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Future of California Pension Law Hangs in the Balance Before the California Supreme Court

By Gregg Adam
SFPOA Counsel

On December 5, 2018, the California Supreme Court heard arguments in *CAL FIRE, Local 2881 et al. v. CalPERS et al.* (“*CAL FIRE*”), the first of five cases pending before the state supreme court, which will collectively go a long way towards deciding what protection public pensions receive under California law going forward. CalPERS declined to take a position on the merits of the case. In addition, unusually, Governor Brown’s Legal Affairs Office, rather than the state Attorney General, argued the State’s position. Your columnist argued on behalf of our state firefighters.

All of these cases involve legal challenges brought against the Public Employee Pension Reform Act of 2012 (“PEPRA”). All of these cases attack PEPRA on its fringes. The central tenets of PEPRA—increased contributions by current employees and lower tiers of benefits for new employees—have largely been embraced by unions and employees. What is before the Court are attacks on existing benefits promised to employees who began working before PEPRA took effect. Each of the cases, which are at different stages before the Court, raise complex legal questions. But central to them all is: What does the California Rule stand for, and to which pension promises should it apply?

The California Rule is an interpretation of the “Contract Clause” in Article 1 section 9 of the California Constitution. California’s Contract Clause is modeled on the federal Constitution’s Contract Clause, and both generally prohibit the government from passing laws that infringe on contract rights (with certain limitations). The California Rule is a special interpretation of these clauses that developed over many public employee



Gregg Adam

pension rights cases. The rule prevents public employers from changing pension promises made to current employees unless the government can meet a very stringent test. Beginning with *Allen v. City of Long Beach* in 1955, the California Supreme Court has required the employer, among other things, to show that the change to pension rights is 1) reasonable, 2) “bear[s] some material relation to the theory of a pension system and its successful operation,” and 3) provides “comparable new advantages” to offset any change that has a detrimental impact on a particular employee’s pension. Notably, the California Rule is followed, in one form or another, in approximately a dozen other states.

The five cases before the California Supreme Court all turn, to one degree or another, on the continuing validity of this rule.

Three of these cases are on appeal from the First District Court of Appeal in San Francisco and involve changes made by some county retirement boards under the County Employees’ Retirement Law to what compensation elements count towards calculation of an employee’s pension: *Marin Association of Public Employees et al. v. Marin County Employees’ Retirement Association et al.* (“*MAPE*”); the *CAL FIRE* case; and *Alameda County Deputy Sheriffs’ Association v. Alameda County Employees Retirement System* (“*ACDSA*”).

Another case, *Hipsher v. Los Angeles County Employees’ Retirement Association et al.* (brought by a former firefighter), involves whether a new felony forfeiture rule enacted under PEPRA can be applied to an employee who began work before PEPRA was passed. Disregarding the *Allen* line of cases and the California Rule, the Court of Appeal in *Hipsher* ruled that the county retirement board could significantly reduce the pension benefits earned by the employee after he pled guilty to federal felony gambling charges. The Court of Appeal declined to follow a prior Supreme Court case, *Wallace v. Fresno*, from 1954, which in-

validated an effort to similarly deprive a retired employee of previously earned pension benefits after a felony conviction.

The fifth case, *McGlynn v. State of California*, involves a group of judges who were elected in the primary election of June 2012, before PEPRA was enacted, but who did not take their judicial office until January 2013, after PEPRA took effect. The judges were expressly promised pension benefits that existed at that time they were elected (i.e., pre-PEPRA). Subsequently, however, in 2014, more than a year after taking office, they were advised that they would receive a lower PEPRA pension formula.

The first decision will likely be issued in *CAL FIRE*. That case involves Government Code section 20909, which was enacted by the Legislature in 2003. The statute expressly provided that an employee who performed five years of state service could purchase up to five years of additional retirement service credit (“ARSC”). The service credit would not reduce the minimum age or service requirements for retirement and the employee had to pay the entire cost of the benefit (including both the employer and the employee share). Critically, the statute provided that the employee could make the purchase of ARSC “at any time prior to retirement.” PEPRA eliminated the benefit, even though many employees were still performing the five years of requisite service in order to be eligible to make the purchase. One employee who sued was only 16 days short of securing five years of service when the benefit was withdrawn. Each plaintiff argued that they had relied on the existence of the benefit in continuing to work for the state.

Both the trial court and the Court of Appeal upheld PEPRA against the challenge.

In the parties’ briefs, the union argued that the elimination of section 20909 violated the California Rule, and a near-unbroken line of case law going back to 1955, because a benefit was eliminated and no comparable offsetting benefit was offered in return. Unusually, once the case arrived in the Supreme Court, the Governor himself took over the defense of PEPRA from the Attorney General Xavier Becerra (perhaps because the latter faced reelection in November 2018). Governor Brown has taken an aggressive posture: arguing, in spite of existing case law, that California law only protects pension benefits already earned and gives the legislature free reign to reduce pension benefits prospectively.

Multiple amici groups (friends of the court) filed briefs on both sides of the case. Multiple peace officer associations advocated to maintain the California Rule.

This set the stage for oral argument on December 5 in Los Angeles. The seven

justices (six permanent members of the court and one justice sitting in a temporary capacity while Governor Brown’s final appointment, Josh Grobin, awaits confirmation) were vigorous in their questioning of the advocates for each side. (The video of the argument will be posted at <http://www.courts.ca.gov/35333.htm>.) Some justices questioned why ARSC could not be freely withdrawn before an employee made the purchase of the service credit. Others seemed dubious about the Governor’s argument that pension benefits may be freely changed going forward. Most of all, the Justices seemed to be seeking some help in drawing a line over what benefits are protected by the Contracts Clause and what are not. Justice Goodwin Liu pointed out that employees rely on many benefits, such as continuing healthcare benefits, in agreeing to begin or keep working for a public employer.

In rebutting the Governor’s argument that pensions could be changed freely by employers prospectively, your columnist drew from the benefit structure of San Jose police officers in Tier 1. The issue was reliance and how much employees rely on promised future benefits. San Jose’s system of course provides police officers with 2.5% for their first twenty years and an accelerated 4% formula beginning in year 21, for a cumulative 90% benefit. As I pointed out, if the Governor’s argument is accepted, the City could freely withdraw the 4% benefit on the cusp of a San Jose officer reaching year 21 and after they had passed over other opportunities (such as moving to a 3% at 50 jurisdiction). Let’s hope our Supreme Court does not permit those shenanigans.

Many believe that the Court could reach a narrow decision in *CAL FIRE* and simply determine that right to purchase ARSC was not a pension benefit at all but simply an option and therefore not subject to the more dynamic protections of the California Rule. This would defer determination of the broader challenges raised in the *Alameda* case or another case. It is doubtful that the Court will ultimately decide all five of these cases on their merits. What is more likely is that it will decide two or three of the cases and remand the others back to the lower courts for determination consistent with any rulings it does issue.

Much remains speculative, but it is fair to say that 2019 is shaping up as the year of pension decisions in California.

* * *

Speaking of pensions, whereas now former Governor Brown drove an unprecedented attack on public employee pensions in the case described above, it was good to see that in its first proposed budget, the new administration is calling for \$7.8 billion in payments above what is required by law to CalPERS and CalSTRS.

Minutes of the January 16, 2019, Board of Directors Meeting

Call to Order

1. Sergeant-at-Arms Tracy McCray called the meeting to order at 1202 hours.
2. Sgt.-at-Arms Tracy McCray led the Board in the Pledge of Allegiance. Tracy McCray asked for a moment of silence for our service men and women, as well as for law enforcement, who have lost their lives serving our country and communities.

Swearing in of New Reps

3. POA Parliamentarian Mike Hebel swore in the new representatives from Central – Josh Cabillo, Bayview – Danny Miller, Taraval – Paul Khmarskiy, Richmond – Chris Mansfield, Investigations – Rich Hunt.

Roll Call

4. Secretary Lobre conducted roll call. 28 Board of Directors were present, 5 were excused.

Financial request

5. Pearl Rogers made a presentation with Ron Banta requesting \$7,000 for seven riders who will be riding from New Jersey to Washington DC for Police Week, the week of May 9th 2019.

Presentation

6. President Montoya presented BALE-AF President Kelly Blackwell Garcia with a plaque for all her years of service. Kelly is stepping down after 10 plus years of service and involvement.

Approval of December 2018 Board Minutes

7. A motion to approve the December 2018 meeting minutes was made by Director Carew and seconded by Director Johnson. The minutes were approved by unanimous vote.

President's Message

8. President Montoya discussed Building 606 and reminded members that those who haven't responded to Wendi Berkowitz, have until January 18th. Contact Wendi at: Wendi@majlabor.com.
9. President Montoya discussed DPA complaints and reminded the Board to remind members to please fill out the request for representation form as soon as possible. Waiting till the last minute to request for representation may find the member with no representation.
10. President Montoya indicated that

Sharon Ferrigno is stepping down from the Health Service System, and that the POA intends to nominate Chris Canning to her spot.

11. President Montoya advised that the city is down to three vendors who will be providing TrueNarc machines, and anticipates getting some of these machines out to stations in the near future.
12. President Montoya advised that the POA has a new App that will be available to members in the next couple weeks. This will allow members to access the full SFPOA website and also receive alerts on their smart phone, IE: special announcements, etc.
13. President Montoya discussed the draft bulletin regarding sitting handcuffed individuals on the sidewalk. Labor Attorney Gregg Adam sent a cease and desist letter to the Chief regarding this bulletin until there is a meet and confer on this issue as this represents a change in working conditions.
14. President Montoya addressed the Body Worn Camera policy. This policy is in a meet and confer with the Chief and the City. However,

there was a recent December 2018 Department Bulletin that indicates changes in working conditions.

15. President Montoya advised the Board that the POA would be closed on January 24th for an Executive Board Labor Symposium.
16. President Montoya advised that the various committees at the POA will be updated in the next week. Board members are asked to advise which committees they would like to be on by January 23rd.
17. President Montoya had our Labor Attorney Gregg Adam put on a presentation regarding SB1421. This Bill took effect on January 1, 2019. Greg discussed the ramifications and whether or not the public will be able to make record requests prior to January 1, 2019. The Bill currently does not spell that out.
18. President Montoya opened up discussion on the possibility to take legal action on this Bill. After much discussion, Director Johnson made a motion to fight the retroactivity of SB1421. Director Obot seconded the motion. A roll call vote was held which passed 28-0.
19. President Montoya advised the Board that the Executive Board will be making station visits to reach out to the members regarding the different issues we are facing.

Vice President's Message

20. Vice President Andreotti was at training. No message at this time.

Treasurer's Report

21. Treasurer Perdomo indicated that the POA finished 2018 under budget by 6%.

New Business

22. Central, TAC, Taraval, Mission, Investigations, and Ingleside made financial requests for their respective gym funds.
23. Director Inocencio said that members at his station are being instruct-



Parliamentarian Mike Hebel swearing in new representatives, L-R, .Danny Miller, Chris Mansfield, Rich Hunt, David Lee, Josh Cabillo, Jim Trail and Patrick Macchi.

The San Francisco Police Officers Association

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The *POA Journal* is the official publication of the San Francisco Police Officers Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

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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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.



Martin Halloran, Kelly Blackwell-Garcia, Tony Montoya and Val Kirwan.

SFPOA Board of Directors Election Results

Airport, Bayview, Central, Investigations, Taraval

Airport

Kevin Lee... 73
 Jim Trail...84
 Erik Whitney...36

Investigations

Ed Carew...46
 Rich Hunt...54
 Greg Stechschulte...31

Bayview

Joe Kavanagh...45
 Danny Miller...37
 Matt Reiter...6

Taraval

Mike Ferraresi...36
 Shawn Imhoff...5
 Pavel Khmarskiy...36

Central

Sean Archini...21
 Josh Cabillo...65
 Larry Chan...89
 John Van Koll...20

- ed to collect certain types of DNA samples that have been traditionally been handled by CSI.
24. Director Hart inquired how meals for POA members at the Brixton will be handled.
 25. Director Obot inquired about a member who had received reimbursement for training in his regular check versus a separate city check.
 26. Director Laval made a financial request for \$5k for 93 Coast Guard members who work out of the Golden Gate and San Francisco Stations. The money would be used to buy Safeway gift cards for these members. The motion was seconded by Director Hart and passed unanimously.

Financial Requests

28. President Montoya reintroduced the \$7,000 request for the Unity Tour. A motion for \$7k was made by Director Lee and seconded by Director Pena. The motion passed unanimously.

Adjournment

29. President Montoya adjourned the meeting at 1349 hours after a motion was made by Director Johnson and seconded by Director Peña.

Submitted by
Matt Lobre

**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 succeeding issue of the Journal.*

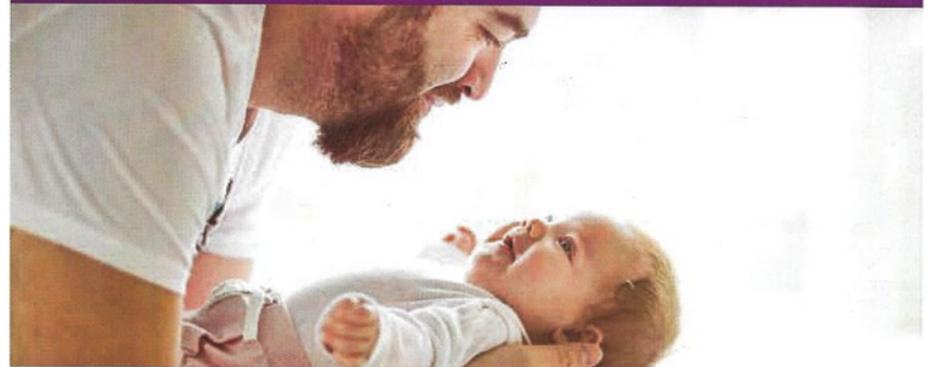
Old Business

27. None.

Board of Directors Meeting Roll Call Wednesday, January 16, 2019

			Vote #1
President	Tony Montoya	P	Y
Vice President	Rick Andreotti	E	
Secretary	Matthew Lobre	P	Y
Treasurer	Sean Perdomo	P	Y
Sergeant-At-Arms	Tracy McCray	P	Y
Editor	Ray Shine	E	
Co. A	Josh Cabillo	P	Y
	Larry Chan	E	
Co. B	Damon Hart	P	Y
	Louis Wong	P	Y
Co. C	Joseph Kavanagh	P	Y
	Danny Miller	P	Y
Co. D	Mikayla Connell	E	
	Thomas Johnson	P	Y
Co. E	Joan Cronin	E	
	Jesus Peña	P	Y
Co. F	Jeremy Cummings	P	Y
Co. G	Anthony Garrett	P	Y
	Chris Mansfield	P	Y
Co. H	Matt Inocencio	P	Y
	David Lee	P	Y
Co. I	Michael Ferraresi	P	Y
	Pavel Khmarskiy	P	Y
Co. J	Kevin Lyons	E	
	Bassey Obot	P	Y
Co. K	Crispin Jones	P	Y
Hdqtr.	Patrick Macchi	P	Y
	Patrick Woods	E	
Tactical	Dan Laval	P	Y
	Steve Needham	P	Y
Invest.	Ed Carew	P	Y
	Rich Hunt	P	Y
Airport	Kevin Lee	P	Y
	Jim Trail	P	Y
Retired	Val Kirwan	P	Y

Powered by purpose and passion



SF POA BLOOD DRIVE

WEDNESDAY, FEBRUARY 6, 2019
 10:30 AM - 2:30 PM
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 SAN FRANCISCO, CA 94103

To make an appointment, visit vitalant.org and click donate. Use your unique sponsor code: SFPOA or contact Cheryl Trotter 415-470-1808, Sean Frost 650-868-1550 or Deborah Braden 415-609-8974

Lunch and refreshments will be provided for all participants

For more information or to schedule a donation, call 877-25-VITAL or visit us at vitalant.org
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"I believe the idea that my blood could help save a life is so amazing. Even though I am not a trained medical professional, I can still make a positive impact on others."

Chris - Blood Donor



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MEMBERS:

Sgt. Maura Pengel (415) 653-6413

Sgt. Art Howard (415) 378-5082 Off. Dennis Rodelas (415) 660-8664

Police Discipline Resolution

By Paul Chignell,
Former President and
Current Legal Defense Administrator

The discipline process within the San Francisco Police Department (SFPD) can be arduous.

The policing of the City and County is everyone's business it seems — and often rightly so, as police officers have immense powers to restrict freedom of liberty.

But the viciousness and downright untruths in discourse by many critical of police and policing affects the discipline process.

With a multitude of investigative agencies, inconsistent application of policies, personalities of decision makers, and flavored by the San Francisco brand of blatant politics, the road map for the rank and file police officer causes strains of angst.

The Public Safety Officers' Procedural Bill of Rights Act, the City and County Charter, state statutes and case law generally govern discipline along with, of course, procedures encompassed in the SFPD General Orders. But if the discipline process was carried out pursuant to carefully drafted rules and laws we would not have the arduous path.

Instead we have two administrative agencies with their band of investigators starting the process of figuring out whether an officer committed an indiscretion or a heinous act meriting strong punishment — the Department of Police Accountability (DPA) and the Internal Affairs Division (IAD).

Officers facing allegations of misconduct are summoned to those two agencies for "interviews". Once the investigations are completed, in the DPA



Paul Chignell

case, if sustained it is up to the IAD to be the conduit to the Administration of the SFPD to propose discipline. In the IAD investigative process the sustained cases are reviewed similarly by the Administration to either propose discipline or not.

