



JOURNAL

— Official Publication Of The —

SAN FRANCISCO POLICE OFFICERS ASSOCIATION

This Publication was Produced and Printed in California, USA ★ Buy American ★ Support Local Business

VOLUME 46, NUMBER 1

SAN FRANCISCO, JANUARY 2014

www.sfpoa.org

A Message from the Outgoing Treasurer

My Year at the POA

By Brian Stansbury
POA Treasurer

Since November 2012, I have served as Treasurer of the POA. I was surprised at what I learned. There are things that all of us should know.

The POA is truly a sophisticated operation. There is a legal defense team, attorneys, consultants, political action committees, lobbyists, accountants, multi-million dollar budgets, and financial investments.

The financial strength of the POA is astounding. There are over \$10 million of real estate assets and several million of liquid assets. These assets allow us to sponsor ballot measures, support common sense politicians, and pay

legal fees in support of members. It is our financial strength that amplifies our voice. Our continued success will greatly depend on how well we manage these assets.

Relationships matter. It takes years to build and skill to maintain relationships. But, without these relationships some things just couldn't get done.

I was surprised at what I learned. There are things that all of us should know.

City politics are more complicated than we think. There are a lot of moving parts and each decision the POA makes directly impacts the membership. More recent examples include our contract extension (2013) and pension reform (Proposition C – 2011). Fortunately, the POA knows how to navigate city politics.

This is why experience matters. We need experienced leaders that know where we came from and where we are going. I witnessed this first hand.

The POA takes up new fights on a

weekly basis. Not every fight or victory is publicized. More times than not, it's the quiet victories that serve all of us best. Trust me, the POA is stronger than ever.

The POA is active in Sacramento, working behind the scenes for our members. The police officer bill of rights exists because of the POA — it was our association that lobbied and got this passed into law years ago. We remain involved on a variety of issues, including the effort to defeat Chuck Reed's proposition that will strip us of our pension benefits.

I pay the Legal Defense Fund bills each and every month. I have arranged for lawyers to respond in the middle of the night and I have participated in multiple Legal Defense Fund meetings. When granting coverage, the POA always errs on the side of caution. The process that I have seen is fair and impartial.

PORAC. After participating in the Legal Defense Fund process and having reviewed the POA's finances in depth, I wouldn't consider joining PORAC — not even as a topic of conversation. Period.

Having a united team at the POA is critically important. However, healthy debate does occur and is an important

Photo on File

part of the process. In the end, we must come together to get the job done.

I went to Harvard last year for a conference with the 50 largest police unions in the country. The POA is revered for what it has accomplished in terms of pay, benefits, and working conditions.

Despite our success, everyone at the POA is always striving to improve upon what has already been accomplished. Our continued success will hinge upon the decisions the POA makes.

Just 18 months ago, I never thought that I would have been Treasurer. I have decided to temporarily step away and focus on the Retirement Board. My decision was a tough one, but it was a decision made easy because the POA is on solid footing.

Special Election Issue Candidate Material Pages 4 – 11

For President

Martin Halloran
Steve Landi

For Vice President

Larry Chan
Tony Montoya

For Secretary

John Evans
Mike Nevin

For Treasurer

Randy Ly
Joe Valdez

For Sergeant-at-Arms

Val Kirwan (*Unopposed*)



Bev Immendorf at an Operation Dream Event

Bev's Last Candlestick Toy Drive Back Page

On the Inside:

President Martin Halloran Recommends Reading:

- New Brady Law Amendment Page 3
- AG Kamala Harris and Her Sway over the Pending Chuck Reed Pension Assault Page 16
- San Jose PD Pension Cut Altered by Judge Page 16
- No Release for Cop Killer Voltaire Williams Page 18



Minutes of the December 18, 2013 SFPOA Board Meeting*

- Sergeant-at-Arms (SA) Joe Valdez called the meeting to order at 12:00 hours.
- SA Valdez led the members in the Pledge of Allegiance.
- Al Casciato and Glenn Sylvester (both retired) thanked the board for their endorsements in the upcoming SF Police Credit Union Board of Directors election.
- Randy Caturay (Airport) and Glenn Sylvester addressed the board regarding relief for Typhoon Haiyan that struck the Philippines. Thousand were killed and 4 million have been displaced. The Filipino-American Law Enforcement Officers Association is seeking a POA humanitarian donation to go directly to the Philippine National Police Health Service Clinic.
- Secretary Nevin held nominations for board vacancies at Bayview and Park Stations due to recent board resignations. Gerry Lyons was the sole nominee from Bayview. Kenyon Bowers, James Tacchini, and Brett Bodisco were nominees from Park Station. Nevin made a motion to have the Park election commence on January 6 and conclude on January 10, 2014. The motion received a second from V.P. Tony Montoya. It passed unanimously by voice vote. A POA bulletin will be issued to notify the members at Park.
- Gerry Lyons (Bayview) was sworn in as a board representative by Parliamentarian Mike Hebel.
- Joe McFadden, Election Committee Chairman, held nominations for Executive Board positions. He passed out a POA Election Advisory. The following members were nominated for the following positions. [Note: the order of nominations varied from the floor but the following is listed in rank order.] President: Harold Vance (Traffic) nominated Marty Halloran (Pres.); Jose Pubill (Traffic) nominated Steve Landi (Traffic). Vice President: John Van Koll (Central) nominated Tony Montoya (V.P.); Larry Chan (Ingleside) was nominated by formal letter. Secretary: Matt Mason (Invest.) nominated Mike Nevin (Secretary); Russ Gordon (Taraval) nominated John Evans (Admin). Treasurer: Brian Stansbury (Treasurer) nominated Joe Valdez (SA); Larry Chan (Ingleside) nominated Randy Ly (SVU). Sergeant-at-Arms: Joe Valdez (SA) nominated Val Kirwan (Airport). The election will commence on January 13, 2014 at 8 am and conclude on January 17, 2014 at midnight. The deadline for *Journal* campaign material is December 23. The deadline for website campaign material is December 31.
- V.P. Montoya made a motion to accept the November emergency board meeting and regular board meeting minutes. The motion received a second and passed unanimously by voice vote.
- Old Business. Val Kirwan (Airport) gave the board an update on the success of the Poker Tournament fundraiser.
- President's Message. President Halloran made a motion to adjourn the meeting in memory of Neville Gittens (ret.) who recently passed away after a courageous battle with cancer. The motion received a second from Chan (Ingleside) and Lyons (Tenderloin). It passed unanimously by voice vote.
- Halloran and POA Attorney Gregg Adam provided an update on the "Reed Amendment."
- Halloran stated that for the upcoming Executive Board election he is running for POA President on a slate with Montoya (V.P.), Nevin (Secretary), Valdez (Treasurer) and Kirwan (Sergeant-at Arms).
- Vice President's Message. V.P. Tony Montoya updated the board on significant progress made with regard to payroll issues. Dozens of members received retroactive pay on December 17 after Montoya, POA Attorney Gregg Adam, and Joe Valdez (SA) reached an agreement with the Department. When the new EMERGE payroll system goes active, separate line items for pay will be listed on paychecks. Montoya explained that change of watch for EMERGE was being addressed.
- V.P. Montoya offered congratulations to Matt Lobre (Northern) for being selected as Officer of the Year by U.S.F.
- Treasurer Brian Stansbury provided the board with copies of the 2014 POA budget. Val Kirwan (Airport) made a motion to accept the 2014 budget. The motion received a second from Greg Stechschulte (Mission). It passed unanimously by voice vote.
- Treasurer Stansbury provided the board with copies of the monthly expense report.

