Station, B.C.I. (July 26, 1976). Alan was promoted to Sergeant on June 4, 1980, and retired with a service pension on July 6, 1982 with 25 years of service. Alan was a 29-year resident of Discovery Bay. Prior to entering the S.F.P.D., Alan served in the U.S. Navy for 4 years. Alan was also an avid runner, and bowler. Alan was often seen running around Discovery Bay well into his 70's. Alan was preceded in death by his wife of 40 years, Diane. Alan is survived by his children Joseph Johnson (Laura) of San Bernadino, Marita Spes (Frank) of Daly City, Cheryl McCoy (Dave) of Antioch, and several grandchildren.

Report of Special Committee: Presently we have two Special Committee projects that are active. Our Actuarial Study is in progress, and we have delayed the completion of our Constitutional By-Laws "rewrite" pending the outcome of the study. Ray Kane has spearheaded the effort of our Actuarial Study and reported that we should receive a completed report with recommendations, next month. Upon receiving the Actuarial Study results, we will concentrate on presenting our recommended changes on our rewrite, which is subject to approval by members. The Actuarial Study, as I have consistently documented in previous articles, will give us recommendations on age requirements for membership, yearly dues, and projections on mortality rates in relation to our membership age categories. We have attempted to weather the storm with rising costs of business, rising number of fallen members, and an unstable investment market. We are dedicated to ensuring the best possible course of action to keep our organization healthy and stable.

Unfinished Business: Vice President Sally Foster and Trustee Ray Kane reported that the Actuarial Study showed that we have 35 member files that do not have a listed beneficiary. The WOOA has contacted these members and gave notification. ***

New Business: The following nominations were presented for WOOA

Board positions in 2016:

- Secretary Mark McDonough nominated Vice President Sally Foster for the position of WOOA President. Trustee John Centurioni seconded the motion.
- Secretary Mark McDonough nominated Senior Trustee John Centurioni for the position of WOOA Vice President. Trustee Jim O'Meara seconded the motion.
- Secretary Mark McDonough nominated Treasurer Dean Taylor to continue as WOOA Treasurer. Past WOOA President Robert Maddux seconded the motion.
- Trustee Al Luenow nominated Trustee Leroy Lindo for the position of Senior Trustee. Senior Trustee John Centurioni seconded the motion.
- Secretary Mark McDonough nominated Ray Kane to continue as Trustee. Trustee Jim O'Meara seconded the motion.
- Trustee Al Luenow nominated Jim O'Meara to continue in the position of WOOA Trustee. Senior Trustee John Centurioni seconded the motion.
- Secretary Mark McDonough nominated outgoing President (in 2016) John Keane to the open Trustee chair. Trustee Jim O'Meara seconded the motion.

The 2016 Nominations were then closed.

Adjournment: President John Keane led our board in a moment of silence for our passed members. President Keane then scheduled our next meeting for Tuesday, December 4, 2015 at 3:00pm. The meeting will be held in the San Francisco Hall of Justice, 850 Bryant Street, Room #150, prior to our meeting downtown with our Banking representatives.

To All Members: Please visit our website at sfwidowsandorphans.org to effect a change of beneficiary. Click on the "resources box" that is located on the upper right side of the tool bar of our home page. Please use a desktop and not a laptop computer. Use the form for beneficiary changes, and for address or contact changes. A beneficiary change requires a signature by a WOOA Board Member or from a Notary. Please send the form to **WOOA, P.O. Box 880034, San Francisco, California 94188. We can be contacted by telephone at 415 681-3660.** Our continued thanks go out to **Retired Captain Paul Chignell** of the POA who continues to assist us when we experience difficulty in contacting retired members. We also give thanks to the Personnel Office of the S.F.P.D and **Lieutenant Nick Rainsford** and **David Ng** who assist us with personnel information for our obituary section. Our final thank you goes to **Sergeant Rachael Kilshaw** and **Risa Tom** of the Police Commission Office who provide award information for our obituary section.

Mark McDonough,
WOOA Secretary

In Memoriam...



The following San Francisco Police Officers were killed or died in the line of duty in the month of **December** of ...

- 2006: Officer Bryan Tuvera, shot by escaped convict during foot pursuit.
- 1967: Officer Herman George, ambushed at his desk by riflemen outside the station.
- 1956: Sergeant Joseph Lacey, shot while attempting to stop armed robbery of tavern.*
- 1955: Officer Gordon Oliveira, killed in Solo motorcycle collision.
- 1937: Officer Waldemar Jentzsch, killed in Solo motorcycle crash pursuing speeding car.
- 1927: Officer Frederick Nuttman, killed in radio car collision.

- 1920: Detective Sergeant Miles Jackson, shot arresting gang-rape suspects.**
 - 1920: Officer Lester Dorman, shot arresting gang-rape suspects.**
 - 1916: Officer Martin Judge, struck by a streetcar while on foot patrol.
 - 1909: Patrol Special Theodore Canham, electrocuted by downed power line.***
 - 1886: Officer Edwin Osgood, stabbed by passer-by while on foot beat.
- * Sgt. Lacey's nephew, Sgt. Brian McDonnell, was killed in 1970 bombing of Park Station.
 ** The suspects were lynched from the Santa Rosa jail and hanged.
 *** This Officer's name is not on the official SFPD Memorial Wall.

Learn more about San Francisco's Finest who died in the line of duty:

Visit the *Officer Down Memorial Page* at www.odmp.org/agency/3445-san-francisco-police-department-california

Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)

Deaths

The POA Journal was notified* of the recent deaths of the following SFPD members, non-sworn employees (n/s), or affiliated persons:

Name of Deceased	Date of Death	Age	Status	Notification by
John Stephen Sully	November 9, 2015	71	Former SFPD	M. Ortelle
John C. Sweeney	November 18, 2015	80	Retired SFPD	J. Sweeney, Jr.

*Notifications are made by a POA member, family member, or other reliable source.
 The POA Journal believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, with prior approval of the editor, as a sidebar piece. The Journal will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the Journal will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.

**** IMPORTANT TAX INFORMATION ****

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Always Have. Always Will.

Fallen Officers Not Forgotten

The beautiful bronze and granite California Peace Officers' Memorial located on State Capitol grounds in Sacramento contains the names of more than 1,500 courageous peace officers who have laid down their lives in the line of duty protecting and serving their fellow Californians. Tragically, every year more names are added.

You can help the CPOMF in our mission to underwrite the annual California Peace Officers' Memorial Ceremony, maintain the memorial monument, subsidize survivor support groups, and support the families of our fallen heroes through our educational grant and financial assistance programs.

California law allows taxpayers to make voluntary tax-free contributions on their personal state income tax returns to the "California Peace Officers' Memorial Foundation Fund". Simply indicate the amount to be donated where instructed on the tax return form. Importantly, the law requires that all contributions be used to maintain the California Peace Officers' Memorial and for activities in support of the surviving families of our brave men and women peace officers who have made the ultimate sacrifice. We urge the more than 100,000 peace officers serving California to help us **Take Care of Our Own**.

FORM 540

California Resident Income Tax Return 2015

California Peace Officer Memorial Foundation Fund • 408	00
110 Add code 400 through code 419. This is your total contribution..... • 110	00

California Peace Officer Memorial Foundation Fund.....\$10.00

CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONY – MAY 2, 2016

CPOMF is a 501(c)(3) non-profit charitable organization, Federal Tax ID #95- 4350983
 For more information please visit our website at www.camemorial.org

Looking For an End of Year Tax Donation??

By Robin Matthews
 BALEAF Secretary

Greetings one and all! If you're looking for an end of year tax deduction, why not consider making a donation to the Bay Area Law Enforcement Assistance Fund (BALEAF)? BALEAF is a non-profit, 501(c)(3) tax exempt organization that provides assistance to law enforcement officers, civilians, and their families throughout the Bay Area who have either been killed in the line of duty, have suffered a serious injury, or have suffered a catastrophic event.

BALEAF was formed in 1999, and has been assisting SFPD members and their families, along with other law

enforcement agencies in the Bay Area, ever since. There are no administrative costs paid out of donations that are made to BALEAF, as 100% of those costs are paid for by the annual donations made by those serving on the Board of Directors. We hope that you never need, us but we're here if you do.

For more information about BALEAF, or to make a tax deductible donation, please check out our website at www.baleaf.org, our Facebook page, or you can mail a check, made out to BALEAF, to P.O. Box 31764, San Francisco, CA 94131.

Thank you for your support. Everyone on the Board of BALEAF wishes everyone a happy, healthy, and safe holiday season.

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By Al Casciato

Question(s) of the Month:

Q: Can SFPCU's Personal Auto Buying Service also assist members who want to purchase used vehicles, including high-end cars, such as a Tesla?

A: Yes, as of this summer, due to popular demand from members, this no-cost service developed a program to assist SFPCU members who are looking to purchase a used car, including many high-end vehicles, such as Porsches. In the case of Tesla, all of Tesla franchise dealerships are owned by Tesla and are not independent dealership franchises. For that reason, there are no auto buying services that can sell a new Tesla or a certified pre-owned Tesla. However, having recently completed Fiat's application process, the Personal Auto Buying Service will be able to sell used Fiats on January 1st 2016.

In terms of the process, after obtaining information on the desired vehicle, the Personal Auto Buying Service consultant will do a search through the inventory of the Advanced Priced franchise dealership to locate the vehicle closest to the member's residence, and set up a no-hassle test drive. While there isn't a set discount offered, the price of the selected vehicle will be under the advertised on-line price that the dealer has listed. All used vehicles sold will also come with a warranty. To get assistance in purchasing a specific used car, contact them at 650-493-5209, or toll-free at 800-716-9550. You can also contact the service via the SFPCU website at <https://www.sfpcu.org/autobuyingservice>.

Q: Does SFPCU offer mortgage loans?

A: Yes, for over 25 years, the Credit Union has offered members a wide selection of home loan options, including fixed and variable rate loans. In September of this year, **Mayra Mizrachi** joined SFPCU as the new Senior Vice-President of Lending as part of a lending enhancement initiative. She and her team are working to identify and implement "best practices" for the Mortgage Lending division, including setting up additional employee training, obtaining professional certification and improving turnaround times for funding. Additional plans

include taking advantage of a newly installed mortgage application technology as a first step toward moving to a "paperless" environment, which will enable SFPCU to offer its members increased ease of use, and an overall positive experience when applying for a mortgage.

...Current Promotions:

Detailed information on all of the current promotions can be found on our website at www.sfpcu.org/promotions.

Product/Service	Offer
Visa Platinum Available 10/1-12/31 2015	Enjoy 0% APR on new card purchases, and 0% APR on balance transfers for 12 months*
New Member Referral Available 10/15-12/31 2015	Receive \$25 when you refer a family member or eligible co-worker; that person can receive up to \$75**

*APR = Annual Percentage Rate. Promotional offer valid 10/01/15 - 12/31/15, purchases and balance transfers must be made during this period to qualify. 0% introductory APR on purchases for new cards only, and is effective through the January 2017 statement period. Balance transfer offer is only valid on balances transferred from other financial institutions. A balance transfer fee of \$5 or 1% (whichever is greater) will be charged. The balance transfer rate of 0% APR is valid for 12 months from each transaction date. All new applications are subject to terms, conditions and credit approval. Rates, fees and terms are subject to change at any time.

** Offer valid 12/31/15. Referral Bonus: Within 5 business days of new member account opening, \$25 will be credited into referring member's Savings Account. New Member Bonus: \$25 will be used as opening deposit for the new member's account and shall be reversed and returned to SFPCU if account is closed within 12 months after opening. \$50 bonus: New member must open a new Global ATM Checking account with \$25 minimum opening deposit during the promotion period. Within 60 calendar days of account opening, a \$500 monthly direct deposit must be initiated. Rates, terms and conditions are subject to change.

...Give us your Feedback: If you have feedback about any matter at the Credit Union, please send a note by going to www.sfpcu.org/contactform. If you have a specific concern, the credit union encourages you to work with branch or call center staff who can answer questions and promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. Have something you'd like to see in this column? You can contact me at alcasciato@stisia.com.

...Membership: Credit Union membership is open to most first responders, selected support personnel, and their family members in the 9 Bay Area counties. To see a full list of eligible memberships visit www.sfpcu.org. Growing the membership helps the CU provide the very best products and services.

Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Vice-Chairman and can be contacted at alcasciato@stisia.com.

Retirements

The San Francisco Police Officers Association congratulates the following members on their recent service retirements from the SFPD. These veterans will be difficult to replace, as they take with them decades of experience and job knowledge. The most recently retired SFPD members are:

- Sergeant David Kamita #1392 from Airport FOB
- Officer Rafael Labutan, Jr. #2070 from Medical Liaison
- Officer Candice Williams #1845 from Airport FOB
- Officer Keith Ybarreta #863 from Property Section, Fleet Mgmt.

All of the above listed on SFPD Personnel Orders #23 (October 21, 2015), #24 (November 4, 2015), #25 (November 18, 2015)..



SF Dispatcher of the Month



Edwin M. Lee
Mayor

Department of Emergency Management

1011 Turk Street, San Francisco, CA 94102

Division of Emergency Communications
Phone: (415) 558-3800 Fax: (415) 558-3843

Division of Emergency Services
Phone: (415) 487-5000 Fax: (415) 487-5043



Anne Kronenberg
Executive Director

Date: October 30, 2015

To: Katie Torres, Public Safety Dispatcher

From: Evora Heard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month – November 2015

The Department of Emergency Management has selected you "Dispatcher of the Month for November 2015" for the 406 at 8th/Market. Your display of calm professionalism was impressive to all privy to the composed tone of your voice.