Hearing officers for police discipline are either delegated Deputy Chiefs or Police Commissioners depending on the severity of the proposed discipline. The vagaries of adjudication occur within the personalities, backgrounds and application of unwritten rules by the hearing officers. Each hearing officer will decide differently as is human nature but you may have widely varying results within the context of similar violations.

Particularly vexing is the fact that on a number of occasions, after a hearing officer has reviewed the material on allegations, conducted a lengthy hearing

and listening carefully to the officer's legal representative this current Police Chief overturns the decision by the hearing officer. In that case the matter is appealed to the Police Commission in a number of cases.

Politics and the Awful Prince of St. Francis Wood

San Francisco is not bereft of politics — that is a given.

Does it affect the discipline process? Of course it does.

High profile or deemed to be high profile indiscretions of police officers are red meat to police critics. They pounce on an allegation and their erstwhile allies in the San Francisco media are pleased to shine the spotlight. Often after the klieg lights dim and the weeks go by, the officers are found to be without fault but the damage is done.

Policy makers are not deterred by the avalanche of negative publicity. Their time lines for adjudication of allegations are constricted, their senses are heightened and due process on occasion suffers.

In recent months our jaywalking, publicity hounding and failed Mayoral contender Jeff Adachi has overseen another class of miscreant non civil service warriors. Their latest drive to disrupt the police discipline process is to file bogus complaints with the Department of Police Accountability when they can't get the results they want in a court of law.

Their boss is the irreverent Adachi, the clown who pursued two City Charter amendments to take away pension rights for civil service employees. His butt was kicked by the voters who rejected his attempt to diminish the pension rights.

In a recent election four (4) incumbent

Judges were opposed by four (4) of Adachi's clowns. Their "victory" party was held in a Mission district tavern which turned into a morgue as all four (4) were defeated handily.

The San Francisco Police Officers' Association supported the incumbent judges. But the morgue party erupted into profane chants before the votes had been counted — "Fu-- the POA", Fu-- the Police".

This is what we are dealing with from the honorable lawyers.

Adachi is the defender of the downtrodden and tries to diminish middle class pensions while he whiles away his time in the neighborhood of St. Francis Wood where neighbors with high walls and fencing to keep the downtrodden away.

Nuts and Bolts

As all San Francisco police officers are aware the SFPOA is aggressive in ensuring that your rights are protected at DPA, IAD, and at disciplinary hearings.

We have an excellent track record at diminishing discipline and advising officers when to accept discipline that is warranted.

Here are some basic rules:

1. Never go to DPA or IAD without a representative.
2. When you get a notice of proposed discipline call me or Kevin Martin at the POA to discuss.
3. If you have ever suffered a suspension or reprimand in the past call me so I can seal the discipline pursuant to the POA contract.
4. Make sure you email to the POA notices from DPA or IAD as soon as you receive them so we can assign a representative.

Calendar of Events

☛ Specially Scheduled Events

SFPOA BLOOD DRIVE

Where POA Building 6th at Bryant Streets, 3rd Floor
When Wednesday, February 6, 2019 10:30 - 2:30
Contact Drop In

SF POLAR PLUNGE BENEFITING SPECIAL OLYMPICS

Where Aquatic Park, Beach and Hyde Streets, SF
When Saturday, February 23, 2019 at 9:30 am
Contact Sgt. Ray Padmore, 415-238-6396

SFBALEES' 1ST ANNUAL CRAB FEED

Where Italian-American Athletic Club, 1630 Stockton, SF
When Saturday, February 23, 2019 at 6:00 pm
Contact See Flyer, Page 14

SFPD PENINSULA RETIREE LUNCHEON

Where Basque Cultural Center
599 Railroad Avenue, South San Francisco
When Wednesday, March 6, 2019 11:30 am
Contact See Flyer, Page 16

MMOC ANNUAL CIOPPINO FEED

Where San Jose POA Hall, 1151 No. 4th St., San Jose
When Saturday, March 9, 2019 6:00 PM
Contact See Flyer, Page 12

PAL 60TH ANNIVERSARY HALL OF FAME GALA

Where Olympic Club, Lakeside, San Francisco
When Saturday, April 13, 2019, 6:00 pm
Contact See Flyer, Page 21

GEORGE BROWN MEMORIAL GOLF TOURNAMENT

Where Lake Merced Golf Club,
2300 Junipero Serra Boulevard in Daly City
When Monday, June 17, 2019 9:00 am
Contact Denise Brown, dbrown49er@gmail.com

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

VETERAN POLICE OFFICERS ASSOCIATION

Where Scottish Rite Masonic Center, 2850 19th Ave., SF
When Second Tuesday of every month, 11:00 am
Contact Larry Barsetti 415-566-5985 larry175@ix.netcom.com

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
When Second Tuesday of every month, 12:30 pm
Contact Mark McDonough 415-681-3660, markmac825@comcast.net

AMERICAN LEGION SF POLICE-FIRE POST

Where Park Station Community Room, 1899 Waller St., SF
When Second Tuesday of every month, 4:00 pm
Contact Greg Corrales 415-759-1076

POA BOARD OF DIRECTORS MEETING

Where POA Building
When Third Wednesday of every month, Noon
Contact POA Office 415-861-5060

RETIRED EMPLOYEES OF CCSF

Where Scottish Rite Masonic Center, 2850 19th Ave., SF
When Second Wednesday bi-monthly
(Feb., Apr. June, Aug. Oct. Dec.), 10:15 am
Contact RECCSF Office 415-681-5949

RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range
When Contact Lake Merced Range for Dates
Contact Range Staff 415-587-2274

Identifying Perfection; SFPD is Just That...

By Seth Riskin
Ingleside Station

Editor, we had DOJ here at Ingleside today. They really didn't seem interested in what we or at least I had to say. I wanted to make a few points to them, and they danced around the issue. This resulted in my doing a little research and writing about it. If you think it's worth putting out there, then please do in whatever way you feel is appropriate.

— Sgt. Seth Riskin

With all of the bashing that we, SFPD, and American police officers in general, have taken over the last several years, and most recently, the last couple of months, with recent events, I felt compelled to give you my take. I am so sick of the unnecessary criticism by those who are afraid to do the job we do in the first place. First of all, we, SFPD, do a great job overall. We are very good at what we do, and I believe, all Cops in America do a great job, and are rarely given any credit for that. The aberrational moments that do occur, are the only incidents that are reported on, and talked about by the media, and general public. I will argue, that we, SFPD, and American police in general, are about as close to perfection as is humanly possible—better than any company or corporation, or any other entity in the US. I will present that argument a bit later.

But first, these aberrational moments only occur when suspects, or perpetrators of crimes, refuse to be arrested, and they either resist arrest, or resist and assault the police officers. And of course you, and we, all know this. I don't need to convince you of that. And these aberrational events sometimes lead to decisions that the officer(s) have to make. Almost always, the officers' decisions are proper, but every now and then poor judgment does take place. Nonetheless, these decisions are made with little to no time to consider them, and also in the heat of a battle that typically is life threatening and dangerous to the officer's safety, or the public's safety, or both.

If the perps or suspects complied in the first place, then the aberrational incidents, most likely, do not occur. I am so sick and tired of absolutely no one holding the perp/suspect responsible for his/her actions. Since when is it ok to rob a liquor store and then resist and assault a cop? But those actions by the suspect are, and were never considered. It was all about what the cop did.

So when I come in contact with the public, and people ask me questions about us cops, or when they confront me about police misconduct, I provide them with a long winded explanation as described below. This explanation always shuts them up, and enlightens them a little. I have even won some folks over, and got them to change their mindset somewhat. I would recommend that all our officers respond with this argument. So here it is:

I first start by asking what kind of success rate they would be happy with, if say they owned or ran a business or company. I ask if 90% was a successful number, and of course, I get the response that they would be very happy with a 90% success rate which also means that there is a 10% failure rate. After establishing what the definition of "successful" is, I continue by explaining that San Francisco is divided into 10 police districts (stations), which are further divided by car sectors for each district. So counting all the car sectors for all the police districts/stations, there are 53 car sectors in the city.

I then explain that each car sector is to be (ideally) staffed by a two officer unit. I then explain that there are four watches throughout a 24 hour day/cycle. Those watches are the 0600, 1100, 1600, and 2100 watches. I then tell the folks to do the math. The math is this: (53 car sectors) X (2 Officers) X (4 watches) = 424 officers total for all the car sectors , all day. Now we all know this is not realistic as solo units are on patrol, and not all sectors are staffed fully. And we also know that this is just patrol, and does not factor in 35 car, housing, specialized units, etc. The numbers would be even more staggering if we included these units. So, using just patrol, let's be conservative, and cut the 424 officers/day to less than half, to say an even 200/day, for easy mathematics of course. This is also more in line with reality.

So now we take the 200 officers per day, department wide, and we multiply by (on average) how many citizen contacts an officer would have. I explain to the inquiring person, that citizen contacts run the whole gamut of people we encounter on a daily basis. E.g.: calls for service, suspect take ons/detentions, and arrests of suspects, meeting with victims, witnesses, reportees, saying hello to citizens on the street or at 7m, traffic violation citations and advisements, community meetings, etc.

So how many citizen contacts are made in a typical day for a typical officer on patrol? Well, again on average, and conservatively, a sector unit, during their tour, will respond to say, 10 calls for service, either as primary or as cover and each call has minimally, 1 contact, and usually more. Additionally, lets say the average sector car may make 3 585/916's, resulting in advisement or citation. Then lets add in maybe 5 citizen contacts in the fashion of exchanging pleasantries with patrons while purchasing, and then commiserating over the daily Philzz coffee, or later at 7m, or citizen on views/flag downs, giving out stickers, etc. So add these numbers up, (10 runs + 3 916/917/585 + 5 909's) and these numbers total 18 contacts throughout the course of a tour (again a conservative number). Some of these contacts results in arrests, but most are benign, and all parties move on.

Now one could argue that while there may be 4 officers may be on a particular call, and therefore could be accused of double counting, or even quadrupling my numbers. True, but we all know that if 4 officers all contact the same individuals, the results are not exactly the same for each officer or citizen. How many times have you and your partner been to a scene and a citizen liked you, but complained about your partner. Good cop vs bad cop. Thus, each contact is still individualized,

valid and unique, and can be treated as such.

So the numbers we now have are: 200 sector officers/day x 18 contacts/day = 3,600 citizen contacts/day. Let's further the math: 3,600 citizen contacts/day x 7 days/week = 25,200 contacts/week. And finally, you use those numbers over the course of a year, and the numbers are staggering: 25,200 contacts/week X 52 weeks/year =1, 310,400 contacts over the course of a year. That is over ONE MILLION contacts over the course of a year, and even that is being conservative. How many of those contacts result in OIS's or serious injury of citizens at the hands of the police? 1? 3? 5? How many of those contacts result in allegations of police brutality, and/or unnecessary use of force that are sustained as such? 10? 20?

And lastly, how many of those contacts result in complaints? Sustained complaints? Well here are some numbers, straight from DPA's own annual report from 2016, detailing statistics from 2015 and 2016:

Department of Police Accountability 2016 Annual Comprehensive Statistical Report

COMPREHENSIVE STATISTICAL REPORT January 2016 - December 2016		THE POLICE COMMISSION OFFICE OF CITIZEN COMPLAINTS CITY AND COUNTY OF SAN FRANCISCO															
CASE YEAR	JAN	FEB	MAR	1ST	APR	MAY	JUN	2ND	JUL	AUG	SEP	3RD	OCT	NOV	DEC	4TH	YTD
CASES OPENED																	
2016	44	60	49	153	51	59	48	158	47	56	49	152	53	39	46	138	601
CASES MERGED/VOIDED/WITHDRAWN																	
2016	3	5	2	10	2	1	1	4	2	2	4	8	3	1	0	4	26
CASES CLOSED, BY YEAR CASE WAS FILED																	
2011	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
2014	2	4	1	7	0	0	0	0	0	0	0	0	0	0	0	2	9
2015	33	37	43	113	31	25	25	81	23	41	15	79	21	11	10	42	315
2016	4	16	18	38	22	22	13	57	15	27	10	52	29	28	39	96	243
TOTAL	39	57	62	158	53	47	38	138	38	68	25	131	50	40	51	141	568
CASES OUTSIDE JURISDICTION																	
2015	3	1	0	4	0	0	0	0	0	1	0	1	0	0	0	0	5
2016	3	10	10	23	11	9	7	27	3	13	1	17	3	0	12	15	82
TOTAL	6	11	10	27	11	9	7	27	3	14	1	18	3	0	12	15	87
CASES SUSTAINED																	
2015	1	6	10	17	3	5	6	14	1	7	4	12	6	5	0	11	54
2016	0	0	0	0	0	0	0	0	0	0	0	0	1	3	7	11	11
TOTAL	1	6	10	17	3	5	6	14	1	7	4	12	7	8	7	22	65

San Francisco's Department of Emergency Management (DEM) data indicates that SFPD's calls for service decreased from 2015 to 2016. The number of urgent and non-urgent calls for service in 2016 totaled 1,139,086, representing a 13.88% decrease from the 1,322,680 calls for service in 2015.

So using the above numbers, from DPA themselves, in 2016, SFPD responded to more than 1.3 million calls for service in 2015, and more than 1.1 million calls for service in 2016. And in 2016, DPA received just 601 complaints out of more than 1.1 million calls for service, and then only sustained 11 of those complaints. Do the math: 601 complaints out of 1,139,086 calls for service: that is a 99.947% success rate, if you will. And a failure rate, if judged by complaints taken, and even less, sustained complaints, a less than 1/10 of one percent of call or contacts that did not go well. Translation, all aspects of calls for service/citizen contacts went as they should have: properly, professionally, and without incident and without complaints. Previous years and subsequent also bear out similar numbers. Just take a look at DPA/OCC's website report or SFGOV.org. So again, I ask anyone, what is the definition of perfection? I'm not sure it can really be defined in a business or company sense, but, as it pertains to us, SFPD, we are, I dare say, near perfect, and as perfect as any business or corporation could even hope to be in their wildest business models. And I further state that these success rates are predictably reliable and very similar throughout the United States law enforcement community.

And yet we go about our business of near perfection, under constant public scrutiny, 24/7, and all in real time, without benefit of reading a coroner's report, crime scene report, investigations chronological, police report, or tv pundit's commentary or newspaper narrative, or Twitter breaking news, and we are always being second guessed publically.

The inflammatory words such as "epidemic" "out of control" "police brutality" "racist" are just that: inflammatory, but they do not exist in as it pertains to SFPD, and I suspect for all departments in America. Are there a few bad apples? Sure. Do mistakes happen? Yes, after all, we are all human. But they are so few and far between, the numbers are microscopic. And they are disciplined and weeded out and dealt with.

Spread these numbers across all the departments and officers in the US, and how many of these incidents do we hear about? 3, 4, 5? Out of how many officers in the US? Out of how many citizen contacts and arrests in the US? And "they" are only protesting about 3 or 4 or 5 incidents? Again, all about nothing, miniscule. As close to perfect as it gets. NOTHING is out of control. Do the math.

Lastly, using the above math, if we achieved a 90% success rate based on citizen contacts with SFPD officers, 90% of 1,139,086 is: 1,024,277. So at a 10% failure rate, the number would be: 113,909 contacts that went bad in some way. There is no way, it is not even close to those numbers happening. So based on DPA's own numbers we have a greater than 99.99% success rate. Failure rate is miniscule, while success rate: NEAR PERFECTION.

So, lets get this word out there. The good folks out there need to know the true works that goes on every day in SF, and in the US as a whole. And some good, factual numbers should help in doing that. Enough of the rhetoric, and grandstanding about issues that don't exist, and are blown up into unimaginable proportions.

California Supreme Court Rejects Police Union Petition On Police Transparency Law

January 4, 2019

On Wednesday, the California Supreme Court denied a police union's last-minute petition to change a new police transparency law, rejecting the union's effort to make the law – Senate Bill 1421 – apply only to records created after Jan. 1, 2019.

SB 1421, authored by Sen. Nancy Skinner (D-Berkeley), requires that certain personnel records and records relating to specified incidents, complaints and investigations involving peace officers and custodial officers to be made available for public inspection pursuant to the California Public Records Act — a sweeping change in California law.

In a one-sentence order issued Wednesday, the California Supreme Court rejected a petition filed on Dec. 18 by the San Bernardino County Sheriff's Employees' Benefit Association.

The First Amendment Coalition, or FAC, led a coalition of media groups in opposing the union's effort, filing papers on Dec. 28 urging the court to deny the effort to gut the law.

"This is a great result for transparency and for the public," said FAC Executive Director David Snyder. "We're grateful the Supreme Court saw through the union's Hail Mary effort to weaken this law, which will allow broad public access to police misconduct files."

The union had asked the high court to rule that the bill, signed into law in September, applies only to records created after Jan. 1 — the bill's effective date. That came after the county of San Bernardino stated in a Dec. 13 letter that

it intended to retroactively apply the legislation's amendments to personnel records, according to a union announcement when it filed the petition.

The union said the release of such records before the bill's effective date would cause irreparable harm to the statutory and constitutional rights of its members, as peace officers' personnel records received legal protection prior to SB 1421.

The Peace Officers Research Association of California, or PORAC, raised issue with the bill previously, saying its mandates are broad, and that it creates confusion and uncertainty in the administrative disciplinary process.

PORAC said the information that will be released because of this bill is already available to defendants in an action against the department through the "Pitchess" System that has been in law for 50 years, and through discovery, and raised concern that, should information about law enforcement discipline be publicized, a wave of habeas corpus petitions from convicted criminals would follow.

Joining FAC in the effort to oppose the union's petition were the Los Angeles Times, KQED and the California News Publishers Association.