Board of Directors Meeting Roll Call Wednesday, December 18, 2013

President	Martin Halloran	P	Co. G	Chris Breen	P
Vice President	Tony Montoya	P		Yulanda Williams	P
Secretary	Michael Nevin	P	Co. H	Larry Chan	P
Treasurer	Brian Stansbury	P		Frank Pereira	P
Sergeant-At-Arms	Joseph Valdez	P	Co. I	Russ Gordon	P
Editor	Ray Shine	P		Jody Kato	P
Co. A	Ed Carew	P	Co. J	Kevin Lyons	P
	John Van Koll	P		Joe McCloskey	E
Co. B	Danny Miller	P	Co. K	Steve Landi	P
	Louis Wong	P		Harold Vance	P
Co. C	Gerald Lyons	P	Hdqtr.	John Evans	P
	Chris Schaffer	P		Raphael Rockwell	E
Co. D	Scott Edwards	P	Tactical	Brent Bradford	P
	Greg Stechschulte	P		Mark Madsen	P
Co. E	Matt Lobre	P	Invest.	Sean Frost	P
	Jesus Peña	P		Matt Mason	P
Co. F	Paget Mitchell	P	Airport	Val Kirwan	P
		P	Retired	Reynaldo Serrano	E
				Ray Allen	P

continued on next page

The San Francisco Police Officers Association

POA JOURNAL

(USPS #882-320)

MANAGING EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

WEBMASTER
Cyndee Bates

LAYOUT & PRODUCTION
Georgette Petropoulos

PUBLISHED MONTHLY
OFFICIAL PUBLICATION OF

THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103
(415) 861-5060

www.sfpoa.org

SFPOA BOARD OF DIRECTORS

PRESIDENT	Martin Halloran	Co. G	Chris Breen, Yulanda Williams
VICE PRESIDENT	Tony Montoya	Co. H	Larry Chan, Frank Periera
SECRETARY	Michael Nevin	Co. I	Russ Gordon, Jody Kato
TREASURER	Brian Stansbury	Co. J	Kevin Lyons, Joe McCloskey
SERGEANT-AT-ARMS	Joseph Valdez	Co. K	Steve Landi, Harold Vance,
Co. A	Ed Carew, John Van Koll	TAC	Brent Bradford, Mark Madsen
Co. B	Louis Wong, Danny Miller	HEADQUARTERS	John Evans, Raphael Rockwell
Co. C	Gerald Lyons, Chris Schaffer	INVESTIGATIONS	Sean Frost, Matt Mason
Co. D	Scott Edwards, Gregory Stechschulte	AIRPORT BUREAU	Val Kirwan, Reynaldo Serrano
Co. E	Matt Lobre, Jesus Peña	RETIRED	Ray Allen
Co. F	Paget Mitchell		

ASSOCIATION OFFICE: (415) 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, *POA Journal*, 800 Bryant St., 2nd Floor, San Francisco, CA 94103. No responsibility whatever is assumed by the *POA Journal* and/or the San Francisco Police Officers Association for unsolicited material.

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.

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
(415) 515-1862 • sfpoa_ads@sbcglobal.net

POSTMASTER: Send address changes to *POA Journal*, 800 Bryant St., 2nd Fl., San Francisco 94103.
Periodicals Postage Paid at San Francisco, CA.

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.

Counselor's Corner

Attention Members In Drop With Ex-Spouses Who Made Gilmore Elections

By Greg Adam,
SFPOA Counsel

In the September 2013 issue of the *POA Journal*, Page 12, attorney Rita Holder wrote an article concerning possible issues with SFERS for officers in the DROP program. The issues appear to primarily involve officers with ex-spouses who made so-called Gilmore elections prior to the officer entering the DROP program.

The POA participated in a meeting with representatives at the highest level of SFERS. In that meeting, it was acknowledged that certain accounting errors may have been made with respect to how DROP accounts were maintained in situations where a Gilmore election had occurred.

SFERS has indicated that it has completed an audit of all potentially affected retirement accounts. As a result of that audit, each affected member of the retirement system will be receiving correspondence from SFERS explaining the potential impact of the problem on the individual's account. We have been assured by SFERS that for the majority of affected members, any problems existed only on paper. For

some members, however, there may be issues of overpayment or underpayment.

Affected members who receive such a letter should review it carefully.

If they have a financial professional, we recommend that you consult with that person. The letter will encourage members who have questions after receiving such a letter to contact SFERS in writing.

For further inquiries, **do not** contact the POA. Please prepare a letter with your questions or concerns and mail to:

Katie Porter
Deputy City Attorney
General Counsel, San Francisco
Employees' Retirement System
Office of San Francisco City Attorney
Dennis J. Herrera
1390 Market Street, Fifth Floor
San Francisco, CA 94102
Tel: 415.554.3896
Fax: 415.554.4214



San Francisco Police Officers Association
800 Bryant Street, 2nd Floor (415) 861-5060
Office Hours M/F 9-4 pm

#2013-62

November 8, 2013

**B
U
L
L
E
T
I
N**

To: All Members
From: Martin Halloran, President

**Effective January 1,
Public Agencies Are Barred From Taking Action
Against a Peace Officer
Solely Because the Officer's Name
is on a Brady List**

A new amendment to the Public Safety Officers Procedural Bill of Rights bans public agencies from disciplining, firing, demoting, or denying a promotion to a peace officer merely because a *Brady* list includes the peace officer's name. *Brady* lists are maintained as a result of *Brady v. Maryland*, under which a criminal prosecutor must disclose the name of any testifying peace officer whose conduct (or omission) could impact credibility findings.

The amendment, which is effective January 1, 2014, also covers peace officers whose names do not appear on such a list but may be subject to disclosure pursuant to *Brady*. The amendment does not prohibit agencies from disciplining peace officers for the underlying conduct or omission that led to inclusion of the peace officer's name on the *Brady* list. If such conduct is proven, the evidence that a peace officer's name was placed on a *Brady* list can only be used for the sole purpose of determining the type or level of punitive action to be imposed.

December 18, 2013 Minutes

continued from previous page

- 17. New Business. Scott Edwards (Mission) addressed reserve officers being hired by the Department.
- 18. Yulanda Williams (Richmond) addressed a Like Work/Like Pay (LWLP) issue at Richmond with regard to S.I.T. President Halloran stated that the POA and Department have a "side letter" with regard to that issue.
- 19. Financial Requests. Russ Gordon offered to contact Glenn Sylvester in regards to a POA donation for the Philippine National Police Health Service Clinic for relief efforts of Typhoon Haiyan. A motion

was made by Mark Madsen to table the request. It received a second from Sean Frost (Investigations). The motion passed unanimously by voice vote.

20. The meeting was adjourned at 13:10 hours in memory of Neville Gittens.

Submitted by Secretary Mike Nevin

** 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.*



The 2014 MLK March

It has been 46 years since the assassination of one of the greatest leaders and advocates of peace and equality. The Officers For Justice is seeking your participation in the commemorative march/parade in honor of Dr. Martin Luther King, Jr. In the spirit of Nelson Mandela, we would like to invite all members of all the unions, sworn and non-sworn to join with the OFJ and other labor unions to show our commitment to a human rights leader who helped diversify and open the doors for minorities, women and LGBT.

The route is from the San Francisco Caltrain Station (King & 4th Streets) to the Yerba Buena Gardens (3rd & Mission Streets). The march/parade begins at 11:00am on Monday, January 20, 2014 and will conclude between 1230-1245 hours. Participants are encouraged to arrive early.

Again, we invite all members of SFPD to participate. If you choose to join us, Class A uniform with your service hat is preferred. In the past those wishing to participate while on duty have been detailed. Also, consider bringing some of your family members along to march with us.

Sgt. Yulanda Williams
President, Officers For Justice
Office: (415) 822-2225

Calendar of Events

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

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 1:45 pm	Joe Reilly (415) 681-3660 woaasfpolice@gmail.com
Meeting, American Legion SF Police-Fire Post	Park Station Community Room 1899 Waller St., SF	Second Tues. of Every Month, 4:00 pm	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 am	Reyna Kuk (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730 - 1130	Range Staff (415) 587-2274

Specially Scheduled Events

POA On-Line Election of Executive Board Officers	www.sfpoa.org	Monday January 13 0800 thru Friday January 17 mid-night	www.sfpoa.org Questions? (415) 861-5060
2014 MLK March	CalTrain, 4th at King Streets`	Monday January 20, 2014 11:00 am	Yulanda Williams (415) 822-2225
Retirement Celebration Honoring Steve Glickman	United Irish Cultural Center 2700 45th Avenue, SF	Saturday, March 22, 2014 5:00 PM	Mike Glickman (415) 203-8447

POA Executive Board Election

As per Section 602(A) of the POA Bylaws, the following nominations were made and accepted at the December 18, 2013 POA Board of Directors Meeting (candidates are listed alphabetically by last name):

Executive Officers (3-year term)

President:	Martin Halloran Steve Landi
Vice –President:	Larry Chan Tony Montoya
Secretary:	John Evans Mike Nevin
Treasurer:	Rany Ly Joe Valdez

Sergeant-at-Arms: Val Kirwan (Unopposed)

Election; On-Line Voting – January 13 through January 17, 2014

As per Section 602(C) of the bylaws, Regular elections shall be held commencing at 8:00 a.m. on the second Monday of January (January 13, 2014) and continue until midnight of the third Friday in January (January 17, 2014).