When the unit's distressful transmission of "shots fired" came into your ear, you without delay made the notification to all units the need for response. As the details came in, you expeditiously disseminated pertinent information to assist on scene and en route units in an organized progression of assignments and duties. You followed the department policy as if you handled this type incident on a daily basis. Fact is, Dispatchers go an entire career and never have to handle a 406, it is that rare and we are thankful.

Once things settled down a bit, Lt. Banta called to compliment "Dispatch" on a job well done. It is a given the entire room assists in any way possible. The lieutenant made a point of acknowledging you individually. He said your "calm demeanor was key to ensuring officer safety".

Katie you are the shining example of a true veteran dispatcher. In your many years of service your dedication to perform at an optimal level has never wavered. Your ability to handle the 406 as precisely as you did is a true testament of your knowledge, skills, and ability to do the job. You are respected by your peers past and present. The countless number of good dispatchers who have benefited from your training are many. Again, you are the great example to aim for greatness.

I can safely say a 406 call from a unit is a Police Dispatchers worst nightmare. It makes no difference between a veteran or a new hire. There is a constant mental preparation for the "just in case". Details of units on "hot" calls, foot and vehicle pursuits, 585's to name a few examples are highlighted. Dispatchers take pride in making sure we play our part in ensuring "our units" are provided the necessary and proper support. The common goal is for all to go home safely at the end of each watch. Our code of conduct and ethics is a strict one. You are a leader in a proud group.

Thank you Katie for a tremendous job well done during an extremely high profile incident. You are a true asset to the Department of Emergency Management.

For being selected Dispatcher of the Month we are able to offer the following:

- Parking in the "Employee of the Month" space for the month of November 2015
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen
- Philz Coffee Gift Card

cc: Robert Smuts – Deputy Director,
Division of Emergency Communications
Cecile Soto – Operations Manager
DEM Everyone – via email
Personnel File

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POA Gives Thanks By Giving

Thanksgiving Meals For Those In Need

By Martin Halloran, President

Every Thanksgiving season the POA sponsors the distribution of holiday turkeys to families in need. This year was no different. In the days leading up to Thanksgiving members from the POA handed out free turkeys to those in need throughout the City. The first stop is always St Anthony's Dining Room in the Tenderloin. The Missionary Monks appreciate our contributions every year since they have an extremely large cliental that they serve every day outside of Thanksgiving day. Members also made stops in the Western Addition with the help of President London Breed from the San Francisco Board of Supervisors. With plenty of turkeys in hand POA members then distributed turkeys in the Bayview Hunters Point, the Oceanview, and in Chinatown. We hope the recipients of these turkeys will enjoy the holiday season just a little bit more. It was difficult to tell who benefited more from this giveaway, those who received a turkey or the POA members who enjoyed the gift of giving.

Baskets of Love



Bayview Station Turkey Giveaway



St. Anthony's Dining Room



UCSF Koret Family House



L to R Al Luenow, retired SFPD; Edie Lewis, SFPD; Susan Hom, Airport Bureau (civilian employee); James Holman, AAU; Sylvia Liu, (sister-in-law of Susan Hom) and Kevin Martin, SFPD Retired, Co. B.

By Kevin Martin, Retired

The UCSF Koret Family House provides housing and great care for families with children who are battling cancer and other life threatening diseases. Under the direction of Edie Lewis, and through the generosity of the POA and Academy of Art University, six volunteers pulled out all the stops to shop, clean, cook and prepare a wonderful family dinner for close to forty people!

The SFPOA's involvement with Family House started back in 2008. The Academy of Art University became involved with Family House in 2012.

Edie Lewis has taken the reins from Kevin Martin and Patrick Cagigan (Retired SFPD) and has incorporated the help of many officers including a steady stream of Academy Recruits to get involved and see a brighter side of police work.

A special thanks to Anecia Price-Bennet of the AAU for her great talents and wonderful effort to supply a most unique Thanksgiving Cake shaped like a turkey.

Anecia, you along with Marty, Mike, Susan, Sylvia, Edie, James, Al and Dr. Stephens represent the very best of the great institutions you serve!

Tenderloin Station



POA Holiday Safety Tip



DON'T FLY AND TEXT.

Congratulations to Sheriff-Elect Hennessy

By Martin Halloran, President

On behalf of the men and women of the San Francisco Police Officers Association, I congratulate Sheriff-Elect Vicki Hennessy for her victory in the November election. She will be an effective and knowledgeable Sheriff. She has the experience, the skills, and the motivation to best serve the people as the top elected law enforcement officer in the city and county.

All of us in the POA look forward to working with Sheriff-elect Hennessy and her Department to keep thugs and criminals off of our streets.



PHOTO CREDIT: AP PHOTO/ERIC RISBERG

BALEAF Board Member Highlight

Ken Cottura

By Robin Matthews
BALEAF Secretary

Greetings! This is the ninth article that I'll be doing for you this year to introduce you to the BALEAF Board so that you can learn a little bit more about us. BALEAF — the Bay Area Law Enforcement Assistance Fund — is a non-profit organization that was formed in 1999, and provides support to law enforcement officers and their families who have either been killed in the line of duty, have suffered a serious injury, or who have suffered a catastrophic event.

This month's profile is going to be on Ken Cottura. Ken is a San Francisco native who grew up in the Portola District; he attended Woodrow Wilson High School, City College of San Francisco, and San Francisco State University, where he earned a B.A. in Sociology in 1973. Following his graduation from S.F. State, Ken entered the San Francisco Police Department as a member of the 124th Academy class.

Ken served throughout the Department in his career, first at Ingleside Station as an Officer and then at Mission Station as an FTO. In 1980, he was promoted to Sergeant and served at Northern Station as an FTO Sergeant, followed by the Academy as the Basic Training Coordinator. In 1997, he was promoted to Lieutenant and assigned to Taraval Station for a short time before working at Central Station and then back to Mission again. He was transferred to the Airport Bureau, where he served in Traffic, Patrol and Special Operations. In 2006, Ken was promoted to Captain, and retired as the Captain of the Airport Traffic Division in 2007.

While a member of the Department, Ken served on numerous committees, including the design committee for the new Northern Station, radio communications, and one officer training. He was also trained to the Haz-Mat Commander level and attended numerous Command courses on managing critical incidents.

In 1991, Ken became a Peer Support member, and then in 1995, joined the Critical Incident Response Team (CIRT), where he served as a team leader until 2005, leaving the team only when he was promoted to the rank of Captain and was no longer eligible to serve on the team. Ken saw the support value of the CIRT process, and was proud to be a member of a team that helped their own.

In 2008, Ken was asked if he would



be interested in joining the BALEAF Board of Directors, which he wholeheartedly agreed to do. He was proud to be asked to join the organization, and totally supported the mission of BALEAF and their support to law enforcement personnel, both sworn and civilian, of all ranks in their time of need. Ken said, "I feel that this is an extension of what I did on the CIRT team, and feel that officers, deputies and civilian law enforcement members are not islands, they are not alone, and in times of financial or other needs, we in BALEAF can provide emergency assistance."

Ken met his wife, Nancy, in 1985, and married her in 1987; they have 2 daughters, Cassie and Katie. Cassie is expecting a baby boy in March, and Ken and Nancy are both looking forward to being doting grandparents! Katie is a freshman at the University of Nevada Reno majoring in criminal justice. She is thinking about becoming a police officer, and Ken said if she does and she joins the SFPD, he would be proud to have her wear his star #1877.

In 2010, Ken was proudly elected as Secretary of the San Francisco Elks Lodge No. 3 and served until 2014. He loves to garden and is a wine enthusiast, having worked at several wineries as a volunteer, assisting with the crush, press, bottling, and harvest. He has also worked in the tasting room during special events. He currently spends time between their vacation home in Amador County and their residence in Daly City. They hope to move to Amador County sometime in the not too distant future. He is proud to have served as member of the SFPD and hopes to continue serving law enforcement as a member of BALEAF.

For more information about BALEAF, please check out our website at www.baleaf.org. We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at baleaf1025@gmail.com, or on Facebook. We hope that you never need us, but we're here if you do.

SFPD Challenge Cable Car Pull

The SFPD Challenge is fast approaching. Saturday December 5th at Jefferson & Hyde Streets.



The SFPD Challenge is a fundraiser for the Make A Wish Foundation. It includes Cops & Coffee at the Buena Vista Café, an early morning run/walk, a plunge into San Francisco Bay and the famous Cable Car Pull.

The SFPD Challenge is open to everyone.

Contact Officer Ray Padmore for District Station Team registration or for more information. Raymond.Padmore@sfgov.org or 415-837-7005

Get your Cable Pull Team together, your running shoes out of the closet, your bathing suit cleaned and help us defeat the San Francisco Fire Department again this year.

The SFPD Challenge has a Christmas Theme and will feature Santa Claus. This year a special feature will include the Golden Gate Warrior NBA Championship Trophy on display for photos.



So bring your friends, family, camera and start your Holiday Season off right.



PHOTO SUBMITTED BY RAFAEL ROCKWELL

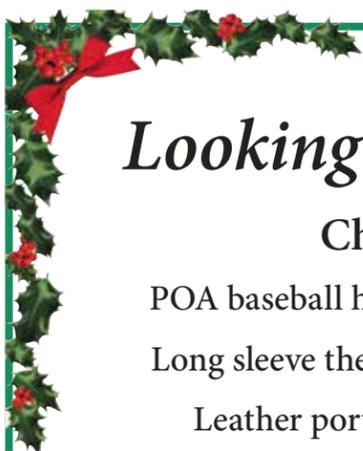
SFPOA and the SFPD Celebrate 40 Years of Women in Patrol

By Martin Halloran, President

On Tuesday, November 10, 2015, a large gathering of active and retired woman members of the SFPD posed for this photo on the Grand Staircase of under the City Hall Rotunda. Included in the photo are several current and

past command level women who were instrumental in bringing and keeping the department into an inclusive age of modern law enforcement.

On behalf of all our members, active and retired, I salute the SFPD's Women on Patrol. Thank you each and all for the many pioneering contributions to our much-evolved profession, and to our much-enhanced professionalism.



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www.sfpoa.org

(Your SFPOA tab, POA Store)



POLICE-FIRE Post 456 NEWS

By Greg Corrales

On November 17th San Francisco Police-Fire Post 456 held our annual Officer / Firefighter of the Year Dinner. Officer Edie Lewis and Firefighter Gregory Colloca were honored for their community service and Officer Mike Tursi and Firefighter Adam Wood were honored for valor. Fire Chief Joanne Hayes-White and retired police chiefs Tony Ribera and Earl Sanders were among the 180 people attending the event. The event was further enhanced by the presence of a number of heroes who had been honored in previous years. Prior honorees Dan Hampton, Rene LaPrevotte, John Payne, Joe Juarez, Jesus Pena, David Parry, Mike Siebert, Tim Paine, Andy Meehan, Joe Salazar, and Gaetano Caltagirone were in attendance. Over the last twenty years Post 456 has honored forty-six police officers and firefighters. Once again, we were supported by the American Legion Cathay Post 384, San Francisco Police Officers Association, and San Francisco Firefighters Local 798. Sincere thanks to everyone who attended the event, we hope to see you at next year's gala!

David Sharp reported in the Associated Press that heroes forged in Afghanistan and Iraq are having their names bestowed on a new generation of warships, joining those whose exploits in World Wars and battles domestic and abroad earned them the distinction of having U.S. Navy vessels christened in their honor. More than a decade after the U.S. hit the ground in the Middle East, two new destroyers bearing the names of Americans who died there are already in service. A third, the future USS Rafael Peralta, named for a Marine killed nearly eleven years ago in Iraq, was christened on October 31st at Bath Iron Works. Sergeant Peralta was posthumously awarded the Navy Cross for heroism after he covered an insurgent's grenade with his body to protect his fellow Marines.

Born in Mexico City, Rafael Peralta came to the United States with his family, attended high school in San Diego and enlisted in the Marine Corps on the same day he received his green card. The guided-missile destroyer bearing his name is one of a handful of U.S. Navy warships to be named for Mexican-Americans, and it's believed by naval historians to be the first to



be named for someone actually born in Mexico, according to Scot Christenson of the U.S. Naval Institute. Peralta became one of the most celebrated Marines from the Iraq war for heroism shown in close-quarters combat against insurgents in Fallujah. He was nominated for the Medal of Honor after Marines said he threw himself on a grenade after being shot and wounded on November 15, 2004. Three defense secretaries (politicians) down-graded the award to a Navy Cross.

"His legacy will carry on," said Ricardo Peralta, who was inspired by his older brother to join the Marine Corps and serve in Afghanistan. "I feel like the USS Peralta holds the spirit of what my brother stood for, and that was God, for his country, the United States, and for the Marine Corps."

Cmdr. Brian Ribota said the ship's crew of 300 will strive to honor the legacy of a Marine who loved his country so much that he had only three things on his bedroom wall: The U.S. Constitution, the Bill of Rights, and his Marine Corps boot camp certificate. "He's the true American story of immigrating to the United States and loving this place so much that he sacrificed his life for all," Ribota said.