The union employed Rains Lucia Stern St. Phalle & Silver P.C. to file the legal challenge on behalf of its members. FAC and the media coalition are represented in this matter by James Chadwick and Tenaya Rodewald of the Sheppard Mullin law firm.

From *Lake County News*

Police-Fire Post 456 News

By Greg Corrales

On January 7 Post 456 Commander Gary Gee and I had the pleasure of meeting National Commander Brett P. Reistad at a luncheon hosted by Redwood City Post 105. Commander Gee and I had a chance to have a very cordial conversation with Commander Reistad, a retired cop. Reistad was elected National Commander of The American Legion on Aug. 30, 2018, in Minneapolis, Minn. during the organization's 100th National Convention. He has been a member of the nation's largest veterans' organization since 1981. A resident of Manassas, Va., he retired as a lieutenant with the Fairfax County Police Department after 26-years of service and began a second career as a law enforcement services coordinator for the Regional Organized Crime Information Center of the Regional Information Sharing Systems Program, a congressionally funded law enforcement investigative assistance program of the U.S. Department of Justice. He holds a B.S. degree in Criminal Justice from Virginia's Bluefield College.

Nelson Lum, Commander of Cathay Post 384, organized a San Francisco visit for the Commander. The Commander's motorcade was escorted by 12 motorcycle units from the SFPD. In addition to the escort units, the Commander was driven through the City in a 1953 classic Rolls Royce festooned with American Legion emblems. This accolade was provided by retired SFPD Officer Carl Payne, Marine Corps veteran and member of Cathay Post 384. Upon arriving at the San Francisco War Memorial Veterans Building, the Commander was given a tour of the facilities. He also toured Cathay Post 384, the only post in San Francisco that has its own building. That evening the Commander was feted at a dinner at the New Asia Restaurant, hosted by Cathay Post.

Toxic exposure from combat burn pits in Iraq and Afghanistan isn't a new topic, but veterans' advocates hope it will get new attention in 2019. Several groups, most prominently, Iraq and Afghanistan Veterans of America, in recent months have been pushing the issue back into the public spotlight, in hopes of spurring more public policy reaction from lawmakers. The hope is that Congress and Veterans Affairs officials can move more quickly in research and support services before another generation of former military personnel starts showing grave health effects from the chemical poisoning. "We can't wait decades like our Vietnam vets waited when it comes to Agent Orange conditions. Congress and VA and DOD must improve research," said Carlos Fuentes, director of VFW's National Legislative Service and a Marine Corps veteran who served in Afghanistan's Helmand province in 2009. More than 141,000 veterans and current service members have enrolled in VA's Airborne Hazards and Open Burn Pit Registry, which allows individuals to document their experiences and illnesses. But federal officials believe the number of troops exposed over the years tops 2 million. And only about



9,000 veterans have applied for disability benefits based on toxic exposures from the waste pits, leading supporters to question whether the departments are doing enough outreach to understand the problem.

"Year after year, we have seen an upward trend in the number of our members reporting symptoms associated with burn pit exposure," said Tom Porter, legislative director for Iraq and Afghanistan Veterans of America and a naval reservist who also deployed to Afghanistan.

The United Kingdom's Royal Mail postal service launched a 2019 "Best of British" campaign to celebrate centuries of British history and accomplishments. Stamps highlighting British customs, engineering, photography, forests, as well as the bicentenaries of the birth of both Queen Victoria and Prince Albert, are all part of a postal roll-out that "commemorates anniversaries and celebrates events and popular culture relevant to UK heritage and life," according to a Royal Mail release. One portion of commemorative series, however, has the Royal Mail under fire: A stamp honoring the 75th anniversary of British soldiers landing on the beaches of Normandy, France, on June 6, 1944 — D-Day — actually features a photograph of U.S. troops wading ashore in Dutch New Guinea, nearly 8,500 miles away.

Britain's stamp faux-pas was instantaneously lambasted online, a social media custom by history enthusiasts. "Wow Royal Mail really needs some better fact checkers," one user wrote.

"What a shambles!" military historian Andy Saunders tweeted. "Royal Mail 2019 D-Day stamp shows US Marines coming ashore from USS LCI(L)-30 at Sarmi, Dutch New Guinea, Pacific, 17 May 1944. Wrong theatre; wrong date; wrong vessel; wrong troops."

Richard Overton, 112, the nation's oldest World War II veteran who was also believed to be the oldest living man in the U.S. died on December 27 at a rehab facility in Austin, Texas. Overton had been recently hospitalized with pneumonia. Overton was in his 30s when he volunteered for the Army and was at Pearl Harbor just after the Japanese attack in 1941. He once said that one secret to his long life was smoking cigars and drinking whiskey, which he often was found doing on the porch of his Austin home. In 2013, he was honored by former President Barack Obama at a Veterans Day ceremony at Arlington National Cemetery.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, February 12, 2019. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.



The POA will do everything within our power to ensure that your rights are protected.

To: Active Members

From: President Tony Montoya

There is a troubling new chapter contributing to the erosion of our rights under POBOR. SB 1421 which took effect January 1st now allows public access to our personnel records under certain circumstances.

SB 1421 basically opens up large tracts of our personnel file to the public through the California Public Records Act. Anyone can now request copies in two key areas. First, if identified in a public records request, an agency must disclose any "record" pertaining to a report, an investigation or a finding involving (1) the discharge of a firearm at an individual by a peace officer or (2) the use of force by a peace officer that results in great bodily injury or death. Second, if identified in a public records request, an agency must disclose any "record" relating to an incident where a sustained finding was made that a peace officer engaged in (1) sexual assault or (2) dishonesty.

What constitutes a "record" is defined very broadly by Penal Code section 832.7(b) (2). It includes investigative reports, audio, video, disciplinary records and even Skelly materials—basically everything related to the incident.

There are some exclusions, such as the right of the public agency to redact personal data or information; and to preserve the anonymity of complainants and witnesses. As of this writing the City has not yet provided a policy regarding the application of this law to pre-2019 cases.

The POA fully intends on protecting your privacy by all legal means available and requests any affected member to contact me at tony@sfpoa.org if officially notified of a potential record release by the Department. There will probably be time constraints on any notification from the Department so it is imperative that members take appropriate action in a timely manner.

The POA will do everything within our power to ensure that your rights are protected. This is a semi new territory for us but we are up for the challenge.

Close Encounters

The random theft of packages left off at homes in San Francisco is at an all-time high. Fortunately, neighborhood watch programs help prevent many of these crimes. One took place on the 1300 block of Indiana Street where an individual was seen leaving an apartment building with several parcels. A neighbor thought something didn't look right and started taking photos of the suspect and the car he drove off in. It turned out later that the individual photographed did steal several packages dropped off for tenants of the building. The officers from Bayview who took the original report posted photos of the car and suspect as a crime bulletin and **Officer Benjamin Shih** immediately identified the individual involved. Officer Shih spotted the suspect driving past him 1 month later and by that time an arrest warrant had been initiated with his name on it. A quick traffic stop and suspect in custody.

Officer Cassandra Devlin and **Officer Brent Sullivan** recognized the individual they spotted on Middlepoint Road as wanted for committing several felonies. They made contact with the suspect, confirmed his identity and discovered that he had 2 outstanding warrants for robberies he had committed. He was also charged with aggravated assault because he had beaten one of his victims so viciously during the commission of the crime.

Officer Terrell Gunn and **Officer Nathan Lee** were on patrol at 9th and Mission Streets when they saw an individual riding on the sidewalk in a reckless manner so they attempted to stop him but he refused to acknowledge their efforts for several city blocks. The officers finally caught up with him and as they approached the suspect he stated, without hesitation, "I have a gun." Not exactly the salutation you'd expect from someone but, under these circumstances, it was probably the best thing he could have done. He later explained that he carried the fully-loaded, semi-automatic weapon because he was a drug dealer — that makes it ok in The City . . . ?? And he was definitely not ashamed to have been caught with 23 bags of methamphetamine packaged for sale. After all, he's a drug dealer.

Officer Britt Elmore was stuck in court when he received a tip about a major narcotic delivery about to take place in the Mission. Britt immediately contacted off-duty **Officer David Goff** who, in turn, hooked up with **DEA Special Agent Cahill** and they rallied at the delivery location. It wasn't long before 2 suspects left the residence in question and got into the car described as being involved. They made a traffic stop several blocks away based on a vehicle code violation and the subsequent investigation and search of the vehicle, with the assistance of K-9 'Cooper', revealed a kilo of heroin.

It's late night and **Officer Gilbert Wong** and **Officer Edgar Parker** are driving on Mansell in the Ingleside District when they notice a car committing a CVC violation so they made a traffic stop to admonish the driver. Upon further investigation the officers determined that the individuals in the car were both heavily involved in multiple felonies throughout their criminal careers and, as such, they were both on probation with a search condition. **A subsequent search revealed 2 fully-loaded, semi-automatics that were readily available to the suspects when the officers initiated their contact.**

An Alcohol Tobacco and Firearms (ATF) Agent contacted **Officer Adam Eatia** and **Officer Gabriel Alcaraz** of the Investigations Bureau asking for help in tracking down an individual who had threatened to stage a mass shooting in another state. **He had sent the ATF agent photos of multiple firearms, hundreds of rounds of ammunition, several high-capacity magazines, assault rifles, and multiple semi-automatic submachine guns.** In the initial threat the suspect claimed to have ties to people in San Francisco. The officers conducted an outstanding investigation which led to the arrest of the suspect and the recovery of the assault weapons and handguns. Scary to think there are still people out there who pose such a devastating threat.

Officer Ryan Mariano was off-duty driving eastbound on the Dumbarton Bridge when he noticed the car in front of him spin out of control, smash into the center median and then rolled over sev-

eral times. The vehicle was now emitting a large amount of smoke from the engine and passenger compartments and no one was coming out of the car. Officer Mariano positioned his personal vehicle to protect the people potentially trapped inside the damaged car. He then ran over and removed the driver and passenger who were both seriously injured. He then remained on the scene so that he could pass on patient information to the arriving medics and CHP.

Captain Ron Banta mentioned in his commendation prepared for Officer Mariano that "It should be reassuring to the community that our guardians and warriors are out there, always present, they may be out of uniform, but never off-duty!!"

The following is a synopsis of a commendation prepared by **Captain Simon Silverman** on his very last day of serving the San Francisco Police Department:

"**Officer Jennifer Fiorello** is a founding member of the SFPD's Jewish Community Advisement Board. The Board is comprised of 24 members representing 15 organizations that reflect the diversity of the San Francisco's Jewish Community.

Since the inception of the JCAB, Jennifer has faithfully attended meetings, quickly followed up with members about their concerns, and prepared material for presentation at the meetings. She volunteered to assume these collateral duties because she believes in their importance.

Today is my final day in the police service, and this is the last piece of official correspondence that I will ever submit in the SFPD. I have saved the best for last because Jennifer is the best. She truly demonstrates the highest commitment to community service. I leave knowing that the SFPD is in good hands with leaders like Officer

Jennifer Fiorello guiding the future of our department."

And thank you, Captain, for a real class act!

In the mid 1980s a survey was conducted by the SFPOA to determine exactly where we stood state-wide as far as compensation was concerned. We were shocked when we found out that we were actually the 92nd lowest paid police agency in California.

We had no night differential pay, no POST incentive pay, overtime was paid as straight time, no family medical coverage, and we were extremely lacking in resources. The cars we drove never would have passed a safety check, we were outgunned by the gang members, because we carried 'wheel guns' while they had semi-automatics, and we worked an 8-hour day with only an occasional weekend off.

We had no choice but to enter the political arena and pass ballot measures that provided for a fair and reasonable negotiation process for both our members and the City.

Gary Delagnes was one of the key players in accomplishing this fete.

We almost lost Gary in the past few weeks due to a medical issue he was dealing with. But thanks to the outstanding surgeons at the University of San Francisco (UCSF) he'll be returning to help the POA once again after his recovery is completed.

Gary never asked for any thanks for the tremendous accomplishments he made in the working conditions of the SFPD over the years but it might be nice, maybe right after you come off one of those multiple 4-day weekends, to send him a little note of gratitude via the POA email gary@sfpoa.org, and we will forward your message to him.

He would never ask for something like that and that's exactly why we did.

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Fentanyl

Preventing Occupational Exposure to Emergency Responders

This article was downloaded from the Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health (NIOSH)

Forwarded to the *Journal* by Rick Andreotti, POA Vice President

Fentanyl and its analogues pose a potential hazard to a variety of responders who could come into contact with these drugs in the course of their work. Possible exposure routes to fentanyl and its analogues can vary based on the source and form of the drug. Responders are most likely to encounter illicitly manufactured fentanyl and its analogues in powder, tablet, and liquid form. Potential exposure routes of greatest concern include inhalation, mucous membrane contact, ingestion, and percutaneous exposure (e.g., needlestick). Any of these exposure routes can potentially result in a variety of symptoms that can include the rapid onset of life-threatening respiratory depression. Skin contact is also a potential exposure route, but is not likely to lead to overdose unless large volumes of highly concentrated powder are encountered over an extended period of time. Brief skin contact with fentanyl or its analogues is not expected to lead to toxic effects if any visible contamination is promptly removed. There are no established federal or consensus occupational exposure limits for fentanyl or its analogues.

NIOSH has identified the following job categories as positions where re-

sponders might come into contact with fentanyl or its analogues.

- **Pre-Hospital Patient Care:** Emergency medical services (EMS) providers, including first responders, fire department and private companies who attend to individuals with suspected fentanyl overdose. Responders may encounter drugs or drug paraphernalia on or near the patient.
- **Law Enforcement:** Law enforcement officers who perform day-to-day law enforcement duties. Law enforcement officers may come into contact with fentanyl during the course of their daily activities such as traffic stops, apprehending and searching subjects, and responding to fentanyl overdose calls.
- **Investigation and Evidence Handling:** Law enforcement personnel who conduct investigations related to fentanyl. Activities may include executing search warrants and collecting, transporting, and storing evidence. Evidence collection activities in the field have the potential to aerosolize powders. Also, law enforcement personnel who handle evidence in the chain of custody have the potential to come into contact with fentanyl unless controls are in place to prevent exposures.
- **Special Operations and Decontamination:** Workers who conduct special operations where exposure to large amounts of fentanyl are expected.

Examples include hazardous material incident response teams responding to a release or spill, and law enforcement officers executing search warrants on opioid processing or distribution sites, or participating in other tactical operations. These activities may aerosolize powders.

NIOSH has no occupational exposure data on fentanyl or its analogues for emergency responders. These recommendations are based on the reported toxicity and the chemical and physical properties of fentanyl and its analogues; NIOSH guidance for other similar chemicals (or in the same family); recommendations from previous NIOSH health hazard evaluation reports about law enforcement personnel exposures to other drugs and chemicals; and the basic principles of industrial hygiene. As new research becomes available, these recommendations will be updated.

Standard Safe Operating Procedures

With all first responder operations involving hazardous materials, standard safe work practices must be followed when fentanyl or its analogues are known or suspected to be present. When arriving at a scene, all responders should analyze the incident, assess the risk for hazards, and determine whether fentanyl or other drugs are suspected to be present. Responders should follow established work practices as well as these recommendations when fentanyl or its analogues are known or suspected to be present.

- Do not eat, drink, smoke, or use the bathroom while working in an area with known or suspected fentanyl.
- Do not touch the eyes, mouth, and nose after touching any surface potentially contaminated with fentanyl.
- Field testing of fentanyl or its analogues is not recommended due to an increased risk of exposure to responders performing field testing. However, if detection and identification of fentanyl is critical to the incident response, develop an incident specific plan to perform the field testing in accordance with agency policies and procedures. Personnel specifically trained to perform the field testing should perform the field testing in the appropriate personal protective equipment (PPE). Never handle fentanyl or its analogues without the appropriate PPE.
- Avoid performing tasks or operations that may aerosolize fentanyl due to increased exposure risks. Activities that aerosolize fentanyl require higher levels of PPE and should be conducted by appropriately trained personnel and in accordance with agency policies and procedures.
- Wash hands with soap and water immediately after a potential exposure and after leaving a scene where fentanyl is known or suspected to be present to avoid potential exposure and to avoid cross contamination. Do not use hand sanitizers or bleach solutions to clean contaminated skin.

Training

Responders who perform jobs where fentanyl or its analogues are reasonably anticipated to be present should receive special training in conducting an on-scene risk assessment related to fentanyl and its analogues and demonstrate an understanding of the following:

- How to recognize the form and determine the quantity of the suspected fentanyl and other drugs.
 - When to use PPE; what PPE is necessary; how to properly put on, use, take off, properly dispose of, and maintain PPE; and the limitations of PPE.
 - What the potential exposure routes are for fentanyl and its analogues.
 - How to recognize the signs and symptoms of opioid exposure.
 - When and how to seek medical help.
- Employers must comply with OSHA's hazardous materials standard (29 CFR 1910.120External) when conducting clean-up operations involving hazardous substances. When required, responders should be trained on the potential hazards they might encounter and the necessary knowledge and skills to perform their work with minimal risk to their own safety and health and that of other responders.

Personal Protective Equipment (PPE)

The following table provides PPE recommendations for protection against fentanyl and its analogues. Identifying the PPE appropriate for the risk is done by first selecting the correct job category, as defined above, and then the level of exposure anticipated. Exposure levels are defined as follows:

- **Minimal:** Response to a situation where it is suspected that fentanyl may be present but no fentanyl products are visible
 - Example: An EMS response to a suspected fentanyl overdose or law enforcement operation where intelligence indicates fentanyl products are suspected but are not visible on scene
- **Moderate:** Response to a situation where small amounts of fentanyl products are visible
 - Example: An EMS response to a suspected fentanyl overdose or law enforcement operation where fentanyl products are suspected and small amounts are visible on scene
- **High:** Response to a situation where liquid fentanyl or large amounts of fentanyl products are visible
 - Example: A fentanyl storage or distribution facility, fentanyl milling operation, or fentanyl production laboratory

It is important to recognize that the exposure level initially selected can change and PPE should be adjusted accordingly. Additionally, higher levels of PPE may be necessary to protect responders from exposure to other chemicals that may also be present in addition to fentanyl.