Candidate Statements, Letters of Endorsement, and Photographs

Executive Board candidates were advised that each candidate would be provided with one full page in the January 2014 POA Journal for the layout of his or her campaign material. Candidates unified as a slate were advised that they could combine their allocated pages into a single two-page campaign layout in lieu of their individual pages.

The deadline for submission of material directly related to the election was 5:00 PM on December 23, 2013.

Questions or concerns regarding the publication of campaign material for any candidate should be directed to Joe McFadden, Chair of the Election Committee.

On-Line Voting

(Commencing 0800 hours on January 13, 2014)

To cast your vote, do the following:

On the Internet, go to www.sfpoa.org

In the bottom right hand corner of the Home Page, click on “Member Center.”

Log in with your User Name and Password.

Click on On-Line Voting and cast your votes

Contact Cyndee at the SFPOA if you experience any problems logging on and voting.

Email: cyndee@sfpoa.org

Phone: (415) 861-5060

**This Association is about the members,
and
YOUR VOTE COUNTS!**

Editor’s note: Each candidate was initially advised that he would be allotted one full page for campaign material. After the submission deadline had passed, it was determined that candidate Steve Landi’s submitted material would require two full pages of display. After advising the Election Committee Chair, I was directed to allow the two full pages. I was also directed to allot an additional page of space-only with no additional content to candidate Martin Halloran.

Although they are not a declared team of candidates, John Evans and Randy Ly each submitted a limited amount of material and share a single page in the layout.



Martin Halloran for SFPOA President

I am Martin Halloran, a candidate for the office of SFPOA President. I have been the acting president since May of last year.

I am running for president on a unified ticket. My team consists of Tony Montoya (for Vice President), Mike Nevin (for Secretary), Joe Valdez (for Treasurer), and Val Kirwan (for Sergeant-at-Arms). We are the Halloran Team. We are unified in our continuing efforts to enhance wages and working conditions, and ensure that every POA member receives top-shelf legal and administrative representation.

I have been a San Francisco police officer for more than twenty-four years. My various assignments include:

- Uniformed patrol officer at Northern, Ingleside, and Mission Stations.
- Plainclothes operations in the Crime Suppression Unit and the Narcotics Division.
- Uniformed patrol sergeant at Bayview and Mission Stations.
- 10-B Coordinator in the Administration Bureau.
- Inspector in the Night Enforcement Unit, the Narcotics Division, and the Arson Task Force.

In 1996, I became actively involved in the POA. I have broad organizational experience. My POA service includes:

Executive Board positions:

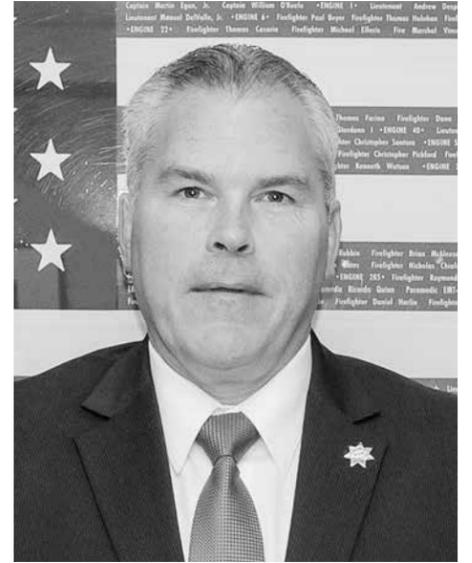
- Three-term elected Treasurer
- Vice President (appointed in 2012)
- Acting President

Committee participation:

- Chair of the Community Service Committee.
- Chair of the Scholarship Committee.
- Contract Negotiation Committee – one of my most crucial posts.
- Golf Tournament Committee
- Legal Defense Fund.
- Poker Tournament Committee.
- Legislative Committee.
- Building Committee.

The Halloran Team

I have been honored to serve with **Tony Montoya** and **Joe Valdez** for several years. I have known and respected the most recent team members — **Mike Nevin** and **Val Kirwan** — my entire career. We are all dedicated to the welfare of POA members. Serving as your President has been a privilege. I hope to continue that service for another three-year term, but I need Tony, Mike, Joe, and Val at my side to ensure the success of running this complex organization. If elected, my unified Executive Board will continue the vital work that has placed SFPD officers at the highest levels of pay and benefits in this state.



The POA will always face many challenges. We see coming at us assaults on our pensions and health care, redoubled efforts by the OCC and the Police Commission to enhance discipline, and aggressive demonization of public safety employees at the state and federal level.

Our unified ticket – **Halloran, Montoya, Nevin, Valdez, and Kirwan** -- is ready to meet these challenges. I am honored to stand with such an experienced team. I am asking for your vote for President of the SFPOA and, just as importantly, I am asking you to vote for each of my team members.

I thank you for your support. By voting for the Halloran Team you will retain competent and experienced leadership of your POA. We need your vote of confidence.

Election Time — Stay The Course

By Paul Chignell, SFPOA Legal Defense Administrator
Former President, SFPOA

Every three years the active membership of the San Francisco Police Officers' Association chooses by a democratic vote the Executive Board of their union. The positions of President, Vice-President, Secretary, Treasurer and Sergeant-at-Arms are the key policy making and operational leaders of the POA. In conjunction with a decentralized Board of Directors, representing each and every unit of the San Francisco Police Department, which gives certain policy direction to the Executive Board, these entities are responsible for the efficient management of our union.

The incumbent team includes current President Marty Halloran, Vice-President Tony Montoya, Secretary Mike Nevin along with veteran Executive Board member Joe Valdez running for Treasurer and long time POA Board member Val Kirwan running unopposed for Sergeant-at-Arms.

The team concept is important because a united team focusing on the same goals, ideals and standards is crucial to moving our union forward. This team of leaders has been tested on the issues that matter to the membership. Those include contract negotiations, unparalleled and aggressive support for members facing disciplinary actions, leadership in negotiating the myriad of work rule changes and interpretations, a cooperative and highly regarded respect for San Francisco police officers at City Hall as well as Sacramento, and a daily support regimen for officers and their families who face sickness, death, financial distress and other personal needs.

President Marty Halloran's leadership with support from his team has achieved successes that other police union leaders around California have commented with envy and awe. The fiscal condition of the union is the strongest in the union's history. The compensation and benefits of our members is one of the highest in the nation. Our work rules at the SFPD are highly pro-union

including a transfer policy that no other police departments enjoy. Our stature at City Hall is so strong that no inimical measures have been passed or are pending. When the Public Defender tried to curb our pensions he was crushed. Members facing discipline with the Chief and the Commission have achieved amazing fairness in part to our vigilance. This is quite a record.

Marty Halloran has ascended to the Presidency with commitment, compassion and experience. I watch him every day resolve scores of issues both mundane and important, with professionalism and persistence.

Tony Montoya is a diligent Executive Board member who rolls up his sleeves and takes on issues for the membership that others would find difficult. Every single member is important to Tony. One of his greatest attributes is his ability to listen and then to act appropriately when a member has a problem.

Mike Nevin's father was a standout public servant who also served for years on the POA Board of Directors during difficult times. Mike is much like his father. He is the consummate professional who has the gift of astute analysis based upon his experience in the Police Department. He is a highly regarded member of the Legal Defense Fund Board who always makes the right call for the member in trouble.

Joe Valdez appreciates the strong fiscal foundation that the POA enjoys and which allows us to serve the membership in so many ways. He is a man of integrity and always has an open mind.

Val Kirwan is an incisive police officer who has served the membership for so long with the Police Officer Memorial events and in fundraising for our youth. No task is too small or onerous for Val. He always volunteers.

The opponents to Marty, Tony, Mike, Joe and Val are all good people with varying experience at the POA. But the Halloran team are clearly the ones with the record and the vision to continue the traditions of the SFPOA. I respectfully ask that you vote for Marty, Tony, Mike, Joe and Val. Please stay the course.

**Please Vote January 13th through January 17th
by logging-on to www.sfpoa.org**

— Elect the Halloran Team —



**Tony Montoya
Mike Nevin
Joe Valdez
and
Val Kirwan**

Tony Montoya for POA Vice President

My name is Tony Montoya and I am announcing that I am a candidate for the office of SFPOA Vice President. It is with honor that I am running on a slate ticket with Marty Halloran for President, Mike Nevin for Secretary, Joe Valdez for Treasurer and Val Kirwan for Sergeant-at-Arms.