The Peralta is one of four destroyers named for a serviceman who died in Iraq or Afghanistan. The USS Jason Dunham, named for a Marine killed in 2004 in Iraq, and the USS Michael Murphy, named for a Navy SEAL killed in 2005 in Afghanistan, are already on duty. The future USS Michael Monsoor, named for a Navy SEAL killed in 2006 in Iraq, is also being built at Bath Iron Works.

Noting that approximately 300 U.S. veterans are sitting on death row in prisons around the country, an advocacy group has called for greater efforts to assist battle-scarred former troops who are convicted of capital murder after their military service. Researchers from the Death Penalty Information Center in Washington concluded that judges, prosecutors and even the White House sometimes fail to appreciate the effect that post-traumatic stress disorder and other mental issues can cause for returning veterans. Richard Dieter, the center's senior programs director said that



L to R: Greg Corrales, Honoree Edie Lewis, Tony Ribera (ret. SFPF Chief), and Gary Gee (ret. Bart PD Chief). PHOTO BY R. LAPREVOTTE

jurors and judges should be required to find a specific connection between a veteran's mental incapacity and the crime committed.

My response to the Death Penalty Information Center is strictly my personal opinion and I am not speaking as a representative of the American Legion. As the son of a veteran, as a veteran, and as the father of a veteran, I am an ardent advocate for veterans. I do not, however, agree with the Death Penalty Information Center. Let me point out the obvious, there are 21.7

million veterans in this country who did not commit capital murder. I find it offensive to suggest that being a veteran somehow mitigates ghastly cold-blooded murders.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on January 12, 2016. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome.

Remembering Jim in Happier Times

Editor —

Each year after the commemoration, I take Jim's son Landon to the gravesite to place flowers and reflect. For the past few years I've been telling him how much his Dad loved the holidays so we ought to place some Christmas bulbs around the headstone...in our own way giving Jim a Christmas to celebrate as he had done so many years in the past.

Jim loved celebrating the holidays! My personal favorite was the one Halloween when he bought some painters' overalls and hot glued leaves over the entire thing. Of course, he went as 'Leaf Man' that year. Too funny.

On behalf of Jim Guelff's family, a big thanks to the entire SFPD for continuing with the commemoration. It is an honor for us to attend.

Lee Guelff

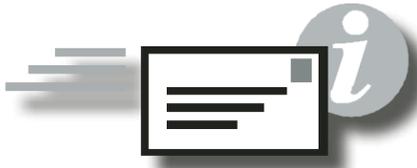
Editor's Note: Of course, Lee is referencing the commemoration of his hero brother, Officer James Guelff, who was outgunned and killed by an armor-clad gunman on Pine Street on November 14, 1994.



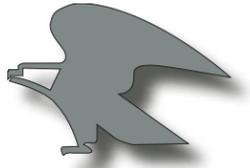
L to R: Jim's sister Nan Guelff, Jim's son Landon holding his baby girl Lucy, Jim's brother Lee Guelff.



L to R: Honoree Mike Tursi, his wife Katherine, Tony Ribera (ret. SFPF Chief), Gary Gee (ret. Bart PD Chief), and Greg Corrales. PHOTO BY R. LAPREVOTTE



POA MAIL



Dear POA —

Thank you so much for the beautiful flowers. They arrived at the most perfect time — right before my birthday and leaving for the clinical trial. Thank you all for the kindness you have shown me. I will fight this with everything I have! I can't imagine leaving my brother sister-less — who would put him in his place!

Thank you again. Be safe.

Love,
Kelly Brassette

To Chief of Police Greg Suhr, the Command Staff, Martin Halloran, President of the POA and all the men and women of the San Francisco Police Department —

On behalf of the Philpott family, I want to express our deep gratitude to the San Francisco Police Department and the San Francisco Police Officer's Association for their support and love during our mother's long illness and death. That support was clearly shown, as we arrived at Epiphany Church on the day of the funeral and saw Chief Suhr, the command staff, Fire Chief Joanne Hayes-White, captains, lieutenants, sergeants and police officers standing at attention to honor our mother. Mom would have been embarrassed at all the attention being shown for her that day. However, coming from a long tradition of San Francisco Police Officers and civilians, she would have been deeply honored. Her grandfather Michael O'Brien, her father Tim Leahy, Uncle Tom Leahy, husband Diarmuid Philpott, cousins Jim Crowley, Cornelius (Con) Crowley and Jack Crowley, brother-in-law Tom Hurley, sons Michael and Brian Philpott, son-in-law Ivan Sequeira, nephews Niall Philpott and Timothy Falvey, John Twomey (joined 1910) sister Cecilia Hurley and her daughter Teresa Sequeira, all served or are serving with the SFPD.

All her life mom was a loyal, staunch supporter of the SFPD. During the chaotic, dangerous times of the 1960's and 1970's in San Francisco, when police officers and civilians were being assaulted and shot dead on the streets, police stations attacked and a police officer's funeral procession bombed in front of St. Brendan's Church our mom was at home calming the fears of my brother, sister and me and worrying about my father, grandfather and

other relatives who were patrolling the streets of San Francisco.

Our family cannot forget the wonderful job performed by the solos in escorting the funeral procession to Holy Cross. They performed their assignment with their usual professionalism. Likewise, thanks goes to members and commanders of the Homicide Detail, Narcotics Detail, Mission and Bayview Station. An especial thanks goes to Captain Greg Yee of the Academy, who was very understanding of our sister needing to be with our mother. All of the foregoing units helped family members during our mom's long illness. The generous gifts of flowers and kind words sent to mom by Martin Halloran and the POA brought smiles to her face during her last days. That kindness will be long remembered.

Finally, while we grieve mom's passing, the memories of the long ago happy vacation days spent on Cobb Mountain, Ireland and big family gatherings will ease the pain. Also, the remembrance of the kind and loving support of the members of the San Francisco Police Department, the most professional department in the world, will forever sustain us.

God Bless,

Michael Philpott and Family

Dear POA —

Thank you for the beautiful flowers for my husband Paul. Your thoughtfulness has provided my family and I a lot of comfort in this difficult time.

Eileen Doherty & Family

Dear SFPOA —

Thank you very much for your sponsorship at our Archbishop Rioridan Golf 2015 Classic.

We are grateful for your support and commitment to our young men.

Kindly,

Catherine Sorgie
Golf Committee

Dear POA —

Thank you for your generous support and contribution to my annual Shared Schoolyards event.

With your support, we were able to grow our program and continue to open neighborhood schoolyards for children and families use on the weekends.

Over the past few years, we have been able to successfully open 29 schoolyards across our City, and I am incredibly excited about our plans to open an additional 50 schoolyards in the next 2 years. Without your support this would not be possible.

Thank you again for your support.

Best regards,

Mark E. Farrell
Supervisor, District 2

Dear POA —

On behalf of the board, staff, and volunteers of San Francisco Parks Alliance (SFPA), thank you for your generous gift to the Shared Schoolyards Event benefiting the San Francisco Unified School District's Safe Playgrounds Project.

We appreciate your generosity for community groups who are improving parks, open space, and recreation in San Francisco.

Sincerely,

Matt O'Grady
Chief Executive Officer
San Francisco Parks Alliance

Dear Marty [Halloran]—

Thank you so much for your generous donation and endorsement in support of my campaign to be elected as Broadmoor Police Commissioner.

Your generous donation has allowed us to fund successful campaign events and gather support for the election and more importantly to effect change in the democratic way.

As a first time candidate, there are challenges to overcome and with the support of the POA, my message as a candidate was heard loud and clear. I also appreciate the advise of the POA staff, namely Paul Chignell, in providing valuable guidance and strategy.

I am pleased to report that I was successful in winning the election with a resounding 70% of the votes cast by the Broadmoor Community.

Most importantly, I value your friendship and support during this campaign.

Sincerely,

Michael Connolly

Dear SFPOA —

Inclusion and a sense of belonging are something you feel immediately when you walk through the doors of

the Pomeroy Recreation & Rehabilitation Center. The warm and accepting nature of this community makes our Center a home-away-from-home, not just for the individuals we serve, but also for staff, volunteers, and every visitor to our facility.

Your gift in support of Tacos & Trivia helps fund programs that nurture, educate, challenge, heal, and celebrate every member of this community. Your impact on hundreds of people — thousands, if you count their families, friends, neighbors, and employers — is tangible and powerful.

Thank you for all the Association does for our community.

With gratitude,

Eric Zigman
Chief Executive Officer
Pomeroy Recreation & Rehabilitation Center

Dear SFPOA —

Thank you for the donation to the Continental Youth Championship held on Treasure Island. The CYC is a great opportunity for the youth of San Francisco to participate in both an athletic and cultural event.

The tournament was a huge success as a result of the support and contributions from our local community.

The Irish Football and Hurling League is a non-profit organization. Again, we appreciate your kindness and support.

Sincerely,

Eric Kenneally and Mark Gorman
CYC Committee Co-Chairs

Dear POA —

On behalf of Institute on Aging, I want to thank the SFPOA Community Service Committee for its generous investment in the Institute on Aging in support of our 31st annual Cable Car Caroling event.

With your support, IOA continues to offer Northern California's widest range of community-based health and social support programs for older and disabled adults. Because of you, these seniors have access to the vital programs and services they need to remain as healthy and independent as possible.

Sincerely,

J. Thomas Briody, MHSc
President and CEO



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A FAMILY BUSINESS

CITY AND COUNTY OF SAN FRANCISCO

OFFICE OF THE DISTRICT ATTORNEY



George Gascón
District Attorney

November 6, 2015

Suzy Loftus President
The Police Commission
City and County of San Francisco
1245 3rd Street
San Francisco, CA 94158

RE: SFPD Body Worn Cameras

Dear President Loftus:

This letter is in response to the Police Commission's October 21st request for formal input from my office on the San Francisco Police Department Body Worn Camera Policy. Your letter is the first request made by the Police Commission and San Francisco Police Department (SFPD) to my office to provide input during the five month planning process. In February 2015, the Bureau of Justice Assistance Body Worn Camera Expert Panel was unanimous in emphasizing the early and ongoing involvement of the prosecution in planning and implementing a body worn camera program. Unfortunately, the San Francisco District Attorney's Office was not invited to participate in the Body Worn Camera Working Group where valuable dialogue occurred. Nonetheless, we welcome the opportunity to now provide formal recommendations.

Body worn cameras are an essential investigative tool for modernizing our justice system and maintaining trust of our public safety guardians. The video-audio footage is evidence that affords the public and police agencies many benefits, the most significant of these are accountability and transparency. Jurisdictions that have successfully implemented body worn cameras have seen reductions in complaints against police, and opportunities to identify and correct police procedures and adherence. The successful implementation of body worn cameras requires thoughtful and informed policy discussions which include the public at-large and expertise of the agencies directly impacted.

The following recommendations are based upon a thorough review of the August 11, 2015 draft of the 'Digital Recording Devices' policy, available research on video evidence, and consultation with jurisdictions currently operating body worn cameras programs. These recommendations are organized by six key areas of interest:

1. Consent
2. Activation
3. Deactivation
4. Viewing
5. Compliance
6. Data Security and Storage

Consent

Officers should be required to inform subjects when they are being recorded unless doing so would be unsafe, impractical, or impossible. I further recommend that officers obtain consent prior to recording interviews with crime victims.

Activation

Recording devices should be **activated upon arrival for all calls to service and police events/ incidents/ contacts, this includes any law enforcement-community member contact.** Too much discretion left to the individual officer to determine what qualifies as a recordable event challenges the integrity of the tool and limits its utility as a means for documenting incidents. Officers who activate the body-worn camera while on duty should be required to note the existence of the recording in the official incident report as outlined in the draft policy, 'Digital Recording Devices' Section G. Documentation. Current technology limits body worn cameras to four hours of high quality recording time: as technology advances the Police Commission should reconsider activation and deactivation protocols,

Deactivation

The camera should be **deactivated at the conclusion of the contact** when, "no longer dealing with the subject matter at hand." This is articulated clearly in the draft policy, 'Digital Recording Devices' Section III E. Termination of Recordings.

Viewing

SFPD officers should be able to review video prior to completing police incident reports in all circumstances. Body Worn Cameras are evidence and must be treated as such. To require an officer to complete a police incident report without reviewing all available evidence is a disservice to the officer, the victim, the suspect and public safety. The video captures one view of the event and must be considered in concert with all of the other factual information gathered by the responding officer and included in the incident report. In addition the camera microphone can be used by officers to record observations, which are key to creating a record of events as they happen. Reviewing the video and audio footage allows officers to recall events more clearly, and provides the best evidence of what actually took place. According to a survey conducted by the International Chief's of Police (IACP) in collaboration with the National District Attorney's Association (NDAA) and the American Prosecutors Research Institute (APRI), the greatest value of video evidence to a prosecutor's office is its ability to refresh the officer's memory on the facts, circumstances and sequence of events and verify the accuracy of reports and statements surrounding the incident. All of this evidence is essential for our office to make appropriate charging determinations on a case and ultimately get to the truth of what occurred.

Some have suggested the use of supplemental reports that could be generated after the submission of the initial report and subsequent review of the video. This creates an unnecessary additional step that overly burdens police resources and results in less time for officer deployment in the field. Furthermore, if an officer is not allowed to review video, and if the footage conflicts with the officer's initial statement, it can create unfair doubts about the officer's credibility. We are setting up our officers, to catch them in a 'lie,' if we ignore the research on memory and require multiple report filings.