These recommendations cover examples of common exposures, but are not intended to prescribe PPE for every responder or exposure or discuss all PPE options. In all cases, employers must identify hazards to which their workers might be exposed and provide appropriate PPE to protect them. All PPE should be used in accordance with OSHA's PPE standard (29 CFR 1910.132External). When required, respirator use should be in the context of a comprehensive respiratory protection program in accordance with the OSHA respiratory protection standard (29 CFR 1910.134External) and other requirements. Responders who need to wear respirators must be medically cleared, trained, and fit-tested for

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Fentanyl

CONTINUED FROM PREVIOUS PAGE

respirator use. Detailed information on respiratory protection programs, including fit-testing procedures, can be accessed at OSHA's respiratory protection eTool at <http://www.osha.gov/SLTC/etools/respiratory>

Decontamination

Responders who come into contact with fentanyl should immediately use soap and water to thoroughly wash and rinse contaminated skin. They should take care not to break the skin during the decontamination process and to cover all open wounds. Do not use hand sanitizers or bleach solutions to clean contaminated skin. All contaminated clothing should be removed and laundered, being careful not to disturb any areas of contamination. Shower immediately after a potential exposure.

Decontamination of reusable PPE and

equipment should be done according to the manufacturer's recommendations. Contaminated single use PPE should be placed in labeled durable 6 mil polyethylene bags and disposed of appropriately.

Working Dogs

Working dogs, especially police K-9s performing detection activities, are also at risk of exposure to fentanyl and its analogues. As is recommended by the Interagency Board's August 2017 document regarding opioids (see Other Resources), working dogs should be removed from an area where suspect synthetic opioids are encountered. If exposed, residual drug powder might remain on the dog's body; therefore, the proper precautions and procedures mentioned above should be employed by those handling the dog.

One person dead, 12 more hospitalized after suspected Fentanyl leads to 'mass overdose,' police say

By Paulina Dedaj | Fox News
Forwarded to the *Journal* by Rick Andreotti, SFPOA Vice President

Note: The POA is working with the Department in an effort to purchase the industry's best equipment to analyze drugs especially for the presence of Fentanyl while limiting officers' chances of accidental exposure during presumptive tests on drug seizures. —Rick Andreotti

A "mass overdose" in a California home Saturday morning, January 12, 2019, left one person dead and another 12 hospitalized after police say the victims may have ingested fentanyl, a powerful opioid.

Chico Police Chief Michael O'Brien said at a press conference that police received a 911 call from someone inside the residence of a home in the 1100 block of Santana Court about 9 a.m.

"Upon arrival, Chico police officers found multiple individuals in what appeared to be life-threatening overdose conditions."

O'Brien said that officers performed CPR and administered six doses of naloxone, which can reverse the effects of an overdose and comes in half-doses. Chico police have been equipped with naloxone since 2018.

One male adult died, and 12 other people were taken to an area hospital for treatment. O'Brien said the ages of the victims range from 19 to at least 30.

Eight of the victims were admitted, and of those eight, four were listed as being in critical condition. O'Brien emphasized that there is "potential for additional fatalities."

He said that while it is still too early in the investigation to be sure, the likely cause of death and injuries is from consumption of the potent drug.

"Every indication is that this mass overdose incident was caused from the ingestion of some form of fentanyl in combination with another substance, although that is yet to be confirmed."

Two responding officers were also treated at the hospital after complaining of feeling "some effects" but they were released and are said to be in "good condition." Further details about how they might have been affected were not immediately available.

Police are not clear about how or why the victims might have consumed the substance.

The home is currently being treated as a "hazmat site," but O'Brien said it is "not a danger to the public."

A relationship between the victims has not been established, though police say they all knew each other to some extent.

Paulina Dedaj is a writer/ reporter for Fox News. Follow her on Twitter @ PaulinaDedaj.

Contribute to the *Journal*; It's Your Paper.

Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites. The deadline for the March issue is Monday, February 25, 2019. Contact journal@sfpoa.org or phone 415-861-5060 for more info.

News from the Credit Union

By Al Casciato
SFPD Retired

Q: Is SF Police Credit Union able to offer assistance to members who are federal employees impacted by the government shutdown?

A: Yes, your credit union is ready to help members financially impacted by the ongoing government shutdown. We have a special shutdown loan available as well as loan payment deferment and other options. If you are a federal employee whose employment has been affected by the shutdown, please call our Contact Center at 800.222.1391, or visit our website at sfpcu.org/shutdown-assistance for more information on how we can help.

Q. Why is it important that my credit union continues to grow?

A. While the credit union movement as a whole is thriving and enjoys a positive reputation with consumers, the majority of credit unions who have been able to keep pace in today's fast-changing financial services environment are those that are large in asset size. With competition from the big banks and new "virtual" banks heating up, as well as increased government regulations and the need to bring on new expensive technology intensifying, many smaller credit unions have not been able to survive—either closing or being merged. To illustrate the shrinkage of small credit unions, from their peak of 23,000 in January of 1970, to 6,000 as of January 2019, credit unions have decreased nationwide by over 70%! To ensure a secure future, a credit union today must continually add new members and grow its deposits and loans, which can only be done by offering members the products they need, along with the convenience and personal service that builds loyalty and trust.

Upcoming Events

2018 Annual Meeting:

You are invited to attend SFPCU's

65th Annual Meeting on March 2nd, 2019. The meeting will be located at the South San Francisco Conference Ctr., 255 South Airport Blvd., South San Francisco, CA.

Doors open at 8:00 am, with buffet breakfast starting at 8:00 am. To attend the breakfast, you must RSVP before February 25 to:

Joseph Reilly, Corporate Secretary
Email: JosephR@sfpcu.org
Address: 2550 Irving Street, San Francisco, CA, 94122.

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/contact-form. If you have a specific concern, the credit union encourages you to work with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>.

Do you 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 nine Bay Area counties. To see a full list of eligible membership criteria, 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 Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He is currently a member of the SFPCU Board of Directors and can be contacted at alcasciato@stisia.com. Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.

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Mission Impossible: Policy Compliance

By, Rich Cibotti,
Mission Station

Back in 2013, Caleb the Camel for GEICO made it very clear, Wednesday is "Hump Day." Well in the SFPD, for years we have a similarly important day. It's what I will frustratingly refer to as, "Dump Day." For us, Dump Day is Friday. I use Dump Day because every Friday around 1-4pm the powers that be, dump upon the rest of us, their newly created policy prescriptions. This dump comes in the form of 5-10 new Department Bulletins (DBs), normally all "A" priority, immediately effective, and subjecting members to discipline for non-compliance.

The best part about this is they are released with no training. If they have major flaws (which has happened and required rescinding), well too bad its Friday afternoon and the dump and run for the weekend has already occurred.

The most recent example of this was the new Body Worn Camera (BWC) Department Bulletin released right before Christmas. I focus on this because I was off for the weekend and when I returned on my Monday (Christmas Day), I was bombarded with questions about what the policy means, how it's supposed to work, and how we are to comply with the policy from other members.

I opened up my email and saw all the new "Shalls" in the new policy and it got me thinking. How many "Shalls" are we responsible for?

Anyone who has ever been to the Department of Police Accountability (DPA) knows that Shall is their lifeblood. Every Shall the department enacts is just increases future added allegations against our members brought by DPA. DPA has become infamous for adding allegations. In my experience, and that of other POA Defense Representatives,

after being unable to sustain findings against officers for the actual complaint of misconduct, DPA investigators are able to yield a sustained complaint for a multitude of "Added Allegations." These added allegations are bonus charges put on by the DPA Investigator ranging from typos to not turning on the Body Worn Camera. This drives up their stats and helps justify their dwindling complaint load but larger \$7.5 million budget in FY 2018-2019.

Back to policy, where to even begin? The Department General Orders (DGOs) are the main source of policy for the Department. If you try to read the DGOs cover to cover, it can be done, but by the time you hit the most important DGOs, like 5.01 and 5.05, you will be running out of gas. So, I started looking into the word "Shall." DGO 3.02 defines the word "Shall" as synonymous with "Will/Must" and all are defined as "Mandatory."

How Many Shalls Are There?

With that in mind, I decided to try and count how many Shalls we are all responsible for on a daily basis. However, as I soon discovered, even just a simple count could have different interpretations or be inaccurate. That just goes to show how large and overburdensome our policies have become. So here is what I found:

Our published DGOs are currently 625 pages long. However, DGO 5.02 has been rescinded (but still in the published version) and DGO 4.01 is now the Booking and Detention Manual. They range in age from as old as 1994 and as new as 2018. 56 of the 121 DGOs Sections/ Chapters were written or last changed in 1994, meaning they are actually older than some members of this department. In those 625 pages, there are 1906 uses of

the word "Shall." This does not include the 56-page Booking and Detention Manual. If we add that Manual's extra 136 Shalls, it brings the total to 681 pages and 2,042 Shalls.

But of course, it does not end there. DGO 3.01 states that "Department Bulletins and their provisions shall expire two (2) years after their date of issuance." DBs have the same effect and can supplement the DGOs. It also says that we must "maintain a working knowledge" of the DGOs and DBs. So, since were at the beginning of the year, its easiest to take the two-year period of 1/1/17-12/31/18 as the sample.

For 2017, there were 259 DBs issued, totaling 526 pages and 938 more Shalls. For 2018, there were 262 DBs issued, totaling 505 pages and 810 more Shalls. That means in two years there have been 521 DBs issued, containing 1,031 pages added to policy, and 1,748 additional Shalls. All of these Shalls are temporary however. They can lapse, be extended, or more likely, added to in the years to come. So, if we add the DBs' Shalls to the DGOs, that brings our total to a whopping **3,790 SHALLS**. (As of 1/1/2019)

The policy of this department is constantly changing. Although, to be official, policy changes are done by DGO revision or Department Bulletin. Recently, however, ranking members have been doing policy by email. I do not see anywhere in our voluminous policies where an "ALL-SWORN" email creates policy, but it's happening. This also does not include the other Department Manuals, various Bureau General Orders, or Unit General Orders, which also include their own litany of Shalls.

My point being, is it actually feasible for any street cop to be able to balance 3,790 mandatory items that are changed weekly? Or has the Department and Police Commission given us all a "Mission Impossible?"

What Is "Working Knowledge?"

If we look at DGO 3.01, it says that members must have a "working knowledge" of the DGOs and "A" Priority DBs. But unlike the term Shall, "working knowledge" is never defined anywhere in the thousands of pages of policy, not once. "B" and "C" Priority DBs have the even more ambiguous word "familiarize" to describe the level of knowledge you must possess. I will not even get started on that one.

So, I tried to craft a definition of "working knowledge," and I think it's the best answer to fill the gap. I would say working knowledge should be about 80%. Almost every test you take in the Academy, our bi-annual qualification, and most tests at AO/CPT, all revolve around 80% to pass. Therefore, if 80% is good enough for you to keep your firearm, drive a patrol car, or run people in CLETS, it should be good enough to be "working knowledge."

But as we all know, even though the undefined "working knowledge" is the policy, DPA chooses an exacting knowledge. If you do not know all 3,790 Shalls while on the street, be prepared, cause their team of Monday Morning Quarterbacks will be there. I guarantee they will find any one of the 3,790 Shalls, buried deep in hundreds of policies, months down the road. If in their opinion, you deviated from any Shall, you will get a sustained complaint. While I understand Shall is low hanging fruit for DPA, it does not fit within what I think most would consider "working knowledge." Instead they seem to use a more

exacting, letter of the policy knowledge, which is not what the department, by policy, demands of our members.

Even The DOJ Thinks It's A Mess!

Our policies are in such disarray that even the exalted DOJ Report says so. Finding 75 stated: "The SFPD does not devote sufficient administrative or command-level resources to the process of creating, implementing, maintaining, and updating Department General Orders and Bulletins."

The report continues, "The team found that Department Bulletins updating provisions within Department General Orders were repeatedly renewed to meet the two-year sunset, often without receiving any substantive updates and in place of addressing the issue within the appropriate Department General Order." Considering we have consistently had around 250 DBs a year or more for the past decade, I do not think this has changed or will cool off soon.

Setting Us Up For Failure

Although the department says they wish to meet all DOJ recommendations, the one they consistently skip over, to the detriment of all members, is Finding 74. It states, "The SFPD does not provide sufficient training, supervision support, and guidance when releasing new Department Bulletins." The DOJ report continues, "Training is critical, particularly when associated with risk issues such as use of force, bias, stop and seizure. It was rare that any training accompanied new policies outlined in Department Bulletins, as evidenced in the lack of training development before the introduction of the mandatory requirement to carry the 36-inch baton."

The DOJ Report used the example of the short-lived disaster DB, requiring all officers to carry the 36 Inch baton on patrol. But since then, the Department continues to pontificate new policy with absolutely no training.

In 2016, two months after the DOJ Report was published, the new DGO 5.01 with its 19 pages and its 104 Shalls was put in place. Keep in mind, it was replacing and combining the original DGO 5.01 (23 Shalls) and DGO 5.02 (12 Shalls).

The Department, again, immediately blew off Finding 74. The revised DGO 5.01 was effective immediately and implemented with no formal training. It was not until months later when a two-day class, was developed. And it was not until a year after DGO 5.01's passage that everyone was trained in the new policy. However, during that entire period, we were all subject to discipline for failing anyone of its 104 Shalls. If this policy was so important, why was it not important enough to train the department before its implementation? The answer is we were set up to fail. And much like the new DGO 10.11 BWC policy, and its modifications by DB, nothing has changed.

The ancient Chinese philosopher Lao Tzu is credited with saying:

"To attain knowledge, add things every day. To attain wisdom, remove things every day."

I sincerely hope the powers that be take Lao Tzu's advice to stop dumping knowledge and, with any luck, begin to attain wisdom.

Until then, while out on patrol, please be safe, take your time, and try to abide by the minimum of **3,790 SHALLS** you are mandated to know. But who knows, by next Dump Day, maybe we can break 4,000. Be safe out there.

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DPA Relying Heavily on Body Worn Cameras to Sustain Complaints

By Rick Andreotti
SFPOA Vice President

Body worn cameras (BWC) were introduced to the SFPD as a way to make our department more transparent and to protect officers from false allegations of misconduct. It was intended to document contacts such as detentions, searches, arrests or situations that become hostile. The SFPD has expanded on the initial BWC general order by adding six department bulletins. Officers need to have a sound working knowledge of 17 pages of policy which contain 68 "SHALLS".

The Department of Police Accountability (DPA) has incorporated this complex ever growing policy as a means of increasing their "SUSTAINED" finding rate by holding officers to the letter of the policy. According to their 2018 third quarter records, DPA sustained 25 BWC allegations against multiple officers in 17 cases! DPA boosts their numbers by adding BWC allegations. The recent addition of DB 18-256 has now provided DPA with additional policy requirements which will expose officers to more scrutiny under this letter of the law approach. Below is just a sample:

- Per DB 18-256, any BWC footage that does not have the 30 second non audio buffered mode recording is now an easy 'SUSTAINED' finding because policy states that officers shall have their camera in buffer mode except when in private areas of police facilities.
- Per DB 18-256, Patrol and event supervisors shall ensure that members under their command are in compliance while working in any uniformed capacity when they may have to take law enforcement action or contact a member of the public. Supervisors will be exposed to failure to supervise investigations when they are on the scene of a law enforcement action with officers who were not in buffer mode or recording per departmental policy.
- Per DB 18-256, officers are now required to log onto Evidence.com each shift to ensure the evidence from the



Rick Andreotti

previous shift has uploaded and is correctly titled and categorized. You can rest assured that DPA will routinely review and see if video is properly titled and uploaded and the date and time the video was uploaded. Any deviations from these requirements will result in a "SUSTAINED" finding.

- Per DB 18-256, officers now have to activate their BWC while enroute and prior to arriving on scene to calls for service with a potential for law enforcement activity or any of the mandatory recording circumstances. This one is vague. I'm not sure what qualifies as prior to arrival but I know that DPA won't accept braking to a stop when arriving on scene.
 - Per DB 18-256, a BWC device containing BWC footage shall be docked at the end of the member's shift. Once again, an easy "SUSTAINED" finding if the footage, regardless of the lack of relevance, was not uploaded on the right date and time.
- Day in and day out, BWC footage documents acts of heroism, compassion, bravery, kindness by our members. Unfortunately, we are being nicked and dimed by the dozens of "SHALLS" buried within the policy. While the POA engages in the meet and confer process to address issues including the recently added bulletins, I strongly encourage you to know the policy so you don't become a victim of progressive discipline.