I have been a San Francisco Police Officer for over 19 years and have been a POA member since graduating the academy. I have worked uniformed patrol at Mission Station, Southern Station and as a K-9 handler in the CPC. I have also worked as a sergeant at Bayview Station, Southern Station and I am currently assigned to the Violence Reduction Team.

I was elected to the SFPOA Board of Directors in 2000 as the Mission Station Representative and held that position until February 2005 when the members elected me to the position of SFPOA Secretary. I remained the SFPOA Secretary until June of 2013 when I was appointed to the position of SFPOA Vice President, where I currently serve you. For the past 13 plus years, I have served on the following SFPOA Committees: Contract Negotiations, OCC Defense Team, LDF Trustee, Legislative Committee, Uniform and Safety Committee, Building Committee and Community Service Committee.

During my tenure at the SFPOA, the membership has enjoyed the following increases in benefits.

Approx. 68.5% in Salary Increases

2000 Q-4 Step 5 was grossing \$66,404.00 annually

2013 Q-4 Step 5 is grossing \$119,718.00 annually

2000 Q-4 Step 5 pension was \$47,250.00

2013 Q-4 Step 5 pension \$114,166.00

Extension of MOU guaranteeing another 5% in salary increases

Pension Upgrade to 90% (3%@55 formula)

5% SWAT Pay

3% Specialist Pay

Uniform Allowance (pensionable)

2% Longevity Pay lowered to year 23 from year 25 (pensionable)

2% Senior Officer/Sergeant Pay (those working mids with 25 years) also pensionable

4% Retention Pay after 30 Years (pensionable)

Defeated two ballot measures that directly attacked your pension

Established POA Medal of Honor

No layoffs or pay cuts compared to our Brothers and Sisters in comparable jurisdictions (IE: Oakland and San Jose)

These are just a few of the accomplishments that have made us one of the highest paid police departments in the country.

There are many more battles on the horizon, and we must constantly be vigilant and continue to be active proponents of our rights. Some of the current issues I am working on to resolve are POST and other premium pay that include back-pay and seniority issues for those that have left the department and returned.

I want to assure each of you that as your Vice President, I am always available and willing to assist with any questions you have. The best way to reach me is to send me an e-mail at the POA, tony@sfpoa.org or you can ask your rep for my cell phone number.

In closing, I humbly ask for your vote and support in the upcoming election.

Stay Safe,
Tony Montoya



Endorsements

I have known Tony since joining the department over three years ago. During that time I have seen him not only work tirelessly in the streets but also for the good of the members. Tony is a proven leader and I support him in his race for POA Vice President.

— Officer Justin Bugarin #2307, Tactical Company

I have known Tony since joining the department 18 years ago. I absolutely trust and support him in his re-election for Vice President.

— Officer John Ferrando #197, Central Station

My name is Bryan Lujan and I have been a member of the SFPD for 18 years. Tony Montoya has always been there for me personally and professionally. Tony is a cop's cop and has never turned his back on a member in need. I say with pride that I wholeheartedly support Tony for his re-election to SFPOA Vice President, along with the remainder of his slate.

— Officer Bryan Lujan #251, Richmond Station

I have known Tony Montoya since 1998 and I have worked with him in the Southern and Mission Districts. Having gained insight into the kind of person Tony is, not only as a cop but also as a brother, I wholeheartedly endorse him as Vice President of our Association. It takes a person of Tony's qualities, insight and experience to confidently lead our association in a city like ours!

— Al Ciudad #214, Central Station

It takes more than being popular to lead our organization. We need experience and a track record of proven performance. Tony Montoya has those qualities and I support him in his bid for Vice President, as well as his running mates.

— Sgt. Matt Kenney #572, Bayview Station

Having been in the department for over 18 years and serving as the representative at TTF (formerly) and Northern Station (currently), I unquestionably endorse and support Marty Halloran, Tony Montoya, Mike Nevin, Joe Valdez and Val Kirwan in their bid for leading our association into the future.

— Sgt. Jesus Pena #476, Representative, Northern Station

A Few of the Many Endorsements of the Halloran Team

"Having served on the Board of Directors of the SFPOA, I can say that there is no better team than Halloran, Montoya, Nevin, Valdez, and Kirwan to run this Association. They get it, and they deliver."

— Lieutenant Brian Philpot, Ingleside Station

"I have worked with all of these guys at one time or another. They are the crew you want on your side. I am behind them and we all need to vote this slate card in."

— Officer Britt Elmore, Narcotics

"Marty and I went through the Academy together and I have worked the streets of Co D with him back in the day. His direction and the team he has put together for the POA is outstanding. They have my full support."

— Inspector Ronin Shouldice, CSI

"This is not a popularity contest. This is what is right for the troops and the rank and file. Halloran gets it and he has assembled a great team to see that we are protected. Montoya, Nevin, Valdez, and Kirwan are the right people at the right time."

— Lieutenant Ed Del Carlo, Academy

"Marty was my Sergeant at Mission Station. He always looked out for us on patrol. I am so glad that he and his team are there for us."

— Officer Joelle Felix, Mission Station

"There have been some tough battles for the POA over the years and as a board rep I have seen Halloran, Montoya, Nevin, and Valdez step up and fight. The membership needs these guys. Vote the slate card of Halloran, Montoya, Nevin, Valdez, and Kirwan."

— Sergeant Sean Frost, CIU

"I have served with Marty, Tony, and Mike on different POA committees. Their combined experience has benefited all members of the association. I'm voting for Marty and his entire team and I'm recommending that we all vote for this team."

— Officer Angie Marin, Tenderloin Station

Mike Nevin for POA Secretary

Earlier this year I accepted an interim position on the Executive Board as Secretary. While working closely with the other members of the board, it has been a challenging but rewarding experience.

I joined the Department in 1995. I have patrolled Mission, Northern, and Southern Districts. I was part of the inaugural OCC Defense Team. I was a Southern Station representative on the POA Board of Directors. While serving on the board I organized a partnership between the POA and the North Bay M.O.M.S. (Mothers of Military Service Members). As the Iraq and Afghanistan wars were going full force, we donated money and much needed care packages that were shipped overseas to our troops abroad.

I was promoted to Sergeant in 2007. After a brief stint in the old Burglary Detail, I was transferred to the Management Control Division (now IAD). I soon began handling officer-involved shooting and in-custody death investigations, exclusively.

The IAD-OIS team was an assignment where I gained extensive and valuable experience in the process related to administrative investigations. Over the course of five years, I personally handled dozens of these high-profile investigations. Most importantly, I think I earned a reputation as someone who treated members with the respect that they deserved. I continue to instruct at the Academy in Force Options and OIS training for supervisors.

I was promoted to the rank of Lieutenant in 2012 and was sent to Tenderloin Station. I am currently assigned to the Investigations Bureau.

Some people have questioned whether a lieutenant should (or even could) serve on the POA Executive Board. It's a fair question. It has not been common, but neither is it unprecedented. Several people have served on the board in the same rank that I hold now. The POA has members from the rank of officer to commander. Like the many other supervisors who currently serve on the POA board, I will represent the members of this Association regardless of rank.

As POA Secretary, I have served on the Community Services Committee, the Legal Defense Fund, helped organize the Medal of Honor Ceremony, helped organize the Woman's Issues Committee, and, if elected, will lead the Legislative Committee in 2014. I am willing and able to help the members as issues arise.

The SFPOA is one of the most successful police labor unions in the country. Moving forward, I believe we need to be smart and not become victims of our success. We are one election or one chief away from having a completely different playing field. We will need to continue to fight hard for our rights and benefits that those who came before us delivered.

The main question members should be asking in this election is who will best represent the membership in these next few years? I am proud to run with Halloran, Montoya, Valdez, and Kirwan. Each one of these men has a proven track record, and I believe we are the strongest slate moving forward.

I am honored to serve as your POA Secretary. I ask for your vote in January.

Sincerely,
Mike Nevin

A Few Nevin Endorsements:

"I'm GETTING INVOLVED with supporting Mike Nevin for POA Secretary"

— Matt Mason (CIU)

"I'm fully endorsing the slate of Halloran, Montoya, Nevin, Valdez, and Kirwan."