DA Gascón Supports Officer Review BWC Video

Compliance

SFPD's policy should **clearly indicate what action will be taken when an officer fails to activate** a camera in circumstances where activation is required or terminates recording prior to the conclusion of the contact. SFPD policy should specifically prohibit officers from accessing recorded data for personal use, and from uploading data to public web sites. SFPD should clearly articulate the punishments for such violations. The current policy draft does not include any reference to appraisal procedures for non-compliance with compulsory recording or consequences for inappropriate camera use. The known benefits of a body worn cameras program cannot be realized if the camera is not consistently activated.

Establish Department oversight and liaison structure for the management of the body worn cameras program. The Risk Management Office (RMO) is the program administrator identified in the draft policy. A central point of contact for oversight and troubleshooting is a key compliance mechanism. The draft policy indicates that role is responsible for maintaining, charging, reporting, documenting malfunctions, and issuing new cameras. In addition, SFPD will also need to identify a liaison officer, who can immediately respond to prosecutor questions to ensure timely review and filing of cases.

With the amount of review afforded to SFPD officers, **it is critical that safeguards be in place to protect the integrity of the evidence.** To address concerns about the proper viewing and utilization of video evidence in police incident reports, the SFPD policy must identify a process for accessing and reviewing video. The policy must identify who (e.g., individual officers, supervisors) is authorized to review the video evidence and clearly specify under what circumstances (e.g., filing incident reports internal investigations). The current draft policy does not satisfactorily outline who in addition to the officer that recorded the video is permitted to review the video and under which circumstances.

Data Security and Storage

Each individual officer should not only download footage from their own camera, download and tagging should occur at the conclusion of a shift. Data must be stored on a secure SFPD server and individually accessed with unique user IDs and passwords with restrictions for upload, view, delete functions. In addition functionality should include protections against tampering with the data prior to downloading.

To mitigate challenges associated with chain of custody and the short length of time permitted for our prosecutors to make charging decisions my office will require arresting agencies to provide all video recordings in a digital format to the DA at the time of rebooking starting July 1st, 2016. Arresting agencies submitting video recordings to my office will be required to do so through the referring agency's cloud storage managed with unique user functions to provide appropriate access for prosecutor review and subsequent discovery obligations.

There is no question that deploying body worn cameras throughout SFPD is a resource intensive task. As we have learned from jurisdictions that have successfully implemented body worn cameras programs, prosecutors' offices also experience a significant impact on staff time. Most notable is the increased time that it takes to review a case for charging and ultimately prepare for trial. During the 2015 Bureau of Justice Assistance, Body Worn Cameras Expert Panel, Vicki Hill, Acting City of Phoenix Prosecutor, indicated that for every 100 cameras added by the Phoenix Police Department, the prosecutor's office needed to hire or re-assign a new staff member. The San Francisco District Attorney's Office will require additional budget resources to adequately respond to this new evidence. For these reasons and those articulated above The San Francisco District Attorney's Office must be formally included in decisions about body worn cameras policy, deployment, and training.

Thank you again for the opportunity to provide formal recommendations for the development of the San Francisco Body Worn Camera Policy. In the coming months my office will produce a Body Worn Camera Evidence Protocol that outlines the use of cloud based storage for data transfer from arresting agencies to my office and further identify discovery procedures for this type of evidence. As end users of this work product, it is essential that our recommendations are strongly considered. I am happy to discuss these further with the Police Commission and San Francisco Police Department Command Staff.

Sincerely,
George Gascón
District Attorney

CC: Mayor Edwin Lee
Public Defender Adachi
Police Chief Greg Suhr
Supervisor London Breed, President SF Board of Supervisors
Supervisor Eric Mar
Supervisor Mark Farrell
Supervisor Julie Christensen
Supervisor Katy Tang
Supervisor Jane Kim
Supervisor Norman Yee
Supervisor Scott Weiner
Supervisor David Campos
Supervisor Malia Cohen
Supervisor John Avalos



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Gregg McLean Adam
gregg@majlabor.com
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Jonathan Yank
jonathan@majlabor.com
direct 415.266.1802

November 16, 2015

VIA E-MAIL AND REGULAR MAIL

George Gascón
San Francisco District Attorney
850 Bryant Street, 3rd Floor
San Francisco, CA 94103

Re: Blue Ribbon Panel on Transparency, Fairness, and Accountability
in Law Enforcement

Dear Mr. Gascón:

We write on behalf of our client, the San Francisco Police Officers Association ("POA"), to address numerous concerns brought about by the activities of your Blue Ribbon Panel on Transparency, Fairness, and Accountability in Law Enforcement ("Blue Ribbon Panel"), particularly in regard to its apparent investigation regarding so-called "text messaging cases" involving several San Francisco Police Officers. We understand that your Blue Ribbon Panel, including its legal representatives, have made requests to obtain personnel records and to arrange to take testimony of a number of Police Officers represented by the POA. And we are in receipt of a November 6, 2015 letter from Police Chief Gregory P. Suhr, in which he raised several of our concerns.

Quite correctly, Chief Suhr inquired as to the Panel's authority to obtain confidential personnel records and to require individuals to appear and testify. California Government Code section 27721 addresses when an agency has such authority, providing that such subpoena power "be authorized by ordinance or resolution to conduct the hearing; to issue subpoenas; to receive evidence; to administer oaths; to rule on questions of law and the admissibility of evidence; and to prepare a record of the proceedings." Thus, for example, Section 96.6 of the San Francisco Administrative Code provides such legislative authority to the Office of Citizen Complaints. However, as far as we are aware, no such express legislative authority has been granted to the Blue Ribbon Panel. Nor are we aware of any authority which would allow the Panel to subpoena documents expressly subject to protective orders issued by the *San Francisco Superior Court in Daugherty et al. v. City and County of San Francisco et al.*, Case No. CPF-15-5 14302.

One issue not addressed in Chief Suhr's letter is Police Officers' protections arising under the Public Safety Officers Procedural Bill of Rights Act ("POBRA"), Government Code section 3300 et seq. We will not belabor the issue by listing the myriad substantive and procedural protections arising under the POBRA. Suffice it to say that the POBRA, in conjunction with related provisions of the Penal Code, places strict limitations on the discovery of personnel records and on interrogations of protected Police Officers. This is true even when the investigating entity is not the direct employer of the Officers. (See, e.g., *California Correctional Peace Officers Association v. State of California* (2000) 82 Cal. App.4th 294 [POBRA rights apply to correctional officers in Department of Justice investigation].) And we would be remiss if we failed to remind you that public employees, such as the Police Officers represented by the POA, retain privacy and other protections arising under both state and federal constitutions. (See, e.g., *Bagley v. Washington Township Hospital District* (1966) 65 Cal.2d 499.)

In light of the foregoing and the additional concerns raised by Chief Suhr, we make two requests for the purpose of vindicating Police Officers' rights and, thus, protecting the integrity of your Blue Ribbon Panel's investigation. First, we request that you immediately provide us with whatever authority (if any) you believe grants the Panel the power to subpoena Officer's testimony and confidential personnel records. Second, we ask that all attempts to arrange interviews of Police Officers represented by the POA be made through the POA, so as to ensure that Officers' rights are protected and that the Panel's investigation not be tainted as a result of any potential violation of those fundamental protections.

Very truly yours,
MESSING ADAM & JASMINE LLP

Gregg McLean Adam
Jonathan Yank

GMA/JY:jag

cc: Martin Halloran, President SFPOA
Justice Cruz Reynoso c/o George Gascón
Judge LaDoris Hazzard Cordell c/o George Gascón
Judge Dickran Tevrizian c/o George Gascón
Gregory P. Suhr, Chief of Police
Martin Gran, Director of Employee Relations SFPOA Executive Board

MESSING ADAM & JASMINE LLP 580 CALIFORNIA ST. SUITE 1600 SAN FRANCISCO, CA 94104 415.266.1800 MAIN 415.266.1128 FAX MAJLABOR.COM

Operation Dream Early Start

By Lt. Michael B. Slade (SFPD retired)
President, Operation Dream
Forwarded to the Journal by Sgt./Insp.
Glenn Sylvester (SFPD Retired)

For twenty-one years, SFPD Operation Dream has conducted a toy drive that started with the housing officers playing Santa to all of the children in public housing. The program became a huge success and exceeded the boundaries of the housing developments and managed to reach churches, schools, battered women's shelters, as well as the critically ill.

None of these successes would have been possible without the continued support of our brothers and sisters in the SFPOA. Your generous donation this season allows us to get an early jump on ordering toys.

I would also like to thank the following donors and participants who immediately stepped up to the plate to assist us along this holiday season during our early start:

- Ms. Julie Hoogkirk and Ms. Laurie Hyman of Greentoys, Inc. that donated an over abundance of quality toys for young children ages 0-5 years.
- The Veteran Peace Officers Association for your generous donation of 500 dollars to assist in our Toy drive efforts.
- Mr. Colin Wong (retired Oakland PD), retired Commander Mike Puccinelli, and retired SFPD Officer Brian Ogawa for hosting a Toy Drive

fundraiser on December 12th at 5:30 pm at The High Dive Bar. All are welcome to attend.

- SF DET dispatchers for hosting a toy drive event at your department and your generous donation on our gofundme.com site
- Mrs. Retha Robinson-Austin and her staff at the San Francisco Foundation for selecting our toy drive as a worthy cause to donate \$1500.00 to.
- To Ms. Sonia Pedlar and Kathy Amoroso of the Golden Gate Bridge Administration for hosting a toy drive event at your facilities.
- To all of my fellow retirees from the coffee club who have offered to volunteer for upcoming events.
- The San Francisco Police Credit Union for its \$1000 donation!
- And last but not least, to our police family who continue to support us through thick and thin, we send our love and warmest wishes for the holidays.

Our fundraising continues:

All donated toys should be unwrapped, as we will sort them out by age groups. No Guns or Pistols please as we advocate for peace.

Any credit card or check donations can be made via our Gofundme website, gofund.me/sfpdoperationdrea or mailed to the following address:

Operation Dream
P.O. Box 12768
San Francisco, CA 94112

Happy Holidays!



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Counter-Point

Firearm Regulations Do Not Equate To Safer Streets

By Rene LaPrevotte
SFPD Traffic Company (Retired)

This counter-point article is in response to one written by retired SFPD Deputy Chief Jim Dudley that appeared in the November 2015 issue of the POA Journal (Page 10). The piece was titled Keeping Guns Out Of the Hands Of The Severely Mentally Ill: Why the Nation Should Follow California's Example — ED.

I just read retired Deputy Chief Jim Dudley's treatise on gun violence and why the nation should follow California's example relative to strict firearm regulations. As most of you know, California has over one thousand laws relative to guns in our state codes.

I have utmost respect for D/C Dudley, and no one in his right mind would argue with his assertion that dangerous weapons should be kept inaccessible, and out of the hands of the mentally ill.

"...dangerous weapons should be kept inaccessible, and out of the hands of the mentally ill. [But]..."

I do however take issue with D/C Dudley's blanket assertion that strict firearm regulations equate to safer streets and fewer gun homicides.

The only true apples-to-apples manner by which to determine gun violence versus gun ownership restriction is by comparing the number of registered firearms in the state versus the number of murders per 100,000 residents. I went to the usually credible Wikipedia for these statistics.

I then went to a site posted by *Guns & Ammo* magazine to ascertain which states (according to pro gun types) are rated as the most draconian in terms of gun laws, and the states with the most lax laws. *Guns & Ammo* magazine rated the 50 states and the District of Columbia from #1 to #51 (Lax to stringent)

Let's see what I found:

These three examples are in the top six states in terms of strict gun control. As you can see, Washington DC has the most Draconian gun laws in the country, the fewest guns-per-household, and the highest murder rate per 100,000 in the Nation.

State	Gun Ownership by Household	Murders per 100,000 Population	Gun Restriction Rating (Most Restrictive)
District of Columbia	3.6%	16.5	#51
Michigan	38.4%	4.2	#45
California	21.3%	3.4	#46

Now lets go the other way with this. Let's compare the states where EVERYBODY has a gun, liberal "Stand Your Ground" doctrines, and loose concealed-carry laws.

State	Gun Ownership Per Household	Murders per 100,000 Population	Gun Restriction Rating (Least Restrictive)
Vermont	44.4%	0.3	#1
Alaska	57.8%	2.7	#2
Utah	43.9%	0.8	#3

So, how about those crazy "Open-Carry" states and all those pick-up trucks running down the road with gun racks in the back windows?

Let's see:

State	Gun Ownership Per Household	Murders per 100,000 Population
Wyoming	59.7%	0.9
North Dakota	50.7%	0.6
South Dakota	56.6%	1.0
Idaho	55.3%	0.8
Iowa	42.9%	0.7

I could have extrapolated this chart to include all 50 states plus D/C, but the stats (with very few exceptions) bear-out that restrictive gun laws have no affect on gun homicides and to the contrary, the states with the harshest gun laws generally have the highest gun homicide rates.

A glaring example of this is in just one weekend in Chicago this summer there were 77 shootings, 9 of which were fatal! They have had (to date) 1,549 shootings and 286 murders!

This in a state that was just ordered by the US Supreme Court to reverse its refusal to issue concealed carry permits. Again, strict gun laws... sky-high gun violence rate.

It harkens back to that old adage:

"When Guns Are Outlawed, Only Outlaws Will Have Guns"

St Patrick's Day Parade Tour of Ireland, March 14-23, 2016



March with the SFPD & other Law Enforcement agencies, Family Members & Friends in the 2016 St Patrick's Day Parade in Dublin, Ireland.