SF Dispatcher of the Month



London Breed
Mayor

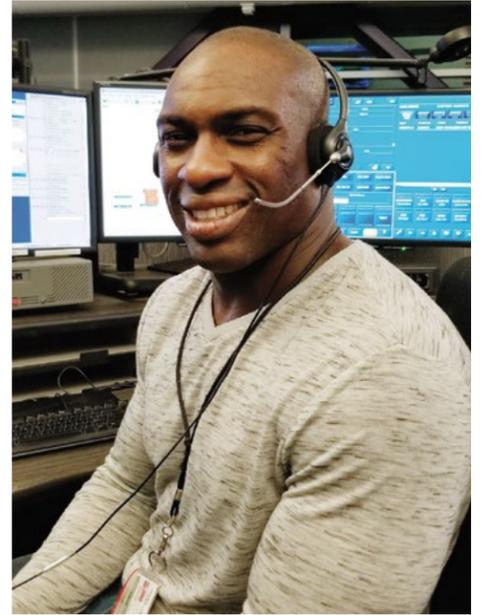
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Date: January 1, 2019
To: **Kenny Hart, Public Safety Dispatcher**
From: Lisa Marie Gerard, Employee Recognition Coordinator
Re: **Communications Dispatcher of the Month — January 2019**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for January 2019.**

On June 11th, 2018 you were on PD-A2 communicating with 1V55 when an unknown unit screamed out "148!" You immediately asked for the unit's location and identification. There was no response. You repeated your traffic asking for unit identifier and location. The second attempt also resulted in no response. A Roll-Call was initiated and meticulously executed by calling every unit who was on a run, then all of the units that were 10-8. You checked every 4M, 4T, and 9X units including our Sheriff's channels. Ingleside checked on officers at the Police Academy and all was fine.



Additional steps were taken in working with System Watch and Motorola that resulted in two possible radio numbers/identifiers. The unit stations were contacted and in their research found the units to be fine.

Kenny, we commend you on a job well done during a highly stressful situation! This is a moment dreaded by every dispatcher, yet it is a moment that we train for. Your dedication to our colleagues in the field is recognized by all including your peers here at DEM in the Division of Emergency Communications. Congratulations, Kenny!!!



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Ed and I would like to do the same for you."

reside

Meet New BALEAF President, Fabian Brown!

By Robin Matthews,
Retired SFPD Inspector
BALEAF Vice President

Greetings one and all! I wanted to let everyone know that BALEAF (the Bay Area Law Enforcement Assistance Fund) has just voted in a new President during our January election — Retired Sergeant Fabian Brown from the San Francisco Sheriff's Department! Fabian is no stranger to the BALEAF Board; she has served on the Board for the past 10 years, including serving on the Executive Board for the past 3 years as the organization's Vice President.

When Kelly Blackwell-Garcia decided not to run for another term as President, after serving in that capacity for the past 7 years, Fabian decided to take the next step and run for President, and yours truly decided to run for Vice President. Both of us won, and are thrilled to join the rest of the Executive Board — SFPD Sergeant Maura "Mo" Pengel/Executive Director, Retired Richmond P.D. Sergeant Christa Cappiali/Secretary, Retired SFPD Officer Pat Burley/Treasurer, and Retired San Francisco Sheriff's Department Sergeant Matt O'Shea/Sergeant-at-Arms — as we continue to move BALEAF forward in its efforts to assist Bay Area law enforcement officers and their families and civilian members of those agencies. Kelly will remain on the Board as a regular Board member, assisting us, and the rest of the Board, in that endeavor.

Fabian joined the San Francisco Sheriff's Department in 1996 and worked in a variety of positions there, including the courts, the station transfer unit, and CJ1 Intake, and often served as the Watch Commander there. She retired this past year as a Sergeant. She is a member of the American Red Cross Leadership Board, and is also serving on her third, three-year term as the Region 10 Coordinator for the International Association of Women Police (IAWP), which covers California, Nevada, Arizona, Utah and Hawaii. When she isn't busy with BALEAF, she enjoys camping, white water rafting, gardening, and traveling.

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 ever do.



Kelly Blackwell-Garcia and Fabian Brown.



BALEAF Reaches \$1 Million Dollar Mark in Funds Dispersed to Bay Area Law Enforcement Families

By Robin Matthews
BALEAF Vice President

Greetings one and all! I'm absolutely THRILLED to announce that BALEAF (the Bay Area Law Enforcement Assistance Fund) has surpassed the \$1 million dollar mark in funds dispersed to law enforcement officers and their families throughout the Bay Area, as well as to the civilian employees of those organizations, since beginning our journey in 1999 with just \$250 in our checking account! What an incredible way to begin our 20th anniversary year!

For those of you who are not familiar with how BALEAF began, let me give you a little history on how we came to be. BALEAF's roots sprang from the need to reach out to San Francisco Police Department family members whose loved one was an SFPD officer who had died while being an active member of the Department.

During that time, there had been a number of deaths from natural causes that had occurred in the Department, as well as some officers who had committed suicide, and the echoed sentiment from the families was that the Department had forgotten about them. It was especially difficult for them, after always hearing that the SFPD and other law enforcement agencies, always touted that "we don't forget family." Once the funerals were held, however, the calls gradually faded away, and the "family" disintegrated.

Retired SFPD Lieutenant Lynette Hogue, worked at the Behavioral Science Unit at that time as a Sergeant, overseeing the Department's Employee Assistance Program. Lynette obtained a contact list from Personnel of the survivors of all law enforcement deaths, and reached out to everyone on the list that still had current information on file, with the assistance of Retired Officer Jennifer Lee, who worked in the Unit, at the time, and invited them back to the SFPD family fold and to participate in a Grief Support Network that had just been formed. The response was overwhelming!

Marilyn Rosekind, BALEAF's first President, and the husband of Motorcycle Officer Barry Rosekind, who had been killed in the line of duty in a motorcycle accident in 1958, told Lynette that this had been the first time since her husband's death that anyone from the Department had ever reached out to her! Kelly Blackwell-Garcia, BALEAF's immediate past President, was also contacted during that time; her father, Sergeant Tom Blackwell, committed suicide in 1994.

In addition to feeling forgotten by the Department, the second, and equally loud concern was that it took "forever" for survivors to receive financial benefits from the City. It was also found that a number of Officers had never changed their beneficiaries for final payouts from

the Department following divorces or other changes that occurred with their families, which added insult to injury for those struggling with their grief. Survivors struggled with making ends meet financially, and something clearly needed to be done to help them.

The Grief Support Network was facilitated by Chaplain Mike Ryan, Chaplain Lillian Repak, Psych Pro Dianne Wolfe, and Lynette, and had a profound impact on the participants. Meetings were held on a monthly basis.

As time began to pass, Lynette, Retired Director Forrest Fulton, and Mike Ryan, who was one of the Department's chaplains, at the time, met and discussed the direction of the Grief Support Network. Lynette had asked both Forrest and Mike if they could set up a non-profit to loan people money that was donated to carry them through couple of months of bills until the death benefits were received. Forrest joked that doing that would make them a bank!

However, as the discussion progressed, it became clear that the idea of GIVING financial aid through a non-profit organization was a real possibility. Mike volunteered to look into the process of developing a non-profit, wrote up the initial By-laws, opened a bank account with \$250 of his own money, and BALEAF became a reality in 1999!

The mission of BALEAF was expanded to include law enforcement officers who had been killed in the line of duty, and who were suffering from a catastrophic illness or event, and not just for those who had died from natural causes or by suicide.

BALEAF takes pride in the fact that 100% of donations made to the organization are used to directly assist Bay Area law enforcement officers, their families, and civilian members of their organizations in times of need. All administrative costs for the organization are paid for by the annual donations made by the BALEAF Board of Directors, or by any donations made to the organization specifically earmarked for that purpose.

BALEAF could NEVER have reached this million-dollar mark of funds being dispersed without your generous support! Whether it's contributing through the annual Combined Charities Program, or attending events like Law Enforcement Night with the Giants, Warriors, or Sharks; whether you're purchasing raffle tickets, making a donation to honor someone, or just making an end of year donation to get that last tax write-off of the year—please know that ALL of your support has helped, and continues to help, countless law enforcement members and their families! We're so very appreciative of all of you, and hope that your support will continue as we head towards the two million dollar mark!

As we always say at BALEAF, we hope that you never need us, but we're here if you ever do.

MUNICIPAL MOTORCYCLE OFFICERS OF CALIFORNIA PRESENTS

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SATURDAY, MARCH 9, 2019

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\$48 per person includes:
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Name _____ Spouse/Guest _____
Department _____ Number attending _____
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Telephone and/or email address will be used to confirm receipt of your payment/reservation.
*If requesting CHICKEN (In lieu of Cioppino) please indicate CHICKEN next to the requestor's name.

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On January 18, 2019, a large SFPD contingency gathered outside of the funeral service for slain Davis officer, Natalie Corona.

Deaths

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

KEVIN CONROY

Age 90, Retired SFPD
Died January 23, 2019
Notified by R. LaPrevotte

ROBERT "Butch" VANDIS

Age 68, Former SFPD (To SFFD)
Died December 16, 2018
Notified by R. LaPrevotte

*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.

POA Grieves for Fallen City of Davis Officer

By Tony Montoya,
President, SFPOA



Proud father, retired Colusa County deputy, Merced Corona, pinning badge on his daughter.

City of Davis PD Officer Natalie Corona responded to a routine traffic collision on January 10, 2019, where she was ambushed and killed by a passing gunman riding a bicycle. She was just 22, and a recent hire by the DPD. She was the first Davis officer killed in the line of duty since 1959.

As I express my condolences and sympathy to her family and friends, I speak for all men and women of the SFPOA. The death of any law enforcement professional is a tragic loss, but that of a young and enthusiastic woman who had dedicated her early adult life to fulfilling a dream of serving and protecting her community is especially moving. It becomes even more poignant when one learns that Officer Corona was proudly following in the footsteps of her father, a retired Colusa County Deputy Sheriff.

The Davis Police Department has created a Memorial Fund in Natalie's honor.

Please make checks payable to the Natalie Corona Memorial Fund. Donations may be taken to Umpqua Bank (any location) or sent to the Davis Police Department, 2600 Fifth St., Davis CA 95618.

Venmo
NatalieCorona-MemorialFund

PayPal
<https://www.paypal.me/NatalieCoronaFund>

In Memoriam...



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

- 1981: Lieutenant Vernon McDowell, from heart attack.
- 1978: Officer Robert E. Hooper, killed by gunfire from barricaded suspect.
- 1971: Officer Charles D. Logasa, killed in helicopter crash.
- 1970: Sergeant Brian V. McDonnell, killed in bombing of Park Police Station.
- 1943: Officer Timothy Ryan, shot interceding in a domestic dispute.
- 1937: Officer Edward F. Flagler, killed in a motorcycle collision.
- 1937: Officer Albert W. Argens, killed with his own gun by a deranged suspect.
- 1934: Officer James H. Mann, beaten while dispersing a brawl on Market Street.
- 1884: Officer John Nicholson, stabbed by a burglar.

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)

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273
Confidential e-mail: sfpd.bsu@sfgov.org

SERVICES:

Critical Incident Response Team (CIRT)
Contact DOC - 24 hour response (415) 553-1071

Work Related Trauma
Stress Unit Alcohol/Substance Abuse Support

Catastrophic Illness Program

MHN: Your free outpatient mental health benefit
(800) 535-4985, company code SFPD

MEMBERS:

Sgt. Maura Pengel (415) 653-6413 Sgt. Art Howard (415) 378-5082
Officer Dennis Rodelas (415) 660-8664



Photo courtesy of Insp. Matt Perez (ret.)

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Epic Change in Providing Benefits for Occupationally Injured SF Public Safety Employees, Part Two

By Mike Hebel, SFPOA Welfare Officer

On July 1, 2019 San Francisco public safety employees (police officers and fire fighters) will now enjoy the same or similar workers' compensation "carve outs" that are now in place for Fresno police officers, Richmond police officers and firefighters, and Los Angeles police officers. The SFPOA and SF Firefighters-Local 798, after nearly one year of discussions and negotiations with the City's Workers Compensation Division, Department of Human Resources, and Employee Relations Division, have signed historic Workers' Compensation Alternative Dispute Resolution Labor-Management Agreements ("workers' compensation carve outs") which will now be presented to the City's Board of Supervisors for adoption. A carve-out is an alternative to the dispute resolution procedures in the state workers' compensation system which is created through a collective bargaining agreement.

Now for the first time since the California legislature established, in 1913, a workers' compensation program, SF police officers and firefighters will have a seat at the table on how workers' compensation benefits are delivered to its members.

Benefits such as full-pay disability (DP), medical care, temporary and permanent disability compensation, and industrial disability retirements are not changed. Rights such as the right to engage an attorney, enjoy all the presumptive injury protections (heart, back, cancer, etc.), and receive fair and accurate medical evaluations are not changed. Substantive rights have not been changed nor has compensation been diminished.

What will change is the manner in which these benefits are provided.

These Agreements provide for timely and efficient determinations on workers' compensation claims, timely and efficient access to high-quality medical care, and timely, efficient and fair resolution of all disputes that arise in connection with a workers' injury claim.

San Francisco's Public Safety Carve Out

Both the POA and Firefighters Local 798 have their own carve out agreement with parallel and identical provisions.

The POA and Local 798 have each selected 3 members as their representatives on their seven-member Joint Labor-Management Committee. The City has also selected three and the seventh is just selected ADR Program Director, Judge Steve Siemers. Initially, the POA, Local 798, and the Department of Human Resources have agreed to meet together, alternating the meeting place.

The POA's representatives are president Tony Montoya, treasurer Sean Perdomo and Welfare Officer Mike Hebel. Local 798's representatives are president Tom O'Connor, Shon Buford, and Joe Moriarty. Representing the SFPD is DC Robert Moser and representing the SFFD is DC Mark Gonzales. Representing the Department of Human Resources are Peggy Sugarman (workers' compensation director) and Julian Robinson (claims manager).

The Joint Labor-Management Committee held its first meeting on January 22, 2019 where it unanimously approved Judge Steve Siemers as ADR director and unanimously approved Maria Mariotto as ADR Ombudsperson. The Committee also reviewed and approved an initial list of Independent Medical Examiners to help resolve treatment disputes and medical-legal disputes. An initial list of mediators was also reviewed and adopted.



Participants in historic first meeting of the joint labor-management committee, workers' compensation alternative dispute resolution for SF police officers. POA Welfare Officer Mike Hebel, SFPD DC Robert Moser, ADR Ombudsperson Maria Mariotto, POA treasurer Sean Perdomo, CCSF workers' comp director Peggy Sugarman, and ADR Director Judge Steve Siemers.

As ADR Program Director, Judge Siemers, will generally oversee claims operations, oversee the work of the ombudsperson and other ADR professionals, issues subpoenas, recommend program improvements, provide training to employee organizations (POA and Local 798) and to the Department of Human Resources; and, when necessary, conduct mediations.

As Ombudsperson (employee advocate) Maria Mariotto will provide aid and counsel to injured public safety employees, communicate with these employees on a confidential basis, contact these employees immediately after notice of injury is received, help these injured employees to obtain quality medical care and the compensation to which they are entitled, and facilitate the resolutions of disputes.

ADR Director, Judge Steven Siemers

Judge Siemers is a mediator and arbitrator in the workers' compensation system. He practiced workers' compensation law as an applicant's attorney for 14 years both in northern and southern California as a certified workers' compensation specialist. For the next 5 years he sat as a workers' compensation judge in San Francisco and Oakland. He later served as chief judge of the division of workers' compensation.

For the last 14 years Judge Siemers has involved himself in the field of workers' compensation alternative dispute resolution (carve-outs) first in the private sector at Von's (Safeway) in southern California and most recently in the public sector where he serves as ADR director for labor-management agreements negotiated by the Fresno POA, Richmond POA and firefighters local, Golden Gate Bridge District, Los Angeles Police Protective League and, now, for the SFPOA and SF Firefighters Local 798.

Judge Siemers has been trained in alternative dispute resolution at the Harvard Law School Program on Negotiation, at the Pepperdine School of Law Straus Institute for Dispute Resolution, and at the Federal Mediation and Conciliation Service.

ADR Ombudsperson, Maria Mariotto

Maria Mariotto is a native San Franciscan. Ms. Mariotto has extensive experience in the California workers' compensation system working for Bay Area applicants' law firms where she advocated for injured workers providing services to injured workers in English, Spanish and Italian. She has completed her law studies and is now eligible to take the California Bar exam.

Ms. Mariotto is currently working as ombudsperson (employee advocate) for labor-management agreements negotiated by the Fresno POA, Richmond POA and firefighters, Golden Gate Bridge District, Los Angeles Police Protective League and, now, for the SFPOA and SF Firefighters Local 798. She has worked as an ombudsperson for over seven years in these programs.

ADR Program Begins on July 1, 2019

The ADR Program will commence on or about July 1, 2019. Only SFPOA and Local 798 represented employees and retirees are covered. All dates of injury on and after the commencement of the program will be covered. Prior injury claims (before 7/1/2019) may be able to opt into the program. This program remains in effect for three years and then continues year to year thereafter in one year terms.

Program Savings Split

The City Controller will evaluate and report on the ADR Programs' estimated costs and savings at the conclusion of each full fiscal year. If the POA or Local 798 disagree with the Controller's evaluation and report, either may request that a mutually-agreed upon external actuary evaluate and report on the programs' costs and savings; this external evaluation must be reviewed by the Controller who will then issue a supplemental report. The Joint Committee will review the Controller's report. 50% of the ADR Programs' net annual savings will be allocated for the benefit of active employees covered by the Agreements.

Each Joint Committee, with its 3 employee members, shall determine the specific purposes for the expenditures of these funds.