— Marty Lalor (Hondas)

"Mike has always been an honest and hardworking cop. We trust him on the executive board."

— Dan Manning and Kevin Labanowski (GTF)

"Mike Nevin is dependable, articulate, approachable, and genuinely cares about the membership."

— Nicole Bruckert (Operations Bureau)

"Mike Nevin is a candidate who truly cares about the issues that face us in the POA, and he has the qualities you want in a leader."

— Neil Cunningham (MUNI Task Force)

"In my time working alongside Mike Nevin, he has proven to be a smart and ethical person. He is someone who has the best interests of the officers and the Department in mind."

— Jennifer Jackson (Northern)

"I support Mike Nevin for POA Secretary. We worked together on the OIS Team. I know of the extra work he did with researching and presenting better methods and force option explanations to the department and the five-year study of Officer-Involved Shootings. Mike is a man with an ethical standard that all police officers should possess. It is my privilege to endorse him for this office."

— Kirk Tomioka (Academy)

"Mike Nevin is a person of conviction and integrity and would serve as a valuable asset to the membership and POA Executive Board. I strongly endorse Mike in his candidacy for POA Secretary."

— Daryl Fong (Special Investigations Division)



Joe Valdez for POA Treasurer

— 10 Years SFPD —

Assignments:

FTO – Southern, Probation – Northern, Permanent Assignment – Mission Details – Park, Legal Division, Chief's Office, and Written Directives.

Earned Position – SPECIALIST, Field Training Officer

Current Assignment – Chief's Office Contracts

— 10 Years SFPOA Member —

Elected POA Sergeant-at-Arms in 2011

Committees:

Legal Defense, Medal of Honor Coordinator, Contract Negotiation

— Education —

Master's Degree (Long Beach State)/ BS (San Jose State)/ AA (Gavilan College)

First, I want to thank all who voted and elected me into the position of Sergeant at Arms. You were the driving force in many of my decisions. I have learned a lot of things on the Executive Board. Sometimes one must make decisions that not everyone will agree with at the time but which are for everyone's benefit.

When I first started on the Executive Board, I was told I could not make everyone happy, but that I must strive to do my best for the majority. I have realized that much of the relationship with the department brass is a process of give and take. I work for the members and have fought and will continue to fight for the members publicly and behind closed doors. Many will not know the things I have done and accomplished which I am proud of. I need no thanks, or pat on the back. It's not about me, it's about the cops I stand next to, the cops that I have ridden with for 10 hours in the car, the cops I have rushed to back up, the cops I have fought alongside in demos, the cops I have covered from the rooftops, and you my blue family.

My goal as Treasurer is to continue the success of the SFPOA in its financial stability. The Executive Board and I have participated in numerous decisions which have put us in a more financial stable position than in the history of the SFPOA. I hope to continue this exemplary record and strengthen our financial position. As I have 20 years left in my career, I would like to continue to defend and advance our wages and benefits. With the support of Marty Halloran, Tony Montoya, Mike Nevin, Val Kirwan, and Paul Chignell, I know that we can be successful.

Thank you again for your support, as I continue learning new skills at the POA I am more committed than ever. I want to be your Treasurer. I want to secure the future of this organization and ensure that it will remain financially viable and resourceful. For those who had faith in me before, believe in me again. Vote Joe Valdez for POA Treasurer. Vote the Halloran Team.

Endorsements

After learning of the upcoming POA election I felt inclined to nominate Joe Valdez. Joe is both a friend and a colleague. He has a number of great qualities that make him the best person for the job including his dependability, intelligence, and honesty. Most importantly Joe is very passionate about his role in the POA. I truly believe Joe has the best interests of the members in mind when making decisions and should continue to be our voice.

— Sgt. Mari Shepard #1068 & — Sgt. Michelle Primiano #1953

Valdez is a stand up type of guy. He's always looking out for the members. He also takes feedback from members and tries to answer those questions others tippy toe around. Whenever I had questions regarding the POA, Joe was the guy people would like to go to.

— Officer Daniel Guzman #2066

I have worked with Joe Valdez and know that he is always willing to help anyone out at any time without question.

— Officer E. Trapsi #1991

Joe is unlike any person I know. He is the one we want looking out for our best interests at the POA.

— Officer Meghan Macaulay #2365

I support Joe Valdez and trust that he will put the needs of other officers before anything else.

— Officer Joe Emanuel #2029

I have worked with Joe and have gotten to know him pretty well. He is sincere, honest, hardworking, and I'm proud to call him my friend. Joe cares about his fellow officers, and is willing to help anyone, anytime. I'm voting for Joe because I know he is looking out for the best interests of the POA members.

— Officer Carolyn Gassen #59

I support Joe for Treasurer along with the Halloran slate. They have been successful and have a proven leadership. I have complete faith that they will continue to be successful.

— Officer Tony Claudio #1623

"Now that Joe has decided to run for the position of SFPOA Treasurer, I have every reason to believe that he will bring the same character traits and values to that position that has made him such a successful Sergeant-at-Arms. I strongly recommend that you vote for Joe Valdez for Treasurer of the SFPOA in the upcoming election."

— Chris Breen, Richmond Station



Val Kirwan for Sergeant-at-Arms

I am Val Kirwan. I am running unopposed for Sergeant-at-Arms, but I still need your support for the rest of our team. Please vote the Halloran ticket.

I am Steve Landi and I am asking for your vote for President of the SFPOA.

I am running for the office of President of SFPOA because the organization needs to return to the business of representing and serving the rank and file members of this department. This is an opportunity to improve working conditions, strengthen our legal defense, reduce wasteful spending, and eliminate back door deals.

Who am I?

Officer Steve Landi, 29 year veteran, currently assigned as PI Solo, SFPOA Rep. for past five years, past candidate for SFPOA President, DRE Trainer/Expert, father of SFPD Officer, Husband.

Prior Assignments:

Mission, Bayview, Ingleside, Northern, Central, Specialist Team, Narcotics under command of Ret. Lt. Bruce Marovich

Executive Experience:

Director and Financial Chairman of the Richmond Golf Club responsible for \$4 million dollar budget.

Past President of the San Francisco Italian Athletic Club.

SFPOA History:

Three years ago I campaigned against incumbent SFPOA President Delagnes and challenger John Evans. I lost in a runoff election with Delagnes. In 2013 we saw an exodus from the POA Executive Board. Pres. Delagnes, VP Kevin Martin, Legal Defense Administrator Steve Johnson and Attorney John Tennant all retired.

Delagnes Appointments:

Prior to Delagnes's departure he appointed Halloran to the position of President, Stansbury as Treasurer and Lt. Nevin as Secretary. The result is we have an Executive Board that we didn't elect. Additionally we have, "management" on our board. Lt. Nevin is management and it places him in a compromised position.

Why do I mention Delagnes' name?

Because he's back on the payroll, similar to a wasteful government program that you can't shut down. Halloran created a project for him and hired him as a paid consultant and he's using your union dues to repay an old friend.

Election

This election is an opportunity for your voice to be heard. My loyalty is to the membership. I have seen our POA move from one of fierce protection of the members and their rights to one of a wheel and deal strategy especially in disciplinary cases. Do you ever feel that the SFPOA picks and chooses who to vigorously defend? Do you believe they have their favorites? All members deserve a vigorous defense and it shouldn't matter if you are part of, "the club". Each member should feel confident that if they need representation they will get it.

Course and Scope Employment:

Many members have told that me they were not defended by the SFPOA because they were acting outside the "course and scope of their employment". The original complaint may have occurred outside the department however once it comes to the department for investigation and interviews it now falls within "course and scope". Bottom line is that if you are attending an administrative interview you should have legal counsel to represent you, plain and simple. You should not have to convince the SFPOA to provide legal council, it should be provided to you as soon as the department gets involved.

The SFPOA picks and chooses whom to protect. We all know this occurs on a regular basis and yet we do nothing about it. Many of our members don't even ask for representation from the SFPOA in IA or OCC interviews. What does this say about our Legal Defense system? That it's marginal at best and benefits the few lucky one's.

Legal Defense:

The Federal Grand Jury has looked into several of our members. What will the SFPOA do for them? Money matters! It takes a lot of money to fund lawyers to present an adequate defense. If the SFPOA mispends money on such things as hiring Delagnes and other wasteful areas then there is less money available to defend you. I will reform our system of representation and legal defense funding in front of our members within the first 100 days I am in office. We need to treat our members equally. The days of an officer attending an internal affairs interview with out legal representation because the SFPOA told them it didn't fall within the, "course and scope" of employment will be over. I'll put a stop to that injustice.