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This tour is about sharing experiences with friends. We hope you will join us for a vacation that will provide a lifetime of memories.

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Sean Canniffe 650-344-3765; Catherine Quinn 415-665-7330

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Photo courtesy of Insp. Matt Perez

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Book Reviews

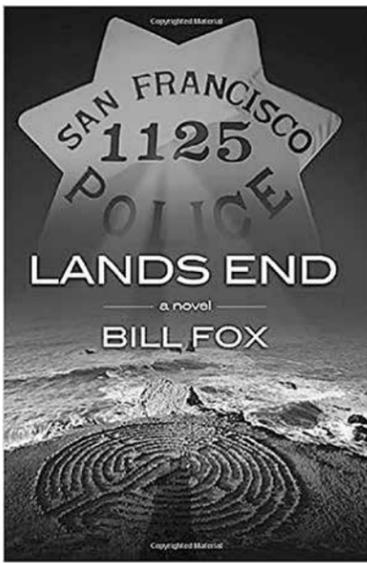
— by Dennis Bianchi

Revisiting a Review

Thoughts on the Mental Health of Police Officers

By Dennis Bianchi

I recently reviewed a book by a former San Francisco police officer, Bill Fox, titled *Lands End*. Several days after it was published in *The Journal* I had a fresh thought about the book. This, in turn, exposed the idea that perhaps I had not emphasized one of the main themes of the book, suicide and suicidal thinking among police officers. How had I failed to emphasize this? I looked again at the October, 2015 issue of the *POA Journal* and realized that the front-page story was a two-year old article written by President Martin Halloran and re-printed for that issue. Its title was, *Officer, Protect Thyself*. Above that article was a shorter piece stating *Dealing with Stress; Don't go it Alone*, which explained why President Halloran had decided to have his first article



re-printed. Then, by chance, I came across the November, 2010 issue of the *Journal* and I found an article in that issue written by then SFPOA President Gary Delagnes, titled *Police Suicide: It's Time We Talk About It*. In that article Mr. Delagnes advises the reader to look further into the *Journal* and read what then Vice-President Kevin Martin had to say on the subject. Both writers were open and honest, in at least one paragraph chillingly so. Their frank writing is to be commended. And yet, five years later the leaders of the San Francisco Police Officers Association found it necessary to write about the subject again.

In communication with Bill Fox he recommended an article about the subject in the June issue of the magazine *Vanity Fair*, stating it was the best article he had read on Post Traumatic Stress Disorder: PTSD. I found it on-line and was impressed that the author was Sebastian Junger, a highly respected journalist who had been assigned to cover a story in Afghanistan, one year before the September 11, 2001 mass murder and what we now call 9/11. While in Afghanistan the military company he was imbedded with had been under attack for some time. He recalled being afraid but seemed to have stopped thinking about it after returning to New York City. He was going about his business when he found himself needing to be supported by a steel beam in a subway station, the lights were too bright, people and trains were moving too fast and as he said, he was more afraid he was going to die at that moment than he had ever

been in Afghanistan. He recognized he needed help. The article focused on military life and war, but the basics of PTSD and some ideas of what one should do about them extends clearly to paramilitary workers such as police officers.

One facet I noticed that seemed not to get much attention in these articles was the idea that stress in military or paramilitary units does not entirely come from the outside. There is a fair amount of stress generated by our co-workers. Mr. Fox's book addresses this theme, rather pointedly. Supervisors and executive officers may have the most power to generate un-needed



Dennis Bianchi

used as leverage, as though the co-worker who was being victimized was competition or a culprit.

The reason I'm writing this short piece is to remind the San Francisco Police Department and its Administration to never lose sight of the fact that

The job of police officer is full of situations with the potential to cause emotional trauma without the added stress caused by unthinking and uncaring behavior by co-workers."

stress, but so do peers. The job of police officer is full of situations with the potential to cause emotional trauma without the added stress caused by unthinking and uncaring behavior by co-workers. What is often called "office politics" is seldom if ever mentioned in the *Journal* writings, or the Junger article in *Vanity Fair*. By contrast, Mr. Fox's book addresses exactly this type of co-worker generated stress. We can all recall co-workers who were always looking for a chink in our armor, a weakness to play upon or an edge to be

sometimes, more often than we care to ponder, police officers are in need of mental health assistance. The fact that the San Francisco Police Officers' Association paper, the *Journal*, has published four separate articles about this problem over the last five years indicates the problem is not going away or abating. All four pieces were worthy responses to an obvious need. Let us all hope the need is attended to. Let us all be a little nicer to ourselves and to one another. It can't hurt.

"Pals"

By Malcolm Glover
Reviewed by Dennis Bianchi

"Pals" is a memoir of a man who worked for 56 years in the newspaper business in San Francisco as a writer, the majority of that time covering crime courts and police topics. Think about that sentence for a moment. 56 years is a very long time to do a job that required energy, insight, connections, empathy and a certain degree of charm. I had the pleasure of knowing the author of "Pals", Malcolm Glover, for a few years. He wrote for both *The Examiner* and *The Chronicle*.

This is not a polished or slick book. If one pays attention it becomes clear that it needed more editing and perhaps more references. It varies in tone and often becomes a bit too conversational, but what it has is heart. What it is filled with is a great nostalgic story about the not too distant past. And, Mr. Glover accomplished something else almost unheard of: he made William Randolph Hearst seem like a very nice fellow. Mr. Hearst built the United States' largest newspaper chain. His methods of competing were of such great suspicion and ill-will that the name "Yellow Journalism" came into use, depicting stories that were written without basis and meant to influence political and economic decision makers. Hearst has often been blamed for

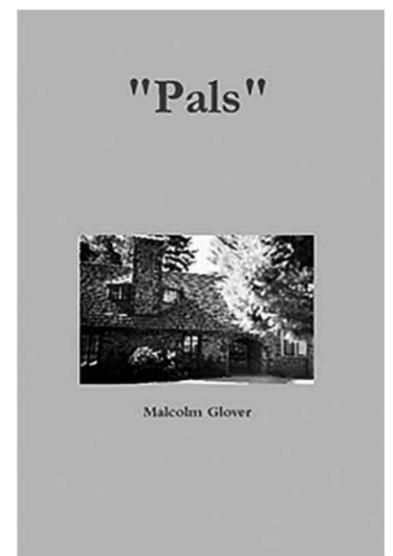
pushing the United States into the war with Spain in 1898. By the time I had finished the book, Mr. Hearst had become quite a different person.

Mr. Glover was born in the town of McCloud, a small town in Siskiyou County in 1926. Ten years later, his mother died. He was whiling away the day one summer afternoon, with his pet collie named "Pal" when a large black car pulled up to a general store in the town. Young Mr. Glover knew that the powerful and wealthy Mr. Hearst had an estate nearby and had often seen large expensive cars drive through town, occupied by movie stars from Hollywood visiting the Hearst estate known as Wynton. Displaying impeccable manners, Mr. Glover sprang to his feet and held the door to the store open for the couple exiting the car. According to Malcolm nothing more than "thank you" and "you're welcome" was said. A few minutes later the owner of the store stepped outside and said, "Malcolm, Mr. Hearst wants to see you inside." Thus became a friendship of 14 years, ending only when Mr. Hearst died.

A couple years after meeting Mr. Hearst, the author took a photo of him and his famous companion Marion Davies. Hearst liked the photo a great deal and when Malcolm needed employment, Hearst had him sent to San Francisco to work at *The Examiner* as

a photographer. At his own admission, Malcolm knew nothing about photography, but the men working at the newspaper tried their best to make him welcome. The job was short-lived as the author signed up for the United States Navy. Though only 17, World War II was in progress and he felt it a duty and, perhaps an opportunity to learn something about life. His depiction of his service years provide the reader with some insights into how things can go in the opposite direction one hopes for when in the military. The war ended two years later and he returned to San Francisco without ever leaving the United States. He was told later that Mr. Hearst had used his influence to keep him out of harm's way.

Two-thirds of the book is devoted to the author's years prior to becoming a top notch crime reporter, but the last third was very informative, not only about the author but the newspaper business in its best and busiest days. I learned about the printing process of those days and how it involved a lot of physical activity, and that there were frequently five editions each day of *The Examiner*. What is often referred to today as a newspaper's morgue is more properly called the library. Before today's technical wizardry, historical information had to be catalogued by hand. As Mr. Glover points out, it was not a glamorous way to make a living.



He points out that when he first began working on the crime beat that some of the detectives at crime scenes would speak to him, thinking he was also a detective. He said he had no incentive to clear up that mistake, which gave him many opportunities to have the story first, a "scoop". Those of us who knew Malcolm Glover in his later years called him "Scoop." He clearly enjoyed the title, and he was a hard-working honest and charming reporter.

If you like reading memoirs, particularly those of people who represented a different way of life here in Northern California, and more specifically San Francisco, I recommend you pick up a copy of "Pals."

The Five Percent Solution: USA at Full Employment — This is Not Your Grandfather's Economy

By Edwin K. Stephens,
The Stephens Group

Admiration is a very short-lived passion that immediately decays upon growing familiar with its object. — Addison, The Spectator

He that is overcautious will accomplish little. — Schiller, Wilhem Tell

Are Americans feeling better about their economic prospects or less anxious now that the official unemployment rate is at 5.0%, and technically, "full employment"?

Answer: No. Americans are apprehensive about their role and/or prospects in the new less labor intensive economy.

USA's Full Employment Defined

In macroeconomics, full employment is the level of employment rates where there is no cyclical or deficient-demand employment. Mainstream economists define full employment as an acceptable level of unemployment somewhere above 0%. Full employment represents a range of possible unemployment rates based on the country, time period, and political biases.

Full employment is often seen as an "ideal" unemployment rate. Ideal employment excludes types of unemployment where labor-market inefficiency is reflected. Only some frictional and voluntary unemployment exists, where workers are temporarily searching for new jobs. This classifies the unemployed individuals as being without a job voluntarily. Ideal unemployment promotes the efficiency of the economy.

Lord William Beveridge defined "full employment" as the situation where the number of unemployed workers equaled the number of job vacancies available. He preferred that the economy be kept above the full employment level to allow for maximum economic production. As an example, the United States is committed to full employment. The "Full Employment Act" was passed in 1946 and revised in 1978. It states that full employment in the United States is no more than 3% unemployment for persons 20



and older, and 4% for persons aged 16 and over.

Demand for Labor is Strong

In August the nation added 173,000 jobs, shy of market expectations, while the unemployment rate fell from 5.3 percent to 5.1 percent. That is the lowest mark since April 2008, and in range with what the Fed considers to be "full employment."

On 9/04/15, Chico Harlan and Yian Q. Mui of the Commercial Appeal stated that the labor market has been the strongest element of the United States economy, expanding by 3.1 million jobs last year—the best showing since 1999—and another 1.7 million this year.

Still, many economists say they are surprised that such progress has not also come with more dramatic wage increases as employers increasingly compete for workers. In August, the average hourly wage increased eight cents, to \$25.09; that is up 2.2 percent from a year ago.

In August, nearly one-third of the jobs growth was driven by the health care sector, one of the most reliable industries during the long recovery from the financial crisis. But the manufacturing sector shed 17,000 jobs, the worst monthly total in two years. The mining industry also cut another 9,000 jobs while reeling from oil prices that are down 50 percent from a year ago. Mining employment has declined by 81,000 during that span.

The prospect of wage increases is particularly important for the Federal Reserve, which has a mandate to push for full employment, a point normally identified by a low unemployment rate and an uptick in worker incomes. In

this case, the United States economy has one without the other. Some economists say that a large group of potential workers — waiting on the sidelines — still leaves companies with leverage.

At minimum, workers are seeing new buying power because prices across the nation have been slow to rise. Consumer prices have held steady this year, in large part because of falling commodity prices, particularly oil. But even with food and energy removed from the equation, prices have risen only 1.2 percent over the last year. This is shy of the Federal Reserve's 2 percent target, normally associated with a sound economy.

Job growth and inflation are linked, economists say, because as many people get jobs — and see raises—broader prices will also go up. Within the next few months, cheaper oil prices will also cease to influence inflation in a year-over-year comparison.

The Federal Reserve took the historic step of cutting its target rate to zero during the depths of the financial crisis in 2008. Lower interest rates generally boost economic growth by stoking consumer demand and business investment, while higher rates help rein in an overheating economy. Slashing the target rate all the way to zero was intended to be an electric shock that helped prevent the country from descending into another Great Depression.

Though economic disaster was avoided, the nation's long recovery has proven lackluster, and the Fed has kept its benchmark rate at zero in hopes of fostering faster growth. But the recovery has picked up steam over the past year. The unemployment rate is nearing what many economists believe is its lowest sustainable level, prompting the Fed to consider whether to take the monumental step of withdrawing its support for the economy.

Richmond Federal Reserve President Jeffrey Lacker said in a recent speech, "We are now entering the seventh year of what seems like an epic waiting game." Mr. Lacker argued that the economy is strong enough to withstand a small rate increase by the Federal Reserve. He pointed to strong

gains in consumer spending and the rapid decline in unemployment over the past two years. And, he further added that inflation measured from January to July has reached the central bank's target of 2 percent.

Finally, Mr. Jeffrey Lacker said, "waiting too long to begin raising rates could require a more dramatic increase in rates to restrain inflation pressures once they have become apparent in the data." However, other economists at the central bank believe that there is no need to rush to action. Annual readings of inflation still remain below the Fed's target, and wage growth has stagnated for years, both signs that the recovery has room to run.