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SATURDAY, FEB 23RD

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COCKTAILS 6:00PM / DINNER 7:00PM

To purchase tickets and for more information please visit: www.eventbrite.com and search "SFBALEES Crab Feed"



***All proceeds benefit the SFBALEES's scholarship fund.**

Investment Planning 101: A Law Enforcement Family Guide

By Patrick R. Downs, Financial Advisor & Sean E. Peake, CFP®, Financial Advisor

Financial planning and investing can be complicated and overwhelming, especially if you're trying to do it on your own. Asking yourself a few fundamental questions can help guide the financial planning and investing process. It can also help you make more informed—and more confident—decisions about your long-term financial future

Understanding the Key Questions

Five key questions that law enforcement families should consider and plan for:

- **What will happen to your family if you or your spouse passes away prematurely?** Insurance is a very important component of a family's financial plan. Understanding how much, what kind, and at what cost life insurance can be purchased should be carefully considered. Ask the same question with respect to a long-term disability scenario.
- **What people (children or grandchildren) in your life do you need or want to help educate?** Utilizing a 529 college savings plan may be a useful tax efficient tool in funding the education of a loved one. In many circumstances the sooner you start saving for education expenses the better.
- **When do you want to retire? What are your lifestyle goals? How much will it cost?** You'll want to do your best to answer these questions not for just the day after you retire, but also for 20-30 years down the retirement road. Outliving your money due to a lack of planning must be avoided at all costs.
- **Will you need to provide financial assistance for your parents or grandparents? Have you considered your own long-term care needs?** Long-term care costs can be very expensive and derail a family's financial stability

if not planned for. Carefully consider what options are available and have the conversation with your spouse, parents and/or grandparents to make sure everyone is on the same page.

- **What legacy goals do you have for your family or institutions you care deeply about?** The establishment of quality estate planning documents (trusts, wills, advance healthcare directives, durable power of attorney and other documents recommended by a licensed estate planning attorney) is another critical element of a family's financial plan. These documents, among other things, work to ensure your estate is distributed according to your specific wishes. Once these questions have been answered you can work with your Financial Advisor to develop a savings and investing program tailored to your specific family goals and needs. Remember, investments are just one aspect of your financial life. An experienced Financial Advisor can help add value not just to your portfolio, but also to other aspects of your overall wealth management strategy, from saving for college and planning for retirement to creating a meaningful legacy.

Courtesy of: Patrick R. Downs, Financial Advisor & Sean E. Peake, CFP®, Financial Advisor

Branch Name: Morgan Stanley San Francisco

Phone Number: 415-693-6031 & 415-693-1384

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Patrick Downs and Sean Peaks are Financial Advisors with Morgan Stanley Global Wealth Management in San Francisco. The information contained in this article is not a solicitation to purchase or sell investments. Any information presented is general in nature and not intended to provide individually tailored investment advice. The strategies and/or investments referenced may not be suitable for all investors as the appropriateness of a particular investment or strategy will depend on an investor's individual circumstances and objectives. Morgan Stanley Smith Barney, LLC, member SIPC.

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Patrick R. Downs
Financial Advisor

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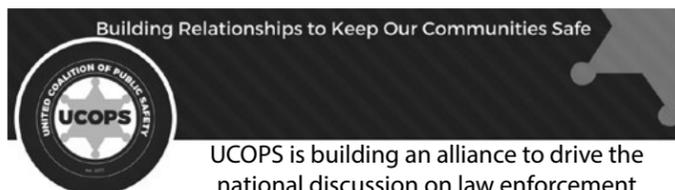
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Ford's New Police SUV Hits 137 mph, and it will Save Taxpayers Millions

By Phoebe Wall Howard
USA TODAY/January 7, 2019

Memo to crooks: Don't even try it.

Not only does Ford's new Police Interceptor Utility have the highest top speed (137 mph) and fastest acceleration from 0-100 mph among competitive police utility vehicles tested by law enforcement agencies; it also will save taxpayers money.

"Projections indicate the first pursued hybrid police utility will save between \$3,500 and \$5,700 per vehicle annually in fuel costs versus the current Police Interceptor Utility," Ford said in a statement. "If those savings were applied to every Police Interceptor Utility sold in 2017, it would equate to between \$118 million and \$193 million, or more than 43 million gallons of fuel."

Savings were calculated using fuel costs of \$2.75 to \$4.50 per gallon.

"There is no making the trade-offs you're accustomed to with a green vehicle," said Stephen Tyler, Ford police brand marketing manager. "It's a win-win formula for law enforcement."

Power and performance stay intact while, "first and foremost," taxpayers save money, added Greg Ebel, assistant police brand manager for Ford.

Speed data is based on testing done in 2018 by Michigan State Police and the

Los Angeles County Sheriffs Department. They documented the new Police Interceptor Utility hybrid had the fastest lap and fastest average lap versus competitive police utility vehicles, including V8-powered vehicles.

"The only faster entry was its cousin – Ford Police Interceptor Utility powered by a 3.0-liter EcoBoost engine," Ford noted.

Safety features

In addition to fuel efficiency, the new police SUV is designed to enhance safety.

The vehicle includes a "Police Perimeter Alert" that uses sensors to monitor the area around the vehicle and analyzes nearby movement to detect potentially threatening behavior.

"When such motion is detected, the system automatically turns on the rear camera, sounds a chime, rolls up the windows and locks the doors," Ford said. "Motion trails of the detected threat appear on the digital instrument cluster so officers can monitor."

Like cars and trucks in its consumer models, Ford includes for police the driver-assist technology that has automatic emergency braking for "pre-collision assist," pedestrian detection and forward collision warning.

Police will, however, have access to



a disable switch for law enforcement allows officers to temporarily override the system to perform precision immobilization technique maneuvers when necessary – like for pursuing lawbreakers or rushing to the aid of an accident victim or crime scene.

Saving taxpayer money

Ford hopes to grow its police vehicle sales, which reached 65 percent of U.S. market share in 2017.

The police lineup for 2019 includes: the Police Responder Hybrid Sedan, F-150 Police Responder, Expedition SSV, F-150 SSV, Transit PTV and SSV Plug-In Hybrid Sedan.

When police vehicles are not moving, a conventional gasoline engine must run continuously to power emergency lighting, radios, computers and other electrical equipment. The Police Interceptor Hybrid's powertrain allows the engine to shut off for extended periods,

powering the electrical equipment with a lithium-ion hybrid battery, helping reduce fuel use and carbon emissions.

The Ford team noted that the ratings test required the SUV to add 400 pounds to the vehicle and it still outperformed every competitor, including the popular Charger Hemi.

"These officers are out there," Tyler said. "This is their office."

Alan Magolan, police vehicle engineering manager at Ford, said, "We're moving away from sedans. This has all the capability of sedans. Police want their bulletproof vests, flares. They can take it all."

Contact Phoebe Wall Howard: phoward@freepress.com or 313-222-6512. Follow her on Twitter @phoebesaid

This article originally appeared on Detroit Free Press: Ford's new police SUV hits 137 mph, and it will save taxpayers millions

Retirements

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

- Lieutenant John Greenwood #1822 from Medical Liaison
- Officer Stacy Hayes #4010 from Medical Liaison
- Officer Timothy Moore #1259 from Medical Liaison
- Officer Sanjay Shastri #1879 from Medical Liaison

All of the above listed on SFPD Personnel Order #1 (January 9, 2019) and #2 (January 23, 2019)

SFPD Peninsula Retirement Luncheon

Wednesday, March 6, 2019
11:30 AM



Basque Cultural Center
599 Railroad Avenue,
South San Francisco.



No-host bar at 11:30

with lunch to follow at 12:00 noon

Choice of Hamburger Steak with French fries and vegetables, or Chicken Cordon Bleu, or a Vegetarian meal.

A salad, bread and ice cream/sorbet will be included.

\$25 includes the meal, tax and tip.

Please RSVP to John Tursi (415-850-6862)

or John Bisordi (415-699-4445)

or by email (SFPDRETPEN@gmail.com)

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The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at the Italian Athletic Club at 1630 Stockton Street, in San Francisco, California. The meeting commenced at 5:30 pm. A dinner followed the meeting for outgoing President Leroy Lindo.

Roll Call: President Ray Kane, Vice President Jim O'Meara, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees Al Luenow, Lou Barberini, Ryan Walsh, and Leroy Lindo were present. Trustee Rob Forneris and Bookkeeper Sally Foster were excused.

Approval of the Minutes: Vice President Jim O'Meara made a motion to accept the minutes from our December 2018 meeting. Trustee Al Luenow seconded the motion. The motion passed without objection.

Receiving Applications; Suspensions and Reinstatements: President Ray Kane responded to the San Francisco Police Academy and presented the WOOA Membership to the 261st Recruit Class. Kane obtained thirty-three applications (out of a possible 36) for new membership. Trustee Lou Barberini made a motion to accept the new signees as members of the WOOA. Vice President Jim O'Meara seconded the motion. The motion passed without objection. The thirty-three newly signed applicants from the 261st Recruit Class are now members, and will become permanent members if and when they pass their probation phase in the San Francisco Police Department. Any member who does not pass their probation phase, and is terminated from the S.F.P.D., is then released by the WOOA. After passing the probation phase, a member can voluntarily leave the S.F.P.D. and remain a WOOA member for life if they pay their dues. Ray Kane also announced he received a check for back dues and fees and a Doctor's note of good health from dropped member Rick Yick. President Kane also added the name of suspended member Mario Delgadillo and stated we received a check for his late dues and fees. Trustee Lou Barberini made a motion to reinstate Rick Yick and Mario Delgadillo. Vice President Jim O'Meara seconded the motion. The motion passed without objection. Rick Yick and Mario Delgadillo are now members in good standing. I presented President Kane with the current list of suspended members who failed to pay their dues and fees for 2018. I read aloud the names of the unpaid members and President Kane, by order of Constitution Article III Section 4 of our By Laws and Constitution, proclaimed the following active (A) and retired members as dropped from our roll: **Thomas Abrahamsen, Guillermo Amigo, Julia Angalet, William Arrieta, Saqib Aslam (A), Antonio Austin (A), Mohammed Azam Anton (A), Riley Bandy III (A),**

Regina Berrigan, Nicholas Billings (A), Timothy Brophy Jr. (A), Omar Bueno, Jonathan Catlett, Danny Camacho (A), Justin Clayton (A), Anton Collins, Lary Cortes, Jassen Dongon, Lori Dutra, Joshua Enea (A), Matthew Eng (A), Joseph Filamor, Lisa Garcia, Robert Glenn (A), Danny Guo (A), Richard Heppenstall (A), Shane Herbert (A), Gregory Hicks, Renae Hofmann (A), Kostyantyn Ivanov (A), Ryan Jensen (A), Matthew Kabanuck (A), Ronald Kall, Chris Kohrs, John Kowal, Kenneth Lui, Yuka Nagamine (A), Michael Nguyeh (A), Phone Nguyen (A), Jessica O'Connor (A), Molly O'Leary-Klier, Bianca Padilla (A), Edgar Parker III (A), Roger Peters, Richard Randall, Darryl Rodgers, Richard Ruiz, James Sayasane (A), David Serrano, Kristopher Stoffel (A), Anthony Tallerico (A), Carlton Tiamson (A), Melissa Tierafria (A), Allen Vugrincic (A), Justin Webster (A). Per Article III Section 4 of the WOOA Constitution of our By Laws and Constitution, a certified letter will be mailed to THE LAST KNOWN ADDRESS of the named members. **We will suspend members beginning April 1, 2019 if their dues are not received. We will drop our suspended members on January 1, 2020 if they have not paid their dues and fines. In regard to Suspension and Drop Letters, failure to sign the letter, or failure to respond to the Post Office upon notice, to sign for this letter DOES NOT CHANGE YOUR STATUS AS EITHER SUSPENDED OR DROPPED. When the WOOA President proclaims members as suspended and or dropped, the status remains until a member pays their dues and fines, and for dropped members a note of good health by a physician must accompany the payments. If a member changes their address, and our letter(s) are returned, the suspended/dropped member's status remains. We are not responsible for investigating and discovering a new address that a member failed to update with the WOOA. The member has the responsibility of paying their dues, picking up their mail, signing for their mail if necessary, and providing us with immediate updates of any address and contact number changes.** Paul Chignell has contacted all our active members for address updates. We will be attempting get updates from retirees as well. We have received a successful response and result with our active members mostly due to Paul's assistance.

2019 Dues are \$100.00. Bills will go out next week. If you wish to pay early, send your payment to WOOA, P.O. Box 4247, San Rafael, CA 94913-4247.

Communications and Bills: Treasurer Dean Taylor read aloud the monthly bills including beneficiary payments for our recently passed members Lawrence Lawson and Walter Van Dehey. Vice President O'Meara made a motion to pay

the bills. Trustee Ryan Walsh seconded the motion. The motion passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: We received the sad news of the following member who passed away: **Lynda Zmak, age 67:** Lynda D. Zmak was born in San Francisco on February 9, 1951. Lynda was a third generation San Franciscan of Croation and Irish descent. Lynda was raised in the Excelsior District of San Francisco in a house built by her grandfather "Papa Joe". Lynda would play on the sidewalks of Vienna Street as a child, and attended Corpus Christie Parochial School, and Immaculate Conception Academy in the Mission District of San Francisco. After graduating from High School, Lynda worked at Safeway Grocery Store, followed by working as the local Teamster Office on Taylor Street in San Francisco. Lynda also worked for I. Magnin and later worked for nine years in the Superior Court of San Francisco. Lynda found her true passion when she entered the San Francisco Police Department on July 1, 1985. Lynda wore star #2109. Lynda graduated from the Police Academy on November 17, 1985 and worked the following assignments during her career: Ingleside Police Station (November 17, 1985), Central Police Station (December 14, 1985), Southern Police Station (March 1, 1986), Communications (March 21, 1987), Southern Police Station (May 2, 1987), Mission Police Station (October 8, 1988), Medical Liaison (December 9, 1989), Mission Police Station (February 5, 1990), Vice (July 20, 1991), CSU (May 9, 1992), Central Police Station (May 9, 1992), Vice (February 15, 1993), FOB Candlestick (April 8, 1995), Central Police Station (July 13, 1996), Vice (September 4, 1998), and Narcotics (January 3, 2003). Lynda retired on February 9, 2007. Lynda received a Police Commission Commendation for services rendered on September 3, 1987, and May 18, 1989. During the listed dates, Lynda was a member of the Auto Theft Task force. Lynda, with Sgt. Dave Roccaforte, and Officers Joanne Gardner, Michael Huddleston, Robert Jensen, Jennifer Lee, Kenwade Lee, Phillip Lee, Greg Ovanessian, and Vince Vago recovered 1,150 stolen automobiles with 10% of the cases resulting in arrests. Eighty four suspects were arrested and were involved in 46 related cases. Lynda's street smarts were an asset in her many plainclothes assignments. Lynda was a "straight-shooter", meaning she did not mince words, sugar coat her words, or attempt to soften or understate a statement or message. Lynda had a talent for cooking, and fashion and interior design. Her license plate was personalized with her favorite expression of endearment, "Huneey". Lynda and her partner Dwight Lee (retired S.F.P.D.) moved to

Seattle, Washington after retirement and enjoyed their life together in the Great Northwest. Lynda died unexpectedly on December 22, 2018. Lynda was predeceased by her parents, brother, sister, her former husband and her dog Artie. Lynda is survived by her long-time companion Dwight Lee.

Report of Special Committee: No report this month.

New Business: No report this month.

Old Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Kane led our Board in a moment of silence for Linda Zmak, and for all our passed members. President Kane scheduled our next meeting for Tuesday February 12, 2019. The meeting will be held at the Hall of Justice 850 Bryant Street room #150 in San Francisco, California. The meeting will begin at 12:30 hours. Following the meeting we convened for Dinner at Firenze Restaurant in North Beach. We honored Leroy Lindo's year as our President. Leroy's calm and poised demeanor during some heightened moments of early 2018 were essential to our Board maintaining decorum and successfully moving ahead as an organization. Leroy exhibited respect for all Board members and all opinions, disagreements and voices (raised or otherwise). Leroy listened to all members and weighed his decisions on tabled matters. Our progress and teamwork success in 2018 is due largely to Leroy's leadership. The unified efforts of Leroy, Dean Taylor, Sally Foster who returned to the Board as the Bookkeeper, the Secretary and our Board of Trustees has produced excellent communication and immediate results.

To All Members: Any member who is in need of a new beneficiary form can access a form on our website. Please click on the resources box on our face page. Complete the form and obtain a signature by a Notary or a WOOA Board member. Please email me any address or contact number changes at markmac825@comcast.net. I can be contacted 415 681-3660. Each month we express our gratitude to the following people who assist our efforts: Retired San Francisco Police Department Captain and current POA Defense Administrator Paul Chignell, Retired San Francisco Police Lieutenant and current host of the Gold Country Reaper website Rene LaPrevotte, Retired San Francisco Sergeant and the current long-time editor of the POA Journal Ray Shine, Sergeant Rachael Kilshaw, and Risa Tom of the San Francisco Police Department's Police Commission Office, David Ng of Personnel, and to the entire Traffic Command and it's officers who graciously afford us a location for our files, and meetings.

Mark J. McDonough,
WOOA Secretary

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Honolulu is Short on Cops, And Seattle is Poaching

January 11, 2019

A single exam next month could put dozens of police officers in Hawaii on the path to a significant pay raise. That is, if they move to Seattle.

Welcome to today's police recruiting wars. For the first time in more than 15 years, the Seattle Police Department is coming to the islands.

On Feb. 27, the Seattle department will offer "lateral" exams in Honolulu for new applicants and veteran officers.

The timing is not good for the Honolulu Police Department. At the end of 2018, the HPD had 246 vacancies.

"Anytime we lose someone, it's a setback," said Assistant Chief John McCarthy.

Seattle is coming armed with much better salaries and more frequent raises. Starting salary for a police officer in Honolulu is \$65,592 per year versus \$81,444 for a newly sworn officer in Seattle. For veteran officers, the pay gap is even larger.

Police officers with more than four years of experience in Seattle can make \$110,000 in base pay, according to Mike Fields, SPD's executive director of human resources. In Honolulu, an officer with five years' experience makes a base pay of \$68,000.