Advocate – MOU

I have been a very strong advocate for my unit. Recently several of the last members on the P-1 Solo list went to Solo training and passed. These P1 Solo's arrived at Traffic Company and worked for several weeks. The bi-annual sign up was posted and they were then told they would be assigned to the district stations. They would be entered into the HRMS system at the district station and work for that station. When CO-K needed them CO-K would ask for them. How could this happen to a P1 Solo? P1 Solo's are supposed to be assigned to CO-K. If CO-K wanted to detail them to a district station after line up they could do that, but this is not what was being offered. They were being transferred in violation of the P1 rights. Keep in mind that if they wanted to work at a district station they would have accepted a P2 position years ago.

On September 18th, 2013 this issue was presented to the SFPOA Board of Directors. Numerous members of CO-K attended this meeting and voiced their discontent. This was a clear violation of the P-1 Solo directive in the MOU. I brought it up to the SFPOA interim President Halloran and his response was, "The Chief has management prerogative on this".

Why do we have an MOU if the SFPOA is not going to enforce it? It's Traffic Company today and you tomorrow. What about your P-1 rights? During the meeting I asked for support from the Board.

Roll Call Vote:

John Evans proposed a motion stating: "the Board of Directors affirms that no member of the Association can be forced to sign up for a seniority sign up for a unit they were not assigned per Pl."

A roll call vote took place and each member of the Executive Board, Interim President Halloran, VP Tony Montoya, Secretary Lt. Nevin, Treasurer Brian Stansbury and Sgt. At Arms Joseph Valdez all voted, "NO". Fortunately, 14 board members from the various district stations voted "yes" and against the Executive Board and the motion was passed.

The leadership of this organization voted, "no" against something as basic as reaffirming Pl rights for everyone. Imagine you recently transferred to your P1 assignment. You work there for one or two months and then when the bi-annual sign up is posted you are told to pick another station to work at. I think you see my point. Halloran and the "rest of them" should be embarrassed by their actions.

Contract:

Our Contract reopener was voted down by a small majority but a majority vote none the less. The Board was berated by the interim President for failing to get all of you to vote, "yes" on it. The head of Human Resources for the City came into the room and told us that they were shocked we turned down such a generous offer. "We have always gotten together without spending money on attorneys and agreed on contracts".

We did a revote on a less generous offer and took it. The Interim President offered

the Board open bar and free food at the Paragon Restaurant after the meeting. I suppose he felt a sense of accomplishment while I felt the membership had been ignored during this entire process. Many members believe that working conditions are equally important as salary and benefits. Why is this subject rarely discussed? I believe in a democratic process that is, the "will of the members" must set the agenda. Making excuses is not leadership, solving problems and fairly representing the membership is.

We are now tethered to this current contract until 2018. Going forward I will first find out what your concerns are and then I will bring those issues to the table. This would be a normal way of doing things. Find out what your members want and then pursue it. I won't simply do a deal and tell you about it after the fact and say take it or leave it.

SFPOA Budget:

Review the SFPOA budget and you will see the majority of your dues money is spent on salaries and expenses. We spend very little on labor relations or legal defense. Our three million dollar restaurant purchase makes us zero income. The rent we collect is far below market rate. Keep in mind this deal was done with out the general memberships knowledge.

Delagnes is still here and running the show. Do you want more of the same rhetoric and empty promises? Or a leader who understands the job we do every day? I understand the stress and liability attached to our work and will be accessible to you. You have lost your SFPOA, it is a machine that feeds itself at your expense. I have spent 99% of my career on the street so I know first hand what challenges you face.

Non SFPOA Members:

We want you back! There are many of you out there that gave up your membership. Once I am elected I will reach out to you and ask that you consider re-joining. I know many of you had valid reasons to be upset with our association and I am hoping to welcome you back to our family. Business will be handled without a cloud of secrecy, and I'll have nothing to hide.

I realize our past president wanted to post the names of non members. During this discussion at the Board level, I asked why we don't charge them a service fee as outlined on the SFPOA Bylaws. The response was, "We would have to open the books to show how much money goes to "service" and we don't want to do that".

I will provide leadership that includes members and does not marginalize them. A successful organization is measured by how it treats its least important member. Every member deserves to be heard with out fear of retaliation. We are all equal members of the SFPOA. We are not "frequent fliers" because we're out there putting it on the line and we get a complaint, and now we need legal defense.

Brady:

The **Brady List** in our Department is incredibly large. I have asked repeatedly for the number of cops on it, not their names. Halloran said "I don't know". As Interim President he should know. He should seek to remove the names of cops that were unjustly added to the list. According to a recent article in the San Mateo Times, the DA for the county stated there were "ten" officers in the county that are Brady. San Mateo seems to know how many are on their list. Why don't we know how many are on our list and then do something about it? The POA has done nothing to effectively address this problem. As President I would make resolving this a top priority.

Staffing and Payroll:

We are understaffed at every level of patrol and it's an officer safety issue at many stations.

You now have a new payroll system that will force station personnel to work an extra Sunday to accommodate the new system. This payroll system coincidentally benefitted management at the expense of patrol.

The payroll system is designed for the eight hour day, even though management knew officers work a ten hour shift. The next phase will be to move to an eight hour day to have more coverage with fewer officers. Did you ever imagine Solos, Tac and Honda Units would be put on a nine hour day? Anything is possible. Piece by piece we lose a little everyday.

How about all that money the City saved by lowering the starting wage for new cops. They reward us by bringing in reserve officers with out consulting our current president. Do you see where this is going? Who will take up that fight? Certainly not Halloran! He's not up to task. Would Lt. Nevin fight for you? My guess is he would like to become captain so he'd prefer to stay out of it.

Reserve Officers

At the December 2013 SFPOA Board meeting the issue was raised about Chief Suhr's plan to install 100 level one reserve officers. They will be authorized to work alone and handle service calls. Halloran told The Board "I just heard about it". It's his job to know about these things and since it affects working conditions I want to know what is he going to do about it? Will you receive additional pay if you partner up with them? Why not? You are going to be the senior officer, and when things don't go well supervisors and OCC will look to you for explanations.

We need highly trained and dedicated officers for patrol. Weekend warriors are not what I have in mind. I want to hear your concerns about this plan so your ideas can be taken into account.

PORAC:

The recent pension reform ballot measure Chuck Reed is championing is not gaining the traction he expected. The fight against the effort is being led by PORAC who represent nearly seventy thousand police officers in California. Our Association is not a member. Our Sheriff's Department association is a member of PORAC. They enjoy the benefit of being part of powerful and well-funded organization. PORAC's legal Defense Fund is well funded and they have handled some very high profile expensive cases. Additionally, they are able to influence state and local legislation.

We need the coverage they offer in legal defense and we need to eliminate the politics in the decision making of defending our members. As President, I would propose our association join PORAC and I would let the members vote on it. If we joined PORAC we would also be afforded two seats on the PORAC Board. The Sheriffs currently have one seat on the regional Board of PORAC. This would result in San Francisco law enforcement having three seats on a very influential police lobby group. It would strengthen our political clout at every level of state and local government. This could be accomplished with no additional cost to our members. Visit PORAC's website for more information: <http://poracldf.org>

Attorneys:

Yes, it's true. The SFPOA has retained some of the brightest and capable attorneys money can buy. The question is, Who gets access to them and under what circumstances? If you can't get access when you need it then the list is meaningless.

SFPOA Presidents' Salary:

I am told Halloran's salary is between \$220,000-\$240,000 plus a take home car and expense account. Ask him, what is your salary and take home pay? It shouldn't be a secret. Ask him to tell you what Delagnes is paid. Does Delagnes have a take home car also? If I am elected president I will reduce the presidents salary to Lt. pay. To prevent someone from raising it at a later date, I will put it to a member vote that the salary of this position is not to exceed Lt. pay. It's unfortunate it's come to this. Is Halloran willing to work for Lt. pay starting today?

Widows and Orphans:

Widows and Orphans has requested and been denied office space at the SFPOA. I will have the members vote on this matter. I believe they deserve a small space to accommodate them so they can continue to do the good work for our police families in a time of need.