Americans' Cautious Optimism

It is apparent from the positive employment signs and growth in the United States economy that many Americans are feeling better about their futures. However, not all Americans are participating in the nation's economic recovery. And, for those people the United States has not fulfilled its promise to care for its less able citizens. Overall, Americans are feeling less anxious about their prospects to personally recover from the financial devastation of The Great Recession of 2007-2010.

Americans are experiencing a growing chorus of "cautious optimism" as they move into the New Year 2016. The election of a new President of the United States will further give rise to Americans feeling of inclusion in the direction, decisions and vision that the new Commander in Chief will have for our nation and its people. It is clear that Americans are a resilient people. And it is though this resolute character that as a diverse country, we thrive. It is often said that the more things change the more that they stay the same. The recent economic and social challenges that Americans have had to withstand point to the fact that we do indeed stand united together.

For more investment advice visit Edwin Stephens' web site at www.policeone.com/columnists/Edwin-Stephens/. Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.

Departing Deputies Costing Contra Costa County \$1.5 Million

MARTINEZ, CA — Contra Costa has lost more than \$1 million over the past five years as dozens of sheriff's deputies it pays to recruit and train have left for higher-paying jobs elsewhere.

The steady departure of deputies — more than 100 have resigned in the last two years — is a growing issue for both the undermanned Sheriff's Office and county supervisors, who will soon begin contract talks with the Deputy Sheriffs Association.

Addressing the Board of Supervisors, Sheriff David Livingston made the case for a big pay boost, saying that the struggle to retain deputies had forced him to disband his crime-suppression team and reduce patrols. As a result, response times for top priority calls are up about two minutes.

Retention has become an increasing problem in several county departments as the county's lagging property tax base and reduced pension benefits have made it less desirable to public sector workers.

The California Nurses Association said its county unit had lost more

than 10 percent of its nurses over the past year to higher-paying health systems. And probation officer Philip Kader said one of his supervisors recently left to make more money as a non-supervising probation officer in Alameda County.

Contra Costa has recently reached three-year contracts with nurses, lawyers and probation officers with cumulative raises ranging from 12 to 16 percent.

Sheriff's deputies, who provide primary public safety for 168,000 county residents, make 15 percent less than law enforcement officers in neighboring counties and Contra Costa cities, according to a county report released this week. Furthermore, their county pensions are worth about 5 percent less than the pensions of similarly paid law enforcement officials enrolled in the state pension system.

With deputies leaving for more money, the Sheriff's Office, which currently has 617 sworn deputies, has endured 168 resignations over the past five years. By contrast, the Alameda

County Sheriff's Office, which offers better pay and benefits, had only 40 resign between 2011 and 2014. Meanwhile, 60 of Contra Costa's 299 deputy sheriff recruits have left within the first three years on the job.

Given that it costs about \$26,000 to recruit and train a deputy, that amounts to \$1.56 million invested into new recruits who are no longer with the county.

BART has hired 22 of the departed deputies, followed by Richmond, which has hired 11. Livingston said he is asking BART to honor a gentleman's agreement he has with several local chiefs not to recruit deputies until they have completed at least two years on the job.

"My view is when you are robbing one agency of qualified personnel ... you are doing a disservice to public safety throughout the region," he said.

Supervisor Karen Mitchoff called on Richmond police Chief Chris Magnus to lay off county deputies after Livingston recounted how Richmond hired one deputy shortly after he

graduated the county's academy. "I'm calling you out, Chief Magnus," she said. "That's wrong."

Reached by phone, Magnus said there was no gentleman's agreement not to hire away officers from other agencies.

"Departments that make these kinds of claims should perhaps look inward as to why their officers are looking for jobs with other agencies instead of blaming the agencies that are hiring," he said.

While Contra Costa is losing its young deputies, Livingston remains opposed to following the lead of cities such as Oakland in making recent academy graduates repay a portion of their schooling cost if they leave within the first few years after graduation.

"That would be the potential hammer, I suppose, but my concern is it would just lead people not to apply here to begin with," he said. "It's not something I think would solve this problem."

*From The Contra Costa Times
The post appeared first on Labor*

Volume #47 enters the Archive

Journal Editor Thanks Contributors and Staff

By Ray Shine
Editor

Each December, we like to express our appreciation to the many regular and semi-regular POA Journal contributors and advertisers. Without them, the monthly paper would be less interesting, and much less sustainable. Over the course of a 12-issue volume — hundreds of articles, photographs, and columns must be written, formatted, proofed, and printed in order to get the word out to the POA membership. Some of our contributors are first-timers, or send things in occasionally. But, we would like to acknowledge the contributions our Journal regulars. We know we may miss a few, and apologize in advance for any of those omissions. — Ed.

Gregg Adam — Wrote The Counsel's Corner legal articles.

Michelangelo Apodaca — Created the topically themed *Word Find* puzzles.

Dennis Bianchi — Wrote eclectic book reviews.

Cyndee Bates — Resourceful (and ever patient) POA Office Manager.

Pat Burke — Submitted special event photos.

Al Casciato — Wrote a monthly Credit Union News and Update.

Paul Chignell — Wrote historical perspectives about current events.

Greg Corrales — Wrote *American Legion Police/Fire Post #456 News*.

Liane Corrales — Wrote about the *Guardians of the City* and the *Columbia Association*.

Gary Delagnes — Wrote about legislative impact on California law enforcement.

Sue Delagnes — Another resourceful office staffer.

Mary Dunnigan — Wrote about the stresses of police work.

Tom Feledy — Wrote about outside interests and retirement.

Ed Garcia — Wrote about the popular *Loons' Nest Golf Club*.

Bob Guinan — Wrote about BALEAF, *Make-a-Wish*, and the San Francisco Giants organizations.

Martin Halloran — Wrote the President's Message, reports of the *Community Services* and the *POA Scholarship* committees.

Evora Heard — Wrote a monthly tribute to our largely unsung 9-1-1 dispatchers.

Mark Hernandez — Provided update and news about the ALERT program.

Mike Hebel — Wrote the popular *Ask Mike* column and the annual economic forecast and deferred compensation program reports.

Steve Johnson — Might have continued with *Close Encounters* series if he were not so discreet.

Val Kirwan — Our "Man for all Seasons" pops up all over the pages of the *Journal*.

Rene LaPrevotte — The self-proclaimed "Grim Reaper" kept us updated about the passing of retirees, and about special needs of old friends.

David Lazar — Provided news from

Central Station.

Robin Matthews — Wrote about members of the *Bay Area Law Enforcement Assistance Fund (BALEAF)* directors.

Theresa McCracken — Provides the *Journal* with topical cartoons.

Mark J. McDonough — Posted the *Widows' and Orphans'* monthly minutes.

Susan Merritt — The SFPD Chief Information Officer wrote *The Technology Corner*.

Tony Montoya — Kept the *Journal* updated about on-going issues of the day.

Michael Nevin — Provided the *Journal* with the Board meeting minutes and numerous articles about OIS issues.

Maggie Ortelle — Maggie continued her media updates about the SFPD.

Raymond Padmore — Another invaluable resource, Ray contributes content to every issue.

PAL Staff — Kept us updated about *SF Police Activities League* programs.

Georgette Petropoulos — Laid out

each issue of the *Journal* — including all advertisements — and walked them through the complicated printing and mailing process.

POA Advertisers — Collectively continued their show of support and appreciation for the SFPOA. Always strive to support of our loyal advertisers.

Michael Popoff — Continued to manage our paid print advertising.

Mike Rivera — Wrote of the adventures experienced by the fortunate youngsters and officers participating in the *SFPD Wilderness Program*.

Debbie Russell — The accountant who pays all of our bills.

Nick Shihadeh — Our popular Sports Editor continued to chronicle the SFPD athletic events.

Staff Writer — Wrote many pieces throughout the year with an inherent professional modesty.

Edwin K. Stephens — Provided *Journal* readers with expert financial advice.

San Francisco SAFE, Inc. — Provided informative articles about safety, security, and awareness in San Francisco.

Leonard Sullivan — Assisted Georgette Petropoulos with the layout of each issue of the *Journal*.

Chief Greg Suhr — Wrote a monthly column about the news and events emanating from the Fifth Floor.

Rich Thurman and Yana Ibrahim — Contributed informative articles about health, fitness, and nutrition.

Joe Valdez — Kept the *Journal* staff on budget, and provided items of editorial interest throughout the year. Also paid all the bills!



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Date	Day	Port	Arrive	Depart
25 Sep	Sun	Rome / Civitavecchia, Italy		09:00 pm
26 Sep	Mon	Piombino, Italy	08:00 am	11:00 pm
27 Sep	Tue	Florence / Livorno, Italy	07:30 am	10:00 pm
28 Sep	Wed	Monte Carlo, Monaco	08:00 am	10:00 pm
29 Sep	Thu	Cassis, France	08:00 am	09:00 pm
30 Sep	Fri	Barcelona, Spain	09:00 am	
01 Oct	Sat	Barcelona, Spain		11:00 pm
02 Oct	Sun	Tarragona, Spain	08:00 am	07:00 pm
03 Oct	Mon	Valencia, Spain	08:00 am	11:00 pm
04 Oct	Tue	At Sea		
05 Oct	Wed	Propriano, Corsica (France)	08:00 am	04:00 pm
06 Oct	Thu	Rome / Civitavecchia, Italy	05:00 am	



Category	Description	Regular Rate Prior to 12/30/2015	Must Book By Nov 23 Rate
E2	Outside Obstructed*	\$2,750	\$2,450
E1	Outside Obstructed*	\$2,855	\$2,555
D	Outside	\$3,045	\$2,745
C2	Outside	\$3,330	\$3,030
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B2	Outside with Verandah	\$4,665	\$4,365

* E1: limited view; E2: Extremely limited view

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PAL CORNER



November marked an historic event in which SFPAL Law Enforcement Cadets were proud to have participated. November 10, 2015 marked the 40th anniversary of Women in Law Enforcement and a celebration was held on the steps of San Francisco's City Hall to commemorate SFPD's first class of female patrol officers. Since that day forty years ago, women have served the City alongside their male counterparts performing the same duties and displaying the courage and commitment associated with members of our Department. Today, there are 335 women officers in the SFPD with representation at every rank. These officers stand as an inspiration and role models for today's SFPAL Law Enforcement Cadets. We are proud to have joined in the celebration honoring these women.

November also saw SFPAL Cadets volunteering their efforts to maintain one of our community's favorite children's play destinations. The Koret Playground and Carousel at Golden

Gate Park was awash with blue shirts wielding shovels, brooms and wheelbarrows during SFPAL's Golden Gate Park Clean-Up Day. Our members spent the afternoon helping the Park's groundskeepers maintain the area in and around the playground and assisted with some landscaping improvements. It was a lot of work but the results were well worth the sweat. SFPAL will be back to lend a hand again soon!

Cadets, led by Sergeant Laxman Dharmani, Officer Michael Costello and Officer Raymond Padmore, were put through their paces this past month when they took part in the Simulation and Promotional Testing exercises. This is always one of the program's most anticipated events and offers Cadets an opportunity to apply and test the lessons they've learned.

Also in the news, SFPAL Executive Director, Deputy Chief Lyn Tomioka (Ret.) has informed us that by the end

of December every District Station will have the equipment necessary to launch their own Sandlot Program! The program will be starting City-wide in 2016. In case you were wondering, the Sandlot Program entails officers and mentors organizing on-the-spot pick-up games and activities at various San Francisco parks, schools and playgrounds. An impromptu soccer match or basketball game is a great way to bring Cops & Kids together in a happy and healthy manner...and that's what SFPAL is all about.



Congress Blog, November 4

Presidential Campaigns Must Address Heroin Addiction

By Andrew McKenna
Forwarded to the Journal
by Michael Nevin

I had nothing left in my emotional tank as I robotically entered the SIXTH and final bank. I stared blankly ahead as I stood in line with a note in my hand that said \$100s, \$50s and \$20s. Stay calm, no alarms, I have a gun, stay calm. The teller, a young girl, her lip quivering with fear handed me the money and I walked out. I could say that my arrest 20 minutes later, with my face planted on a busy highway during rush hour, was the one thing that really changed my life forever, but that wouldn't be accurate.

Let me put this in perspective. I used to be a Justice Department prosecutor, a Marine Corps captain, a dad, a son, and a brother. But I hit a brick wall head-on. I lost everything. I had become a full-fledged heroin addict. I was ultimately locked-up in a Federal prison for nearly six grueling years. How did this happen, you ask? The demon: Prescription drug abuse. If you didn't know, this is the latest trend fueling the record rise in heroin addiction across America. Deaths from heroin-related overdoses nearly quadrupled between 2002 and 2013.

This is a wake-up call, America. We must act now! Please join me in calling on Washington and those running for the presidency to address this epidemic. Voters are entitled to answers, but the silence from our elected officials is deafening. We, as American citizens, must apply pressure to President Obama and the presidential candidates, to address this growing crisis. Clearly stated, no one state, town or community is immune to this epidemic:

- In Obama's backyard of Chicago, 74 recent overdose deaths occurred over a span of three days.
- Gov. Chris Christie's state of New Jersey is infamous for heroin abuse and overdoses — tripling the national average — and the problem isn't isolated to major cities.
- Jeb Bush's Florida is an absolute mess as well, as is middle America and the middle class, both suffering in record numbers.
- Cedar Rapids, Iowa saw 44 heroin overdoses in less than a year's time.
- And get this, in New Hampshire, the first presidential primary state, there were 320 victims of drug overdoses this year alone. And the list goes on and on.