Seattle and other mainland police agencies have another significant lure: no lengthy police academy training for veteran officers wanting to relocate.

"Our policy is, if you've been an officer elsewhere, you can laterally move here," Fields said. "One of the benefits is their training phase is so much shorter."

Police departments in Hawaii do not allow mainland officers to transfer directly here without having to go through the police academy and then weeks of additional field training. That can add up to more than six months.

Seattle is offering to let police officers transfer from Hawaii after a two-week police academy and an abbreviated field training, Fields said. Applicants from Hawaii with no previous police experience would undergo a 16-week police academy, then subsequent field training.

Reversing The Drain

HPD Chief Susan Ballard and her executive team have been looking at easing the lateral transfer policy in Honolulu, and it is one of her goals for 2019. HPD is reviewing policies used elsewhere.

"HPD is always concerned about los-

ing qualified applicants to other departments or businesses," Assistant Chief Jonathon Grems said.

If the department offered a less extensive academy for mid-career police officers from the mainland, more veteran officers could fill those HPD vacancies quicker.

Making transfers from the mainland easier may be HPD's best hope. At a Honolulu Police Commission meeting two months ago, Ballard noted that only 10 percent of the recent applicants were passing the department background check. The stumbling blocks are applicants with criminal histories, large debt and spotty work histories.

Policing as a career option has taken a hit over the past two decades thanks to a nationwide low unemployment rate, better private sector options and publicity about violent police encounters.

That tight market and negative press has forced a lot of police departments to move away from the SWAT-heavy image, portraying their departments as being filled instead with thoughtful problem solvers. But even with a lighter recruiting touch, the reality is policing is hard work.

"This job, people don't want to do it anymore," lamented Malcom Lutu, president of the State of Hawaii Organization of Police Officers.

Lutu said he would favor an easier lateral transfer policy, but he still wants a thorough vetting of mainland officers.

"We don't know what kind of training their background is," Lutu said.

Selling Aloha

Even if mainland salaries are higher, Honolulu has a lot to offer potential recruits, said the HPD's McCarthy.

"One thing we have going for us is our different culture and lifestyle," McCarthy said. "Our population is not as violent as those in most mainland jurisdictions."

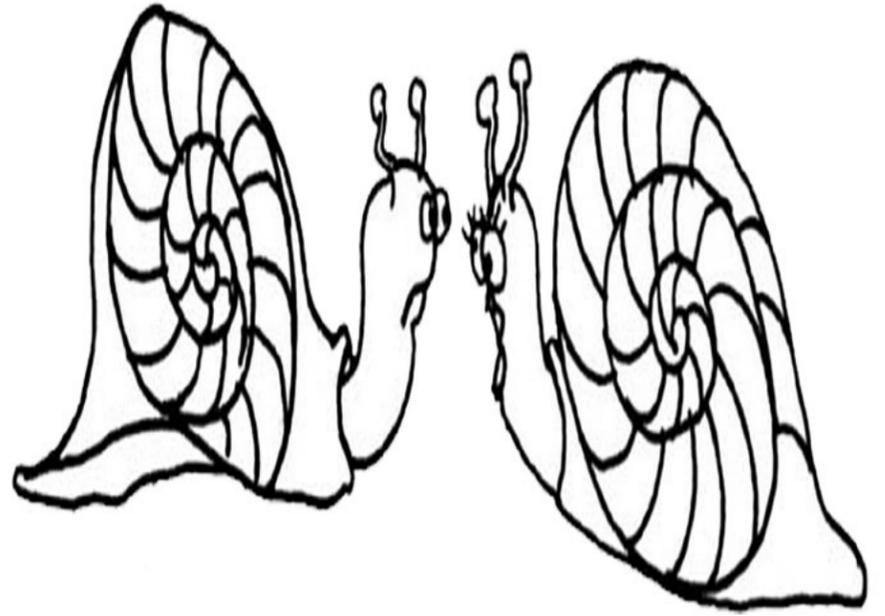
And the HPD can take comfort knowing that not all out-of-state police recruiting efforts in Hawaii pay off.

Two years ago, 11 officers from the San Jose Police Department came to Honolulu on an 11-day recruiting trip. That effort ended up being criticized by San Jose's mayor as a waste of tax dollars.

More than \$42,000 was spent flying and lodging San Jose representatives and all that city got for its trouble were six possible recruits.

From *The Honolulu Civil Beat*

The Words That No Love-Smitten, Non-Hermaphrodite Terrestrial Gastropod Wants To Hear On Valentine's Day



© J. No. Franken
mchumor.com

"WHAT DO YOU MEAN YOU WANT TO SLOW THINGS DOWN?"

4 Cops in 'Love Rectangle' Stripped of Guns so they Wouldn't Kill Each Other

January 9, 2019

NEW YORK, NY — This love triangle has four corners — and four police badges!

An NYPD sergeant cheated on his cop girlfriend with a fellow officer, whose husband is also on the job — and the bosses took away everyone's guns so they wouldn't kill each other, sources told *The Post* on Monday.

Sgt. Kandou Worley, 40, and Officer Stephanie Gallardo, 33, were both assigned to the department's Strategic Response Group when they had their fling last year, according to an internal NYPD document.

But their secret was revealed when Worley's live-in girlfriend, Tyeis Coppin, a union delegate in the 32nd Precinct, found incriminating photos on his cellphone.

One shows Gallardo, with her hair wet, gazing into the eyes of Worley, who has beads of water dotting his bare chest.

Others show Worley nuzzling Gallardo's face and kissing her cheek, and Gallardo snuggling into Worley's clothed chest while he caresses the back of her head.

In a fit of vengeance, Coppin, 41, allegedly posted the photos to Worley's Instagram account, which bears the username "mike_lowry_78" — an apparent reference to the ladies-man detective played by Will Smith in the "Bad Boys" movie franchise.

Captions say "I told my girl I loved her 10 mins b4 I f-ked this one," and "She's someone's wife, she's not my girl tho. I have one and this is not her!!!!"

On the day after Christmas, Worley — who a source said served as Gallardo's supervisor — warned her that the photos were online, and the NYPD learned about them two days later.

Gallardo was called in for questioning, and admitted that she and Worley had a "personal relationship" during September and October.

But Gallardo said that she'd been separated from her husband, fellow SRG cop Cristian Gallardo, 28, since March, even though they're still living together and raising their 20-month-old daughter.

She also claimed "that with the exception of kissing while together off-duty on a number of occasions, the relationship [with Worley] was not intimate."

The NYPD report says a total of nine handguns were seized from all four cops under a section of the Patrol Guide that permits impounding firearms in "non-disciplinary cases," including those involving "stress as a result of family or other situations."

A law-enforcement source said the circumstances raised "the potential for violent outcomes due to the sensitive nature of infidelity and everyone having access to guns."

The Dec. 30 report also says the entire mess was turned over to the Special Operations Division Investigations Unit for further review, "including a review of social media."

All four cops were given back their guns and returned to active duty in their original assignments during the past week, pending results of the SOD investigation, an NYPD spokesman said.

Lt. John Grimpel also said that the NYPD Patrol Guide doesn't prohibit relationships between cops — even involving a superior and a subordinate — "except if you're a police supervisor in the police academy."

"Any police officer in the academy cannot have a relationship with a recruit in the academy," Grimpel said.

Worley and Stephanie Gallardo both declined to comment when they answered the doors at their respective homes in Orange County on Monday afternoon.

Neither the Patrolmen's Benevolent Association nor the Sergeants Benevolent Association returned messages.

From *The New York Post*



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Book Review

The Betrayal: The 1919 World Series and the Birth of Modern Baseball

By Charles Fountain
Reviewed by Dennis Bianchi

Charles Fountain has been a lecturer at Northeastern University since 1985 and a broadcast journalist in Worcester, Boston and New York. He is the author for four books, including *The Betrayal: The 1919 World Series and the Birth of Modern Baseball*, the book under review here. He has also written, *Under the March Sun: The Culture and Commerce of Spring Training*, *Sports Writer: The Life and Times of Grantland Rice*, and, *Another Man's Poison: The Life and Writing of columnist George Frazier*. This last book focused not on sports but a music critic, George Frazier, who covered the jazz scene of the '40s, '50s and '60s. His work has been praised for years throughout the United States. He claims he stays young by rowing on the Charles River, near his home in Cambridge, Massachusetts.

It is easy to conclude that this is a book about baseball, but that's too simple. It's more complicated than that, more nuanced and complete. The book describes a very long investigation of criminal behavior, and is an historical view of a time in United States history that provided much needed change. The narrative reflects how our country has changed over the last 100 years, culturally and economically.

Baseball in the nineteenth century had more than its share of problems with gambling and players getting paid to not win games. The structure of baseball was vastly different than today and difficult to control, but from time to time the leagues were able to reform and, to some extent, eliminate the problems of gambling and dishonest play. However, as the book demonstrates, the problems eventually returned.

There were many industrial leagues, many minor league teams and fewer major league teams at the time of the turn of the century. The majority of the players were not well compensated for their talents. Where and when the athletes could compete was controlled by the owners with no input from the players. The modern sports fan today is at least somewhat familiar with what came to be called "The Black Sox Scandal," or the throwing of the World Series in 1919. Fewer are aware of just how prevalent cheating and

gambling were surrounding baseball. This criminal atmosphere existed for many years before that infamous series of games took place. The author does an outstanding job at trying to educate the reader of the larger picture.

The author writes, "While 1920s court testimony and retrospective remembrances disagree on the genesis and the particulars of the 1919 World Series fix, everyone with any knowledge agrees on one point: Chick Gandil as at the center of whatever happened." Chick Gandil was the White Sox first baseman in 1919. Although he was born in Minnesota he lived many years in California, residing in Berkeley, attending high school in Oakland and dying at the age of 82 in Calistoga.

Among the many ways he earned his living was prize fighting in mining towns. The book points out that some ball players, in addition to Gandil, and some gamblers involved in the scam, had experience as a boxer. Gandil associated with gamblers in the past and when the scandal was finally exposed and the interviews were completed it was learned Gandil was the only player who spoke directly with the gamblers about the fix.

The author attempted to discover how much money was involved on the part of the person most commonly associated with the funding of the fix, Arnold Rothstein. Using testimony from the trial of the ball players in 1921, the author writes, "\$10,000, and only \$10,000, passing between gamblers and players ... But that was clearly not all the money paid to the ballplayers. Arnold Rothstein students believe he sent Evan and Sullivan to Chicago with \$80,000 to pay the players. Some histories claim they paid out only \$10,000, using the rest to bet on their own behalf." The author also claims that Arnold Rothstein was known to often carry around \$100,000 cash in his suits and put up a figure near that to arrange for the fix of the series. In other words, Rothstein fixed The World Series with what he had in his pockets. "In a criminal life that spanned more than a quarter century, he was never convicted of any crime. He had connections and charm and the best lawyers, and nothing ever stuck to him." The author gives as an ugly example the night Rothstein shot three police officers in front of nineteen witnesses and got away with it.

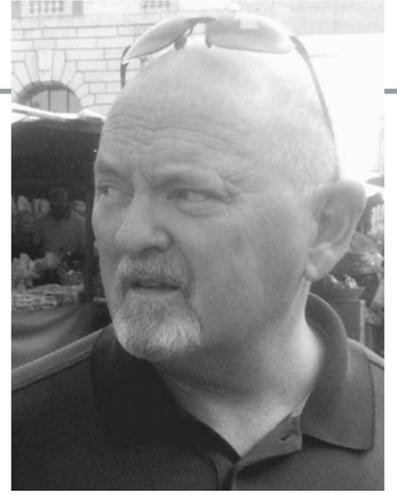
The book moves around in a variety of directions. Mr. Fountain describes the feud between the owner of the White Sox, Charles Comiskey and the President of the American League, Ban Johnson. Neither man comes across as entirely reputable. A player not involved in the fix, Hal Chase, is described at length. "Hal Chase is the Babe Ruth of ball-game fixers, a mythic figure whose exploits so transcended those of the players around him that he's become that larger-than-life legend about who there is no argument... yet he was never found guilty of having fixed even a single game." The author also states that Hal Chase was a great first baseman.

Famous sports writers such as Ring Lardner and Hugh Fullerton are given plenty of coverage. Mr. Fountain noted that following the scandal Mr. Lardner lost a lot of respect and interest for the game of baseball and focused upon other subjects.

Mr. Fountain notes a particularly interesting point that underlines the intersection of history, music and a famous American composer. As he states, when the 1919 World Series was about to begin, "John Phillip Sousa was in the house; he led his band in "The Stars and Stripes Forever" before the game (the tradition of playing the national anthem before baseball games would not begin until World War II)."

The author often points out that the book and subsequent successful movie, *Eight Men Out*, created mistaken beliefs about the incident and the players. He points out the discrepancies between historical documentation of the event and the description offered Eliot Asinof, the author of *Eight Men Out*.

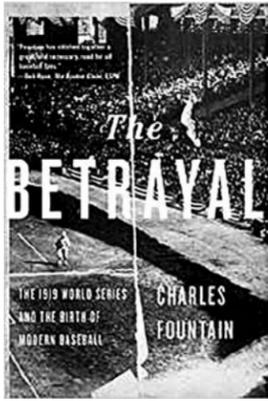
The criminal trial of the players resulted in all eight men being found not guilty. The newly appointed Commissioner of Baseball, Kenesaw Mountain Landis, however, felt quite differently and banished all eight players from major league baseball. The author, however, makes a case that the players may have betrayed their agreement with the gamblers and did nothing less than their best. In the penultimate chapter, he focuses upon Joe Jackson, nicknamed Shoeless Joe, and points out



some very interesting statistics. Johnson led all players from either team with the highest batting average, .375, and set a World Series record for the number of hits in a World Series with twelve, which included the Series' only home run. He played outstanding defense and threw out a runner on the base paths. To quote the author, "The case for Joe Jackson and Buck Weaver playing the Series clearly is a fairly unassailable one. Both men claimed from the moment of the scandal's exposure until their dying days that they had given nothing less than their best, and the record supports their assertions." He was also was one of the first players to confess to agreeing with Gandil to take the gamblers money. It does seem possible that, due to the lack of being paid, at least some of the players changed their minds and did nothing intentional to aid in a loss.

The author brings the reader's attention to two major current problems involving professional baseball: Pete Rose's banning from baseball when it was discovered he had bet on The Cincinnati Reds when he was the manager of that team. Rose is certainly the modern-day equivalent of Joe Jackson. Without the stain on either man's record they would have been elected to the Baseball Hall of Fame with ease. The other problem facing Major League Baseball is what is now referred to as "the steroid era." The author points out "Steroids were not illegal in Major League Baseball until 1919, and nobody was tested for steroids until 2003. So widespread was steroid use during that era that it seems inevitable that when the historical dust settles, some users and suspected user will have gotten in and other will be shut out."

I highly recommend this book to sports fans, but also to those who like to read about the history of America during the early 20th Century, and to those who like to read investigative reporting.



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-San Francisco Police Officer

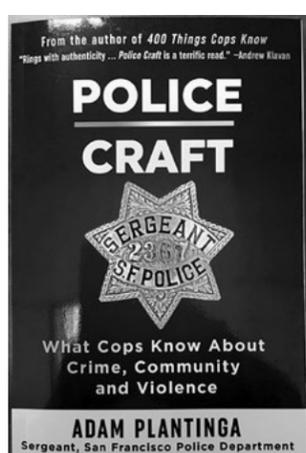
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* The POA has verified that this quote was made by an SFPD member.

To: All Members
From: President Tony Montoya

One of our members recently had a second book published about policing in America. Adam Plantinga (Mission Station) discussed this new book *Police Craft* at two locations in the City last month. It is sure to be a hit just like his first publication *400 Things Cops Know*.

Let's support one of our own who is bringing the complexities of our job into the mainstream light of our community.



The residents in Visitacion Valley deserve to feel and be safe in their own community.

To: All Members
From: President Tony Montoya

The recent vicious unprovoked attack on an elderly women in Visitacion Valley has shaken our residents and stirred many of them into action. This assault is also one of the most horrific incidents that our members have had to deal with and investigate.

In the past the POA has stepped in to raise awareness to these cowardly acts and we have offered up rewards leading to the arrest and conviction of suspect(s) responsible. We intend to do the same thing now.

On Friday January 11th the POA held a press conference in the Visitacion Val-

ley neighborhood and we announced a reward of \$10,000 leading to the arrest and conviction of the individual(s) who perpetrated this assault. We also called on the SFPD to assign a Command Van in this neighborhood and detail officers to this post to act as a temporary substation.

Local media realized the importance of this story so it was covered on most news stations. Here is one piece from NBC Bay Area. <https://tinyurl.com/y7db348j>



The residents in this district deserve to feel and be safe in their own community. The POA will do whatever we can to see that this happens. If you have any information related to this incident please call the SFPD anonymous hotline at (415) 575-4444.

Good Job SFPD — Visitacion Valley Assault Case Arrest

Update 01/23/19

#SFPD Arrests Individual in Visitacion Valley Assault Case Suspect Linked to Carjacking and Two Separate Robberies

On January 8, 2019 at approximately 6:45AM, San Francisco Police officers responded to a residence on the 1000 block of Visitacion Avenue. A witness reported seeing an unknown male suspect exit the residence from an interior staircase then walk eastbound on Visitacion Avenue.

Officers noticed that the front door of the residence was unlocked and open and searched the residence but were unable to locate the occupant. Shortly thereafter, an 88-year-old woman suffering from severe head injuries was located in a nearby park on Leland Avenue. The victim was transported to Zuckerberg San Francisco General Hospital where she is still being treated for her injuries.