SFPOA:

Remember the SFPOA was established to protect the rights and working condition of its members. The collective bargaining agreement was voted into the city charter and we have never used it. Our last contract from 2007 has been whittled down with all the give backs and the increased health and pension costs. We live in the most expensive economy in the country so our salaries must remain competitive to attract quality candidates for this job. Your Association dues remain the highest in the state. What do you get for your money?

What is my motive for coming at this again? I believe strongly that we need to reset the needle of our priorities towards the members who pay the bills. I have a son with five years on the job. His generation is the future of our Department and I believe that a strong SFPOA will help keep them out of harm's way. They need the complete support of this association when trouble strikes.

I have seen the results of political pay back from our Association leaders when a member takes them on. This has to end and it will only end with voting in new leadership that has integrity and will stand for its total membership. Not a select few. If I win by one vote or one hundred votes the results will stand.

I ask for your vote and that you take care of yourselves and your loved one's.

— **Steven Landi**
Traffic Company

Endorsements:

Supporters and detractors of Steve Landi will agree one thing, that Steve is an honest, intelligent, and a fearless man with the best interests of the cops in his heart. For decades I've had the pleasure to work closely with Steve and watch him without exception operate within political groups with clear vision and equity for everyone. When Steve was the President of another organization, he didn't tolerate corruption or deals that had even an appearance of impropriety. Steve governed by the rules and the spirit within those rules, not back room deals. And throughout the years Steve has always been a street cop. Presently, he's a cop who happens to ride a motorcycle. As your SFPOA President, he will be still be a street cop who will always maintain his integrity, and with clear vision protect all members from, as Gary Delagnes would like to say, "The dark ships in the harbor". If there are dark ships, our SFPOA leaders certainly don't want to be their bedfellows or friends.

There was a recent conversation I had with Steve Landi where he was concerned that there was not equitable access for all members to legal representation. He focused on how important the grievance process is to a stable relationship between the cops and the Administration. The SFPOA certainly recognized that the grievance process is important to their memberships, and as such devoted over twenty paragraphs in the latest MOU. But next time you see your present SFPOA President, ask him why did the Association agree to Article I – Representation, Section 5 – Grievance Procedure, Step IV, Paragraph 26?

26. Notwithstanding any other provisions of this MOU, disciplinary or punitive actions described in Charter Section 8.343 cannot be grieved or arbitrated. An arbitrator selected pursuant hereto shall have no authority to hear or decide any such disciplinary or punitive actions.

Does that mean notwithstanding any other provisions of this MOU, disciplinary or punitive actions cannot be grieved or arbitrated?

Curious wording for a POA President to agree to if you ask me. And I would not be surprised if the Fire Department's MOU might have a similar section. Ask your President next time you run into him, who wrote that clause? Someone from the City Attorney's Office? Vote for Steve Landi as your next SFPOA President and take back your POA.

— **Sergeant Patrick Tobin (retired in 2013)**

December 23, 2013

To Whom It May Concern:

I am writing this letter on behalf of Steve Landi, who is a candidate for the position of President of the San Francisco Police Officers Association.

I have known Steve for over 30 years, both professionally and personally, and I truly believe in his integrity and sincere caring for the members of the San Francisco Police Department.

In my capacity as a Parole Agent and later as an Agent with the Fugitive Apprehension Team of the California Department of Corrections' Office of Correctional Safety (OCS) I had the privilege of working with Steve on many occasions prior to my retirement in 2011. I have experienced his passion for the job and for those who work tirelessly in and day out.

During my tenure I also served on the Executive Board of the Parole Agents Association of California (PAAC) which is an affiliate of the California Correctional Peace Officers Association (CCPOA). In my final years I held the position of Lead Job Steward for the Office of Correctional Safety, which entailed representing our gang investigators in addition to our fugitive investigators and high risk warrant entry teams.

I had, on many occasions, the opportunity to discuss various labor and safety issues with Steve that encompassed working conditions and concerns that transcend each and every department. While doing so I was always impressed with Steve concerns for the working officers; basically the nuts and bolts of every department.

I whole-heartedly endorse Steve for the position of President of the SFPOA, not only because of his work ethics and concerns for his fellow officers, but for the individual that he is.

I submit this letter respectfully,
—Leo Pierini, Star 2268

Retired Agent, OCS/FAT-Bay Area
California Department of Corrections & Rehabilitation

Dear SFPD Members,

Election season is upon us again. And I, for one, believe it is time for a change.

I am tired of the seemingly back door "meet and confer" meetings by our current Executive Board. WE are the POA! The Executive Board works for us. If we feel that the City is not treating us fairly, then it is the job of the Executive Board to represent us, not the City or management. Too often as of late, we have had no say in the decisions entered into by the POA and the City. We were asked to vote for three contract renegotiations that were decided for us during back door deals. We had no input in these deals. We were told to take them as is or faced with the empty threat that members would be laid off. Recently, Patrol had our days-off calendar shifted without even a heads up from the POA. When a few of the Reps stood up against the charge, they were told it was a done deal made during a "meet and confer" meeting. The rank-and-file were not entitled to vote on it.

This is why Steve Landi is my choice for President. I encourage you to make the same choice. Steve is working hard everyday to improve this Department. He started a Drug Recognition Examiner program here after years of seeing what chaos drug impaired drivers cause on our roads as a "35 Car" and a "4 Boy." He saw a void in the way the SFPD deals with the problem and changed our response to it. Because of his

work, there are now 11 certified DRE's at the SFPD from none two years ago. Steve is a standup guy who will go to bat for you. He cares about the working conditions of the members of this Department. He is not afraid to speak up when he feels the members are receiving a raw deal, even at great risk to his own career. He recently stood up for the members of Traffic Company over unit seniority issues. He was also one of the few POA Reps to speak out against the recent contract renegotiation. It was unfair and the City was trying to pull a fast one on us. We could have done better. The list goes on...

If you choose Steve to lead our POA as I am, I know he will continue this trend. He will work for us, not for himself or his own political agenda. He wants to be our President to support us; to make sure we receive our rightful compensation for the job we do. He will stand up to management and the City when they are trying to renege on promises they made. I know he will ask the members for their input and consider their opinions before entering into any agreement with the City. Gone will be the days of back door "meet and confer" meetings. That's why I am endorsing a change. I hope you feel the same way I do and support Steve Landi as the next President of the POA.

Thanks for listening,
—Officer Crispin Jones
Ingleside Station

Union Organizing Pacific Stock Exchange, San Francisco

I have known San Francisco Police Officer Steve Landi over 30 years. We both met after graduating from our respective universities. We got our first professional jobs at the Pacific Stock Exchange (PSE) in San Francisco.

We realized that our working conditions were extremely unfair. It was decided that we would engage in a union organizing campaign using old school techniques.

In today's union organizing efforts, there is social media such as Facebook and Twitter, which were not available to us in the past. At the time, we had access to methods such as phone land lines, fax machines, distribution of printed flyers and face to face encounters held after work. We discussed strategies and tactics to develop our grassroots plan.

We were organizing the Pacific Stock Exchange one of America's most reputable corporation. The PSE was a sweatshop with low pay and workers' unfair treatment. Officer Landi was the leading organizer who created this unionizing campaign. It was so successful that the stock exchange hired a professional union buster as one of its Vice Presidents. The stock exchange also staffed its corporation with antiunion law firms and advisors. Every morning before beginning the day, each union leader representative would have a private face to face meeting with this union buster and this staff to discuss the union campaign in violation of our protected rights per the National Labor Relations Board (NLRB).

I strongly endorse Police Officer Steve Landi for the position as Representative for the San Francisco Police Officers Union. His past experience and skills as a Pacific Stock Exchange union organizer are easily transferable to this position at the Police Officers Union. Officer Landi has the critical qualifications for this important job that would insure that management will work together with the union so that NLRB rules and union members' rights are fully protected.