Honestly, recounting my story of addiction is like reliving a nightmare. But for an opportunity to save just one life, if not more, I will share with you the very worst time in my life.

Before I joined the Justice Department in Washington, D.C. as a prosecutor, I was an active duty Marine Corps officer, where I injured my back during a training exercise. I had

no choice but to endure the pain and complete my tour with the Marines. That's when I came face to face with the devil. However, in this case, the devil came in the form of strong opioids, such as hydrocodone and oxycodone, a small pill that was legally prescribed by my physician to "treat" my back pain.

Like millions of Americans using these types of drugs, I didn't realize that I was already on the highway to "addiction" Hell and there was no turning back. Everything cratered when my opioid supply ran out. I turned to a much cheaper and more dangerous alternative — HERION. I was robbing banks to feed my habit. I was thrown in a federal prison and lost visitation rights to my children. was at death's door both mentally and physically.

The CDC reported that there were 16,235 deaths involving prescription opioid deaths in 2013. Heroin use has more than doubled among women and young adults ages 18 to 25 and it has more than doubled among non-Hispanic whites. It's crippling both the middle-class and Middle America.

Democratic front runner Hillary Clinton, Christie and Carly Fiorina have briefly addressed the crisis. Fiorina has also lived this nightmare, as she discussed the loss of her step-daughter, who died from drug and alcohol abuse. BUT, the candidates must do more.

My plan of action:

- We need more federal funding and smarter initiatives directed to opening more detox facilities, long-term in-patient care, and out-patient rehabilitation.
- Pressure must be put on insurance companies who have a financial incentive to limit treatment to save their costs versus helping addicts get the long-term treatment they need.
- More resources need to be pumped into early prevention and education, targeting our younger and most vulnerable. And that's just the beginning.

This epidemic touches all of our lives directly or indirectly, whether we're rich or poor, city dwellers or country folk, blue collar or white collar. A wise man once told me, "Heroin doesn't read resumes." I can attest to that. I implore you to speak up at that next Presidential town hall. Insist on being heard. Help me wake up our presidential candidates to this major epidemic before you're mourning the loss of one of your neighbors, one of your family members or God-forbid - one of your children. It's time to act.

McKenna is the author of the memoir *Sheer Madness: From Federal Prosecutor to Federal Prisoner*. He travels the country speaking about the perils of prescription drug use and abuse and shares his story of hope and redemption. Web: andrewjamesmckenna.com



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Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Department Basketball

CHECK IT OUT: With department hoops starting soon, **Com-mish Steve "Yeh, yeh, yeh" Coleman** sent me a summary of the upcoming league. Here it is as follows: "The 2015-2016 SFPD Basketball League is scheduled to begin December 8th. After two weeks of play, there will be two weeks off for the Christmas/New Year's holidays. League play resumes January 5th until March Madness and the playoffs begin in early to mid March. The games are slated to be played at Saint Mary's Park. There's been a buzz around the department for the past month and everyone's gearing up to get the season under way.



As of right now, there are nine teams committed to play. Those teams are: the Central Diners, the Southern (10) Bee's, the Bayview Pit Bulls, the Mission Diablos, the Northern Bulldogs, the Ingleside Iguanas, the Tenderloin Rats, the 850/TAC combo, and the defending champions Taraval Titans. Daly City PD may be fielding a team this season, but have not committed as of right now. All teams will play each other once in the regular season, in a round robin format.

With several players transferring to new assignments since the end of last season in addition to our rookie class, the balance of power in the league may be affected. It'd be smart for everyone

to work on their conditioning because the pace will be fast and furious from the start. Everyone is encouraged to come out and play; it's a great way to keep yourself in shape and make connections/develop relationships within our department. If you'd like to play and can't find a team, please reach out to me and we'll find you a spot. I'm excited to see the old familiar faces along with new faces out on the hardwood. See everyone soon and good luck this season."

I'd like to thank Coleman for always keeping everyone in the loop with what's coming next. In the meantime, I want to point out that Steve makes a great effort to keep this league going, so all team managers please make his job easier by paying league fees in a timely manner; otherwise, have fun in the league

Softball Success for Nelson Ramos and Glenn Ortega
Glenn Ortega, Nelson Ramos and

Eddie Alvarado (Nelson's brother-in-law married to his sister Maria) played in the Major "50 years and older" Winter World championship softball tournament held on November 19 to November 22 in Phoenix, Arizona. The name of their team was J.U. Entertainment which consists of Bay Area ball players. They played a total of six games and not only did they end up winning the tournament, they qualified for the 50 and Over Tournament of Champions taking place in Florida sometime in 2016.

The most exciting game of the tourney for them was in the semi-final when they found themselves behind by 7 runs going into the bottom of the last inning. They scored 8 runs in the bottom of 7th to win the game and make it to the finals. In the championship game, J.U. Entertainment would go into extra innings against their opponent. They scored 3 runs in the 9th inning and held on to win it by a score of 34 to 31.

Ortega, Ramos, and Alvarado ended up making the all tournament team with great performances at the plate in addition to playing well in the field. Ortega batted .895 for the tournament, Ramos batted .722, and Alvarado batted .714 which is very impressive anyway you look at it. They each earned a World Championship Ring along with their teammates, and received an additional ring for making the all tournament team.

20 teams had participated in this very competitive tournament coming from all over: Northern California, Southern Cal, Arizona, Texas, Colorado, New Mexico and



Glenn Ortega, (left), and Nelson Ramos making the "all tournament" team in Arizona.

Hawaii. It was a team from Southern California that J.U. Entertainment had beaten in the semi finals which made the victory that much sweeter; otherwise, it was a team from Arizona who they beat in the championship game. Anyway you look at it, it was a very impressive weekend for ball players **Nelson Ramos, Glenn Ortega and Eddie Alvarado**. Congrats to their success and good luck next year in Florida!

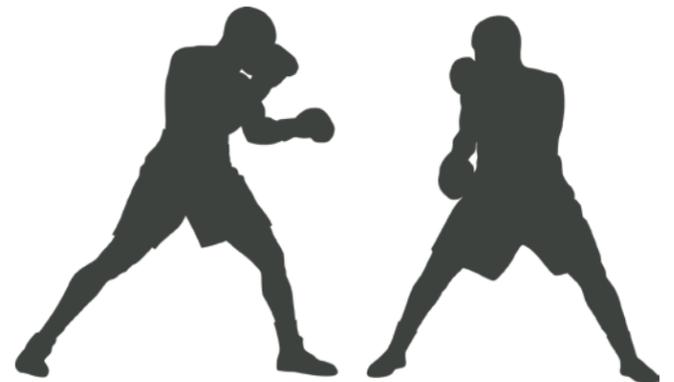
That's all for now...I hope everyone had a great Thanksgiving...Stay well and safe during the rest of the holiday season, and so... See Ya next month....

Attention: San Francisco Police Officer Boxers and Boxing Enthusiasts:

You are invited to compete — or volunteer to facilitate — in one of the largest Public Safety Athletic Events to be held in San Francisco in 2016. The rules any regulations for the bouts are on our website at unitedcombatassociation.com.

On July 30, 2016, the United Combat Association is hosting the best fighters in public safety from the following agencies:

- New York Police Department
- Los Angeles Police Department
- California Highway Patrol
- Santa Clara Sheriff's Department
- California Department of Corrections and Rehabilitation



We want to show the boxers a great time while they are in San Francisco. Here are some suggestions on how you may be able to assist:

Volunteers that can be assigned to the out of state teams? The volunteers would be picking up and dropping off the boxers from the airport and the hotel. The volunteers would also be providing them with transportation to entertainment venues, a Giants game, dinner, and a tour of the city.

Do you know anyone who can volunteer his or her time for the event itself?

A portion of the proceeds will benefit the Widows' and Orphans' Aid Association of the San Francisco Police Department.

To volunteer, participate, or get more information, phone East Bay Regional Parks Officer David Bermudez at 925-848-4518

The Loons Nest Report

By Ed Garcia, SFPD Retired

Kranci Reigns Over Monarch Bay in Memorial Championship

October 29th saw Loons descending from all directions on the Monarch Bay Golf Club in San Leandro. The long and demanding track which runs along the edge of San Francisco Bay was well prepared for tournament play on the cloudless fall day. The Loons enjoyed a breakfast buffet prior to heading out for a shotgun start, facing a light breeze coming in a westerly direction off the bay.

Dave Kranci set the pace on the front nine holes, as he fired a two over par side of 37 strokes. Dave picked up birdies on the 5th and 8th holes. Tom O'Connor was hot on Dave's heels with a front side of 38 strokes, as he picked up a birdie on the demanding first hole. Defending Memorial Champion Ed Anzore posted a 39 which was matched by Greg Kane. Jim Aherne and Harry Pearson remained close with scores of 40.

The back nine at Monarch Bay is very demanding and the breeze nor-



mally increases into the afternoon. Only one Loon managed to break 40 on the back side and that was Tim Brophy. Tim posted a 39 on the back nine holes, but an unfortunate front nine performance kept Tim out of the money. Anzore, O'Connor and Pearson also faded on the back nine, as big numbers on the 13th hole slammed Anzore and O'Connor.

The Kranci train kept rolling smoothly along, as Dave birdied the 11th hole en route to a back nine score of 40. Greg Kane picked up a birdie on the 11th hole for a back side score of 41, which was matched by Bob Byrne. As the smoke cleared Kranci finished with a score of 77, the only Loon to break 80 on the day. In second low gross, first flight Greg Kane's score of 80 did the job. Jim Aherne had a score of 82, but his fine net score of 70 moved him into first low net in the flight. This allowed Bob Byrne to take 3rd low gross with a score of 83.

Second low net in the flight went to Kevin Murray with a net 73. Kevin highlighted his performance with a 5th hole birdie. There was a log-jam in the contest for 3rd low gross. Tom O'Connor, Steve Morimoto, John Schmolke and Tony Sharron each had net scores of 76. The tie-breaker went to Morimoto with a 15th hole birdie as the deciding factor.

In second flight low gross Steve Stearns and Mike Siebert jumped out to an early lead with scores of 44 strokes. Clarence Nathaniel was one stroke behind at 45, with Mark

Porto and Earl Wismer at 46 strokes. As play moved to the back nine holes, Nathaniel opened with three straight pars, which were matched by his playing partner Wayne Green. Green had posted a 49 on the front side, having suffered a score of 9 on the 1st hole. Green did not allow that one bad hole to break his tournament concentration, as he burned his way through the back nine holes, posting 5 pars. Wismer and Porto began to fade on the back nine holes. Stearns kept a good pace until he was hit with a quadruple bogey on the 17th hole. As the match moved into the 18th hole, Siebert enjoyed a two stroke lead over Nathaniel and Green. Siebert suffered a double bogey on the 18th, leaving him with a score of 87. Nathaniel posted a par score of 4, while Green bogied the hole. Nathaniel had a score of 87 and Green finished at 88. The tie-breaker went to Nathaniel, giving him first low gross in the second flight. Siebert's net score of 72 moved him into first low net in the flight, allowing Green to move into 2nd low gross. Stearns finished at 93 to take third low gross, one stroke ahead of Dan Linehan and Dick Sheehan at 94 strokes.

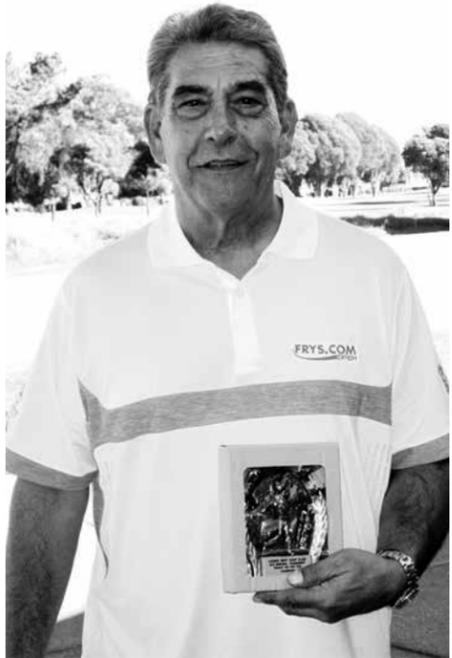
Second flight low net was a battle between Mike Siebert, Marty Kilgariff Sr and George Gulbengay. Kilgariff and Siebert both had net scores of 72. Both players had matching back nine scores and the tie-breaker was decided by a par on the 10th hole by Siebert. Gulbengay went into the 16th hole with a small lead over Kilgariff and Siebert, but suffered a triple bogey eight on the hole. Gulbengay finished at net 73, taking 3rd place.

Monarch Bay played particularly tough this day with devilish pin placements on rolling greens. In our last visit to Monarch Bay in December of 2014, Ed Anzore won the Holiday Classic with a score of 73. On that day there were seven Loons posting scores under 80 strokes. One might suspect that one of the greens keepers had been cited recently in San Francisco and knew we were coming!!

Our next event will be the Holiday Classic on December 28th at Eagle Vines G.C. in Napa. This event will bring us to the conclusion of our 29th season of tournament play. Please get your entries in soon for this event.