The two incidents were linked by video surveillance footage and evidence located at the scene of the assault and the victim's residence. Investigators believe the suspect assaulted the victim, stole the keys to her residence, and was in the process of committing a burglary at

the residence when he was interrupted by a witness.

Over the course of two weeks, SFPD investigators worked tirelessly to identify the suspect. Investigators reviewed surveillance footage, conducted multiple interviews, collected evidence and distributed a forensic artist sketch of the suspect to the public for assistance in our investigation. Evidence collected from the incident was submitted to SFPD's crime lab and on January 18, investigators were notified that DNA analysis linked a San Francisco resident to the assault and subsequent burglary.

An immediate search began to locate and apprehend that individual. Almost simultaneously, that same person was also identified as a suspect in a carjacking which occurred in the early morning hours of January 16, on the 1600 block of Visitacion Avenue. The carjacked vehicle was later found abandoned at gas station on San Bruno Avenue. Video evidence obtained at the scene led to the identifi-

cation of the carjacking suspect.

On Saturday, January 19 at approximately 4:45PM, a 14 year-old girl was approached on the 1000 block of Woolsey Avenue by a suspect on a red bicycle and robbed of her cell phone at gunpoint. At approximately 6:00PM, a 17-year-old girl was approached at Charles Avenue and Belle Avenue in the Taraval district by a suspect on a red bicycle. The suspect punched the girl in the face and stole her phone.

Responding officers from Ingleside Station were able to track the cell phone to the Sunnysdale district of San Francisco. During a search, officers made contact with an individual, whose clothing matched the description of the robbery suspect. After a short foot pursuit and search, officers located that person hiding in a vehicle and placed him under arrest.

The arrested person's charges are as follows:

Assault/Burglary Case: Attempted Murder, Kidnapping, Robbery, Aggravated Assault, Elder Abuse, Burglary, Possession of Stolen Property, Attempting to Destroy Evidence.

Robberies: Robbery (2 counts), Child Endangerment, Possession of Stolen Property, and Resisting Arrest.

"SFPD investigators, patrol officers and our crime lab personnel worked relentlessly to identify and arrest a suspect in these brutal crimes," said San Francisco Police Chief William Scott. "We thank all of the community members who came forward to work with us and address safety concerns related to this case."

Although an arrest has been made, if you have any information regarding these incidents, please contact the San Francisco Police Department at 415-575-4444 or Text a Tip to TIP411 and begin the text message with SFPD. You may remain anonymous.

February Word Find

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!

See if you can find the gemstones listed in this month's Word Search. If a particular gemstone is not familiar to you, see if you can discover the shape/color/texture of it!

- | | | |
|-----------|--------------|-----------|
| AMETHYST | LAPIS LAZULI | MALACHITE |
| TURQUOISE | OPAL | ONYX |
| PEARL | MOONSTONE | RUBY |
| SAPPHIRE | AGATE | TANZANITE |
| JADE | TOURMALINE | ZIRCON |
| AMBER | ROSE QUARTZ | CITRINE |
| TOPAZ | PERIDOT | |
| EMERALD | PYRITE | |



PAL Corner



PAL Staff Report

Greetings and Happy 2019 from the SFPAL Team!

January allowed us to look back on 2018 and smile on all the great accomplishments that SFPAL achieved. But another year means another chance to make a difference, so let's get started! Our PAL Cadets started their year by taking a promotional test. A big shout out to all those who took the time during their Holiday break to study and take the exam. We will have an update on who got promoted and how their promotional night went in next months article. The Cadets also better start doing their cardio as they will have a DT/PT night on January 24th with Officer Moylan. This should be another fun semester and we are excited to announce that the Cadets will be taking a courtroom tour in March!

SFPAL will commemorate its 60th Anniversary and we would like for you to celebrate this major milestone with us. Join us on April 13th at the Olympic Club, Lakeside location for an evening of entertainment, dinner and live auction in support of our many programs. For ticket information or underwriting opportunities please visit our website or contact our office.

The Pop Warner SFPAL 49ers Football and Cheer teams celebrated their end of the year awards banquet on January 11th. A great night was had at the Scottish Rite and a delicious meal was enjoyed by all. Coach Otis Williams was acknowledged by Commander Lazar for all the hard work and dedication to the program. Officer Leonard Morrow, Officer Jabari Jackson, and Officer Warren Farinas were also on hand and Deputy Chief Ann Mannix and retired Captain Rick Bruce addressed the group with some words of inspiration to keep up the great work. A big SFPAL Thank You goes out to all the volunteers who dedicated their time to help guide the youth of our city. For more pictures of the event, please visit our *website*.

Stay tuned for next month as we update our spring programs.

Your SFPAL Team

Upcoming Events

Our Flag Football program is right around the corner. Free registration for the program to open on February 1st, 2019. Please visit our website for more information.

4th Annual Kids' Games event will take place on May 5th at Kezar Stadium. More information to come soon.



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cordially invites you to our

*60th Anniversary
Hall of Fame Gala*

Saturday, April 13th, 2019

Olympic Club, Lakeside

Cocktails: 6:00 PM

Dinner & Live Auction: 7:00PM

Cocktail Attire

Join us for an evening honoring

Gregory Suhr, retired Chief SFPD

Gregory Isom, former Seahawks Director

Diarmuid Philpott, ret. Deputy Chief SFPD

Edith Lewis-Luenow, ret. Police Officer SFPD

Herbert Lee, ret. Sergeant SFPD *

Richard Radetich, Police Officer SFPD *

*posthumous

Individual Tickets: \$225

Table Ticket: \$2000 (table seats 10 people)

To purchase tickets please visit sfpal.org

Sports



By Nick Shihadeh,
Journal Sports Editor

Department Softball

CHECK IT OUT: The 2019 Police Softball League is slated to start in late March according to **Commish Kevin Worrell**. As far as league fees for each team, he's changing things up a bit. Last year there was one team(station) that participated in the league and to this day still hasn't paid the \$350.00 that is owed for the 2018 season. This time around he is requesting payment by March 10th from each team manager, or he won't be including that unit into the league schedule.

It's too bad that Worrell needs to resort to this; but, when teams don't pay as was the case with Ingleside Station, he is out of pocket for that amount. It's not just last season that Worrell had problems with them, as it seems like every year he gets paid late by those guys. There's absolutely no excuse for this. So on behalf of The Commish: **INGLESIDE STATION:** please make things right! And, the rest of you managers: it's appreciated that you please pay your league fees by that March 10th date to make things easier on Worrell. I will now get off my "soap box."

As far as the upcoming season, it looks like there may or may not be 11 teams in the league like there was last year. The sure bets are: the Central Diners, Southern Station, the Bayview Pit Bulls, the Mission Diablos, the Northern Bulldogs, the Park/Taraval Combo team, Richmond Station, the Tenderloin Rats, and the Airport Checkers. It's unsure



whether Ingleside Station will be able to come up with \$700.00 by March 10th, but there's always hope. As far as the Honda/TAC Team is concerned, there is a search out for a new manager for those guys. Let's hope that someone can "step up to the plate" to take responsibility for that ball club, so that last season's C Division Champions can compete in the league.

This and That

Check out the Loons Nest golf article and pics submitted by **Ed Garcia** in this same sports section. Also take a look at the Department Basketball League standings that were submitted recently by Hoops Commish **Steve Coleman**. He also did a short write-up about how the league is doing, so take a look at that as well.

That's all for now....Stay well and safe and So See Ya next month....

Hoops Write-Up

By Steve Coleman (Bayview Station)

There are ten teams in the SFPOA Basketball League this season, and the top eight will advance to the playoffs in a bracketed tournament playoff format. As of right now, the top half of the league has been beating up on the bottom half. Even though the records of the teams in the upper half and bottom half are opposite, these contests have been hard fought and close.

The Central Diners have followed up last year's championship title with a 4-0 record so far this season. The Bayview Pit Bulls and Tenderloin Rats are keeping pace with the Diners, as they are also undefeated at 4-0. Ingleside and The Hall are a respectable 3-1. The Hall, who added former MVP Pat Cummins to their squad due to the Mission Diablos not fielding a team this season, are always a tough team when all of their guys show up.

CHP, who once dominated this league but have struggled to get any wins the past few seasons, have two early wins and are looking to get into the playoffs. The Cadets, Northern, Southern, and Park round out the remaining four teams who have struggled to get a win. It's been surprising to see these teams struggle because of the talent on these teams and the solid play they've displayed. There's no doubt a couple of these teams will come together and make a playoff push. With the influx of young rookies into the league mixed with the older veterans, it's been another great year so far in the SFPOA Basketball League.

SFPD Basketball League Standings

As of 1/21/19

Teams	Record	GB
Bayview	4-0	-
Central	4-0	-
Tenderloin	4-0	-
Ingleside	3-1	1
The Hall	3-1	1
CHP	2-2	1
Cadets	0-4	4
Northern	0-4	4
Park	0-4	4
Southern	0-4	4

Loons Nest Scoreboard

Holiday Championship, Monarch Bay G.C.

Player	Gross	Net	Player	Gross	Net
Anzore	75	70	Marcic	106	80
Mar	84	78	Tapang	108	82
Aherne	88	79	Gabac	110	93
Edison	88	72	Linehan	110	85
Garcia	89	77	Daniele	110	87
Lorin	89	81	Dito	114	88
Sorgie	89	81	Simpson	118	88
Crosat	90	75	Da Rosa	120	98
Morimoto	90	81	Flynn	122	97
Nakano	91	74	Carey	124	95
McEachern	92	74			
Stearns	92	75			
Sullivan	93	75			
Wismer	93	79			
Finigan	95	76			
Marchand	95	78			
Vernengo	97	88			
Ospital	99	78			
Callo	100	74			
Meixner	100	81			
Mahoney, M.	101	84			
Bruce	103	83			
Fischer	103	87			
O'Shea	103	81			
Fontana	104	85			
Dawydiak	105	78			
Mahoney, D	105	83			
Williams	105	81			

Long Drive Winner
Robert Crosat 241 yds
(wind calculated in total)

Close to Hole Winners

Hole #4		
1st	Sorgie	22'5"
2nd	Nobody	
Hole #7		
1st	Morimoto	18'3"
2nd	Ahearn	26'3"
Hole #10		
1st	Finigan	7'8"
2nd	Williams	13'5"
Hole #17		
1st	Anzore	11'3"
2nd	Garcia	12'9"

MAR **28** **2019**
MONTH DATE YEAR

GEORGE WASHINGTON HS
SILENT AUCTION AT
THE CLIFF HOUSE

To support new hitting and training facility
at George Washington High School
Complimentary Hors d'ouerves & Drinks

6-8 PM
ENTRY: \$100

TICKETS: <http://events.blackbirdsvp.com/gwhs-sports-foundation-dinner>
MORE INFO: www.WashingtonEaglesSoar.com

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The Loons Nest Report

By Ed Garcia, SFPD Retired

Loons Close Season in Monarch Bay Wind Storm

A very cold, clear and windy morning greeted the Loons at Monarch Bay Golf Course on Thursday, December 27th, where the Loons played the 2018 Holiday Classic. The Loons nested warmly in the restaurant for a hot breakfast buffet prior to teeing off. The morning weather report had high wind warnings from the bay to the higher elevations of the East Bay. Many of the Loons were wearing their new Christmas golf jackets and sweaters trying to stay warm. This would be the third coldest and windiest day in 32 years of Loons play. The second coldest, blowing day was our 2016 stop at Nicklaus Club in the Carmel Hills, Monterey.

The absolute coldest wind to ever chill the Loons was at Spanish Bay in 2009. The Loons had enjoyed a long night with dinner at Café Fina and many Loons closed Knuckles Sports Bar after the first round of the Spring Championship. The next morning at Spanish Bay had cold, high winds blowing moist ocean air right off the Pacific. Loons reluctantly left the warm fireplace in the clubhouse bar and faced the elements without complaint.

Back to Monarch Bay, the Loons headed out for the first tee with high scores expected on this demanding, long test of golf. When the event actually took place, only one Loon would break eighty strokes on the day. On the front nine, only two Loons would break forty strokes—Ed Anzore and Glenn Mar both fired outstanding scores of thirty-



seven. Jim Ahern and Bruce Lorin sat seven strokes behind with scores of forty-four. Bob Crosat, Kirk Edison, Ed Garcia and Steve Morimoto were at forty-five.

As play moved to the back nine holes, the wind increased which dropped the chill factor. The Anzore and Mar match was tight through the fourteenth hole. Mar picked up a birdie on the 11th hole, only to be matched by Anzore's birdie on the 14th hole. Anzore finished the day with three straight pars and a back nine score of thirty-eight. Mar ended up with a forty-seven on that side and a total of eighty-four. Anzore's round of seventy-five gave him the Holiday Classic Title and Mar finished second low gross in the first flight.

Jim Ahern held his game together through the storm, and his score of eighty-eight gave him third low gross in the flight. Kirk Edison also posted a total of eighty-eight and his net score of seventy-two gave him first low net in the first flight. Curtis Nakano and Gregg McEachern both posted net scores of seventy-four, but Nakano won the tie-breaker with pars on the final two finishing holes. Nakano was awarded second low net in the first flight and McEachern took third.

Second flight play saw dominating golf by Joe Finigan, as his round of ninety-five left him four strokes ahead of second place finisher Paul Ospital who shot a ninety-nine. Finigan and Ospital had matching scores of fifty-one on the front nine holes and it was a tight race with Ospital picking up a birdie on the tenth hole. Misfortune found Ospital on the twelfth hole, as he ran into a snowman (eight). Finigan finished the day with a forty-four on the back nine and walked away with first low gross in the second flight. Ospital took second place followed by Dennis Meixner at an even one hundred.

Second flight low net saw a winning performance by Ray Callo with a net score of seventy-four. This left Ray four strokes ahead of Leanna Dawydiack, who posted a net seventy-eight. Callo has been playing some winning golf lately, as he also finished in the money in the Blind Bogey event at Casa Blanca Golf Club in the Mesquite Adventure II. Dean Marcic grabbed third low net in the flight with a net score of eighty. The Long Drive winner on this windy day was Bob Crosat, who was powering the ball through the high winds all day.

Looking back on the 2018 season, the highlight was clearly the match between Gary Lorin and Dan Faulkner in the Club Championship at Las Positas. Faulkner, the three-time champ went out and fired a one under par round of seventy-one. Gary Lorin played a great round and finished with a birdie on the eighteenth hole for a score of seventy and the championship. This was the first time in Loon history that we had two under par scores in one event.

Ed Anzore had an amazing year in 2018. Ed opened the season partnering with Glenn Mar to win the Two Man Championship. Anzore went on to win the Summer Classic, was medalist at Mesquite Adventure II, and subsequently won the Holiday Classic. It will be hard to top that performance in 2019.

The 2018 season also saw two new courses added to the Loon tournament history. We made our first appearance at Carmel Valley Ranch for the Spring Championship. TPC Falcon Ridge in Mesquite was also a first for the Loons. Falcon Ridge was a tough, perfect condition track and would be worth a



Holiday Classic Champion Ed Anzore with Rob Vernengo

visit anytime one plays golf in Nevada. 2019 looks to be an interesting year, as the Loons will be making our first trans-Pacific flight to the island of Hawaii. The season will open with the Two Man, Best Ball Championship at Chardonnay GC in Napa.

2018 Season in Review

Two Man Championship
Oakmont Golf Club
Ed Anzore & Glenn Mar 62

Spring Championship at Monterey,
Carmel Valley Ranch
& Old Del Monte Golf Club
Dan Faulkner 159

Summer Classic
Chardonnay Golf Club
Ed Anzore 73

Club Championship
Las Positas Golf Club
Gary Lorin 70

Mesquite Adventure II
Palms, Casablanca & TPC Falcon Ridge
Ed Anzore Medalist 231

Holiday Classic
Monarch Bay Golf Club
Ed Anzore 75

Long Drive of the Year
Dan Faulkner 312 yards
Carmel Valley Ranch Golf Club



Garcia, Edison, Ahern and Crosat



Meixner, Daniele, Finigan and Linehan



Simpson, Stearns, Dito & Lorin

Local Heroes Basketball Tournament

By Steve Coleman,
Bayview Station

On January 16, 2019, the SFPD Men's Olympic Basketball Team played in a basketball tournament which was sponsored by the Golden State Warriors, San Francisco POA, and the SF Fire Local 798. The tournament was played at Oracle Arena and featured "Local Heroes" of the San Francisco Police, San Francisco Fire, Oakland Fire, Alameda Fire, and Richmond Fire. Rodney Freeman, Ronney Freeman, Brent Sullivan, Calvin Douglass, Mike Hill, Tommy Moran, Pat Cummins, Pierre Battle, and Paul Vainshtok represented the SFPD.

The SFPD squad played against the SFFD Red and SFFD Black teams. In game one, we took on the SFFD Black team and got off to a sluggish start. The SFFD Black team already had a game under their belt and Kevin Kuhn came out blazing hot. After digging ourselves a quick 9-0 hole, we battled back but ultimately lost 17-15.

In game two, our squad jumped out to a 14-0 lead over the SFFD Red team. Our squad was firing on all cylinders as the Freeman twins connected from deep multiple times and Tommy Moran nearly slammed home an offensive rebound to wow the crowd and bring them to their feet. Our SFPD team pulled out a 34-12 victory against the SFFD Red team.

I want to acknowledge the POA and SF Fire Local 798 for sponsoring this event, along with Candy Hilder from the SVU who organized the day. I also wanted to thank all the family, friends, co-workers, and fans who came out to cheer our squad on.



Family members of the tourney participants joined other Warriors fans at the tunnel to high five the team at halftime.



The fun and bountiful tailgate event prior to the tournament was funded by donations from Candy Hilder and the SFPOA.