Loons Nest Scoreboard Chardonnay Golf Club

Player	Gross	Net
Kranci.....	77	66
Kane	80	73
Aherne	82	70
Bryne.....	83	77
O'Connor.....	83	76
Morimoto.....	83	76
Anzore.....	84	80
Murray	84	80
Brophy.....	85	77
Pearson.....	85	79
Sharron	86	76
Nathaniel	87	71
Siebert	87	72
Green	88	73
Schmolke.....	88	76
Garcia.....	89	78
Taylor	90	80
Kilgariff.....	90	72
Toomey	90	80
Hanley.....	92	78
Stearns.....	93	76
Vernengo.....	93	84
Sullivan	94	79
Biggs.....	95	85
Gulbengay.....	95	73
Wismer.....	95	77
Palma	95	79
Yesitis	95	75
Edison	96	79
Porto.....	96	77
Williams.....	96	74
Davies.....	97	83
Johnson, K.	98	80
Johnson, M.	101	82
Sheehan	101	82
Flynn.....	105	79
Linehan.....	106	74
Tapang.....	106	83
Miranda	108	78
Torrise	116	80



Dave Kranci Memorial Champion

Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

Enjoy this relaxing and fun-to-solve puzzle! If you've never solved a puzzle like these before, it's a good idea to read this before you begin.

Each puzzle has a grid of letters that conceals words reading in different directions — forward, backward, up, down, or diagonally — but always in

a straight line. The words, abbreviations, or phrases one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin your search!

Find December Holiday Words in this month's Word Search

B	U	O	K	X	Z	V	K	T	Z	N	K	Q	C	A
N	U	A	H	B	X	W	W	C	S	D	K	J	E	X
T	W	O	N	S	O	W	M	C	J	W	S	S	U	C
E	V	W	Y	G	F	W	U	P	Y	Y	W	X	N	A
E	W	I	N	T	E	R	S	V	J	L	X	I	I	O
L	S	N	O	W	L	L	I	W	D	O	O	G	F	M
A	M	E	M	B	R	A	C	E	C	A	L	F	Y	S
B	Q	C	R	O	E	D	U	C	N	A	P	L	F	Z
K	U	K	A	L	J	L	A	G	T	D	R	E	Y	W
H	M	O	H	R	O	S	L	S	H	P	S	O	C	J
C	J	P	L	E	I	K	O	S	H	T	I	P	L	P
W	C	Q	P	O	C	N	I	X	I	E	E	F	P	S
N	V	C	N	H	E	A	G	V	V	E	R	R	U	P
A	N	C	R	Z	J	H	E	Q	K	I	X	J	D	H
P	Y	S	V	O	T	T	N	P	A	M	N	Y	V	S

ANGEL	JOLLY
BELLS	LAUGHTER
BOWS	MUSIC
CARING	NOSTALGIA
CAROLS	OCCASION
DASHER	PEACE
EMBRACE	REJOICE
FESTIVE	SNOW
FRIENDS	THANKS
GOODWILL	UNIFY
HARMONY	WINTER
IVY	

Classified Ads

Automobile For Sale

1989 560SL MERCEDES. Beautiful Red Convertible with hard and soft tops, Excellent Condition runs beautifully; includes ceiling mount electric hydraulic lift for removing hardtop; has Sirius radio with high end Pioneer sound system and speakers, Automatic Transmission, Air Conditioning, Air Bags, 110K miles, All maintenance records, Tan interior with Leather and Wood. Priced at \$7999. For additional details contact Linda Bartlett at 415-505-0466.

2008 BMW 128I IS STILL FOR SALE. However, the car is obviously a classic, a collector item and is sought after by many well heeled buyers. The price is now \$1.5 million, or a negotiated portion of your pension. Contact Rob Kobold at the Academy".

2001 MERCEDEZ BENZ, CLK 430, V-8, clear title asking price \$7500. Contact Tony 415-240-0203.

Boat For Sale

2002 -18.5FT SEARAY 182 MERCURIS-ER. Perfect for skiing or fishing. Brilliant condition, less than 100 hrs, always garaged. Inboard/Outboard 4.3L Mercury 6 cyl (190 HP) Tinted/curved glass w/ walk-through to open bow Bimini top w/boot & vertical storage DVD player, fish finder SeaRay Trailer, folding tongue, Photos upon request, \$15,000 Call Steve @ 510-589-1944

For Sale

KAHR PM9 9MM - Black - Model # PM9094A. Less than 100 rounds through the gun. Manufacturer says the break-in is 200 rounds. With a 3.1" barrel and only 14oz weight it is an excellent concealed carry semi-auto pistol. Includes original case and packaging materials (instructions, 2 magazines, etc). I will also include 2 inside the waistband holsters. \$650. Contact Phil Haymond 415-350-7819.

GREAT SEATS...GREAT DEAL. 49er Seat License for sale. Make an offer, will accept any reasonable offer! Two seats available in section 119 row 26, seats 15 & 16. Lower Bowl! Between 15-20 yard line, easy access to concessions! Call or email for further details, Rose Melendez or Ann Marie Dabo 415-469-4949, amdabo@att.net

For Sale

ROY ROGERS, "King of the cowboys" and Dale Evens " Queen of the west", Colt single action army .45 cal revolver with glass covered wooden display case. \$2,500. Richard Oakes 650-344-5630

Motorcycle For Sale

2010 HD SOFTAIL HERITAGE CLASSIC, stock, windshield & leather saddle bags! Excellent condition! Less than 4000 miles, \$14,000. Call Jerry 208-939-2534.

2005 HERITAGE SOFTAIL CLASSIC white - extra chrome, windshield, scream-in eagle header, engine guard bars, saddle bags, travel bag (12,500 miles) \$11,000 OBO. Call Mike at 650-743-3621

2006 HARLEY - Iron Horse Outlaw - Must Sell! 124 Inch Motor; 6-speed right side drive; 250 rear tire; hydraulic clutch; LED lighting; digital dash; custom black/red paint; lots of chrome; less than 2K miles; reg fees current; negotiable price; sold for \$25K new; asking \$16,750 or b/o. Contact Mitch @ 415-987-6738

Vacation Rental

SKI RENTAL close to both Heavenly Ski Resort's Nevada Lodges located off Kingsbury Grade/207. One bedroom, one bath condo, with full size sofa bed and chair that opens to a twin bed, can sleep 4-5. Wifi, cable, DVD blu-ray and full kitchen. Contact David Gin via email: rentals@sfspectrum.com for availability and rates.

RELAX IN CARSON VALLEY! Carson Valley Golfers Retreat Vacation Home Rental. Gorgeous Views of the Sierra Mountains, 4 Bed, 2.5 Baths, 2300 s.f. SFPD/SFFD Member Rates: \$150 night or \$900 Week Call Vince at 415-302-2500

\$1200 / 2BR - LAKE TAHOE-2016 One week starting Friday Aug. 5th to Aug. 12th a two bedroom two bath unit on the Lake with pool and spa. The Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach and the clear blue water of Lake Tahoe, California. Contact us for additional information. PRICE: \$1250.00 Contact: Mike at: mike2200@hotmail.com

Vacation Rental

\$1275 / 3BR - LAKE TAHOE-2016 Seven night rental beginning August 13th to 20th, three bedroom two bath unit. Property is on the lake and includes a pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club has a 240foot sandy beach. Price \$1275.00 Contact: Mike at: mike2200@hotmail.com

\$1275 / 1BR - LAKE TAHOE-4th of July 2016 July 1st to 8th- 7 nights one bedroom unit sleeps four. Property right is on the lake and includes a pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club has a 240 foot sandy beach. Price \$1275.00 For more info Contact: Mike at: mike2200@hotmail.com

MAUI- KAPALUA GOLF VILLA: Large 1 bed, 2 bath, remodeled, immaculate "corner" unit with views. Look at the Island of Lanai, beaches, pineapple hills. Master bedroom lanai looks at the 1st hole of the Bay Course. Golf clubs for guests. Walk to Kapalua Beach, great restaurants, the Ritz... tennis courts and golf pro shops. This unit is magnificent and normally let out for 185 a night with a restriction to two people only. We offer it at a great price to SFPD. Call Rich Bodisco at 415-810-7377

SAN FELIPE-EL DORADO RANCH, BAJA, MEXICO. Beach golf course villa. Pool, hot tub, great fishing. Exclusive resort community. Go to www.eldoradoranch.com for more details or call Jim at 650-520-3868 and tell him Mike told ya about a discount for cops!

MAUI CONDO-SUMMER RENTAL- Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/info at www.flipkey.com/kihei-condo-rentals/p317667 or www.VRBO.com/221566. SFPD discount. Contact Alan (925) 672-0578.

TUCSON ONLY \$125 PER NIGHT. 1,100 sq.ft. 2 bedroom, 2 bath condo newly renovated and refurbished at 5500 N. Kolb. Ideal for that family getaway. 2 pools and workout facility on property. 2 full golf courses nearby. Unobstructed view of the Catalina mountains from the patio. Bookings on first come, first served basis. Call Chris 707-337-5514

Vacation Rental

MAUI - KAPALUA GOLF VILLA RENTAL. 1700 sq.ft. 2 bedroom, 2 bathroom Villa is located on the 10th Fairway of the famed Kapalua Bay Golf Course! This exclusive resort community has 4 swimming pools, 2 golf courses, golf academy, zip lining, 10 lit tennis courts, and many more amenities, which is associated with the Ritz-Carlton Hotel. Pictures and additional information is available at www.VRBO.COM listing #276140. SFPD members receive discount on posted rates. Contact Alan Honniball at 415-298-7205.

VACATION RENTAL HOME Ocean view Hot-tub on your deck in the redwoods. 2+ bedrooms /2 bath, large great room for entertaining eight - minute walk to Anchor Bay Beach, five- minute walk to Mariachi Restaurant, bakery and grocery store. Excellent for diving and fishing, hiking and relaxing; five-minute drive to town of Gualala and its great river for kayaking and canoeing adventures. Enjoy the Northern California Coastal Banana Belt's warm weather. E-mail me for more info at John.webb1@hotmail.com

Wanted

HOTWHEELS die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene 415-913-9161. reneg301@sbcglobal.net

S&W CENTENNIAL SERIES, Model 40, blue steel; Model 60, Stainless. Contact retired #1771 415-648-4332

Free Classified Advertising Available for POA Members

The *POA Journal* has free classified advertising, a no-fee service available to our active and retired members. Buy, sell, or trade in the *Journal* and reach 5500 readers each month. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.

Ads must be typewritten and submitted to the POA, attn: *Journal Advertising* in any of the following ways: US Mail, to the POA office; Interdepartmental mail, to the POA office, Email to journal@sfpoa.org

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Dudley Perkins Company
32nd Annual Toy Run
Sunday, December 6, 2015




Join us for the 32nd Annual Toy Run from Dudley Perkins to San Francisco General Hospital followed by a Breakfast at the Mariposa Yacht Club benefiting the Bay Area Law Enforcement Assistance Fund Please bring an unwrapped gift for the kids at the Hospital Ride Starts at 10 am at Dudley Perkins in So SF For further information contact Sgt. Bob Guinan (retired) at bguinan@sfpoa.org





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Fifteen Members Receive SFPD Medal of Valor Awards

By Sergeant Rachael Kilshaw, Secretary
San Francisco Police Commission

On Wednesday, November 18, 2015, the SFPD gathered at the San Francisco Scottish Rite Masonic Center to honor a select group of sworn members who engaged in exceptional acts of bravery and heroism over the past year. During the 2015 Medal of Valor Awards Ceremony, fifteen sergeants and officers were commended for their extraordinary and selfless acts and, for their actions, were awarded the Department's highest awards. Captains Daniel Perea, Jerry DeFilippo and Greg McEachern each described the acts of valor that prompted these heroic officers being awarded either a Silver or Bronze Medal of Valor, with several members also being given a Life Saving Award. All of the men and women exhibited courage that went above and beyond their call of duty.

Chief Gregory P. Suhr presented the following awards:

Silver Medal of Valor

- Officer Michael Tursi

Bronze Medal of Valor

(*Also the recipient of a Life Saving Award)

- Sergeant Julius Dempsky
- Sergeant Jessica Nantroup*
- Sergeant Anthony Montoya*
- Officer Nicholas Buckley*
- Officer Tadhge Kendall Conway
- Officer Therese Deignan
- Officer Aaron Fischer
- Officer Dennis Hoang*
- Officer Christopher Olson
- Officer Adam Shaw
- Officer Andre Taylor*
- Officer Marcus Wells
- Officer Jarrod Yee
- Officer Marco Sanchez-Mamundio



Officer Michael Tursi received the Silver Medal of Valor. Captain Greg McEachern commanding officer Northern Station read an overview of the incident.

PHOTOS BY SFPD PHOTO LAB



Left to right: Officer Andre Taylor, Officer Dennis Hoang and Sgt. Anthony Montoya, all received a Bronze Medal of Valor and Life Saving Award. Captain Jerome DeFillipo Commanding Officer Southern Police Station read a synopsis of the incident.



Bronze Medal of Valor and Live Saving Award honorees, left to right: Officer Nicholas Buckley, Sgt. (then officer) Jessica Nantroup. Police Commission secretary, Sgt. Rachael Kilshaw, far right.



Left to right, Bronze Medal of Valor recipients: Officer Marcus Wells, Officer Marco Sanchez-Zamudio, Officer Jarrod Yee, Officer Adam Shaw, Officer Theresa Deignan, Officer Tadhge Kendall Conway, Sgt. (then officer) Aaron Fischer, Sgt. Julius Dempsky. Far right, Captain Daniel Perea Commanding Officer Mission Station read a synopsis of the incident that resulted in the officers receiving the medal. Not pictured, Officer Christopher Olson.