—Juan Gutierrez

As a 24 year member of the San Francisco Police Department, I have noticed the transformation of the San Francisco Police Officers Association from being a strong and influential union of the members, for the members, by the members to become a well-funded, top heavy, self-serving oligarchy under the control of past POA President Gary Delagnes. I make this statement with a heavy heart as I've known the current executive board for many years. The fact that our legal defense fund is not financially sufficient to fully cover any member requiring a lengthy or full-scale legal defense is concerning. The state of our finances and assets appear to be in question is another matter that concerns me as well as other members greatly. I have personally witnessed officers who have stood in front of the board to state a concern or question an action taken by the executive Board, only to be yelled at or berated by Gary Delagnes; leaving that member to feel defenseless and insignificant. I myself recently experienced how the executive board chose not to address the Administration regarding a valid P-1grievance file by members of Traffic Company that ultimately could affect every working member in the Department. It was then that I realized that my POA was not there when they were needed the most. I know for fact that I am not the only union member that has had a similar experience. If not yourself, you may possibly know someone who has experienced the lack of representation or defense when requested. Our last contract was also a dismal considering that a recent Chronicle report stated that the city of San Francisco is currently \$120 million in the black. Let's give ourselves a hand as we helped in that process by giving back in salary raises and changing the salary rate of new officers entering the department. I believe that it is time for us, the union members to take our union back. It is time for our union to carry out the wishes and request of its members. Oh yeah, that I mentioned that Gary Delagnes is back on the payroll. I don't remember as a member in voting for that.

This is why I personally endorsed Officer Steve Landi of Traffic Company to run for POA President. I have had the honor to work with Steve for five years while at traffic. During this time, I have personally observed Steve conduct himself in an honest and ethical manner without question. His dedication to DUIs and training other officers in becoming DUI and Drug recognition experts shows the level of dedication and love he has in being a street cop. Steve Landi has also been part of other organizations outside of the Police Department where his leadership kept these organizations from going under. As a station rep for the members of Traffic Company during POA meetings, Steve's performance has been unequivocally outstanding. In other words, he has taken many arrows in order to defend what he believes is right for his members. The time is now to vote for new leadership that will bring the power of the members back to the POA; especially if you have more than seven years to go. It is the members POA and not the POA of the Board of Directors.

Jose Pubill
—Traffic Company
SFPD Members:

I recently learned that Officer Steve Landi has been nominated for POA President, and I wanted to take a moment to show support for these endeavors and highlight some reasons why I recommend him for the position.

I have known Steve Landi for a few years; I first met Steve through his hard work and dedication in bringing life to the ORE Unit for the San Francisco Police Department. This program has enriched our department by giving officers specialized training that is not attainable at many police departments. Officers can now perform more in-depth evaluations to facilitate the arrest and conviction of persons operating motor vehicles under the influence, and can identify the symptoms of multiple drug categories.

Steve's hard work and dedication goes beyond putting department enhancing programs together. He has been a union representative for five years and has shown great character by putting painstaking effort into his duties and getting the best results for his fellow officers who are in a negative situation.

For these reasons and many more, I am proud to support him for this nomination as it would be well deserved.

Sincerely,
—Officer Joshua Enea

Larry Chan for Vice President

My name is Larry Chan and I am running for the position of Vice President. I am not part of any "slate", I am a stand alone candidate. I have been a member of the Department and the POA for over 19 years. I am currently at Ingleside Station and also Ingleside's elected, station Representative for the past year. I have served respectively at Central Station, Tenderloin Task Force (Hibernia Bank) and Tenderloin Station (when it moved to its current location), Traffic Company, Taraval and Park Stations as its Solo motorcycle officer.



Those of you that don't know me, you might remember me when I taught you EVOG or Simulations while you were in the Academy or played the bagpipes for you. Those of you that do know me, know that I am not a stranger to controversy. I will speak up for what is right and fight for the members of this department.

3 years ago I ran for this same position and lost. However, that did not stop me from being involved. I stayed involved.

When the Chief of Police wanted to create a General Order, making it mandatory to have a college degree as a prerequisite to take any promotional exam, I fought that, alone, and made the membership aware of it. The Executive Board at the time did not fight it, but without a fight, it would be policy today.

I have represented members at OCC and IA, and assisted in grievances.

I did all of this, as a POA member and not while I was on the Board.

I was elected as Ingleside's representative in February 2013.

You will hear things from the Executive Board "Slate" such as "We are working against Chuck Reed's Pension legislation fight", "Experience", "Now is not the time for change" and "This Board got you the contract extension until 2018". Attributes any candidate would have if they were asked to assist on those committees.

You, the membership, should never be taken for granted or vilified if you disagree with the POA. The reason why the Tentative Agreement passed the 2nd time was because the membership was *taken for granted* and the Members spoke the 1st time. All the givebacks were restored. The membership was responsible for it passing.

I ask you, the membership, to allow me the honor to serve and represent you, as the Vice President of our POA. I will always fight for the members' rights, even if it only affects 1 member. I will always give the membership all the information and not just what the party line wants you to hear. Leadership and change comes from within, not by appointment.

The time for change is now. I am ready, are you?

VOTE LARRY CHAN for POA Vice President

Endorsements:

"I support Sergeant Larry Chan for SFPOA Vice President. I've known him for 20+ years. He's a solid fighter for the working cop. He will serve us well!"

— Sgt Ron Banta - Tactical K9, SFPOA since 1986.

To My Fellow SFPOA Members-

In the span of my 30+ years as a POA member, I have served as a representative, a member of the Negotiations Committee, the Community Services Committee, and a member and Chairperson of the Election Committee. I have seen and witnessed many, many changes within the POA.

Sgt Larry Chan is running for the office of SFPOA Vice President. I have worked with Larry and he is a close friend of mine. Larry will be an excellent addition to the Executive Board. He is driven to make a better department for all of us. His knowledge of our rights and department regulations is next to none. He is a loyal and fair person, and I know he will put the membership at the top of his list and serve the POA with great distinction.

Please make Larry Chan your choice for SFPOA Vice President.

Fraternally, Matt Gardner, Co.K., Solo Motorcycle Detail

I have known Larry Chan since 1995 and in all those years, I have found him to be a very trustworthy and qualified member of this police department.

Recently I have learned that Larry has taken upon himself the challenge of running for the position of Vice President of the POA in the upcoming election.

I just want to convey to the membership that Larry is very knowledgeable with union affairs and is very passionate in doing the right thing "for the good" of the members.

Without any hesitation, I fully support my friend Larry in his bid for the Vice Presidency of our future POA and I encourage the members to do the same.

— Sergeant Henry Lam, Richmond S.I.T.

Dear POA Members,

I want to first wish all of you and your families a Happy Holidays and hope all is well. It is that time of year and the POA Election is just around the corner. I see there are a lot of viable candidates running for different positions of office, but one stands out to me and that is LARRY CHAN for Vice President. I have known Larry since 1997 and he has always been a worker and made good decisions with honesty and integrity. Larry has always believed in the theory, "the troops come first" and I strongly believe he would Larry would serve the membership with the same fight, honesty, and integrity that he has used since I first met him. Larry is currently a station rep and he works tirelessly to keep the station of Ingleside informed of all issues and information disseminated at the meetings. His efforts show the type of transparency us members need and deserve. I fully endorse Sergeant LARRY CHAN for Vice President of the POA. If honesty, hard working, integrity, and transparency are what you want, I say vote for LARRY CHAN for Vice President of the POA! Thank you and be safe out there.

— Sergeant Rob Walker Jr. #1121, Co. H

SFPD Membership,

As you all know, the election for the POA is approaching. Respectfully, I am writing to you regarding the endorsement of Sgt. Larry Chan, candidate for Vice President. Throughout my time at Ingleside Station, Larry has shown his level of commitment as a POA representative, by reaching out to all the shifts, updating them on current events and issues within the department. Larry devotes a lot of his own time informing members through both social media and speaking to Officer's at lineups.

Over 19 years of work experience, Larry has seen the department go through numerous changes. He knows what is necessary in order to help improve the department. With his combination of knowledge and passion, he is someone that will be fully committed in helping implent these changes. Larry is definitely more than qualified to serve as our next Vice President for the upcoming term.

—Gene Gabriel #1145, Southern Station

My name is Brien Hoo. I am a Sergeant assigned to the SFPD Tactical Unit. I have been a police officer for almost nineteen years. It is with great pleasure that I endorse Larry Chan. I have known him for almost 19 years. I first met Larry Chan while serving as a member of the SFPD Lion Dance Team in 1995 and we became friends though out our Police Career.

Larry Chan has championed several causes in making our Police Department better, but the one I would like to recognize Larry Chan for, was the Educational DGO (College degree required to promote) that was about to be passed without the members knowledge. Without Larry's devotion and steadfast work to change the wording in the DGO, we would have a restrictive DGO that would separate promotions between degrees and non degrees. We now have a fair promotion system that benefits everyone.

I am happy to give Larry Chan my wholehearted endorsement for him running as Vice President.

As a member of the POA assigned to Ingleside Station, I have worked with the station representatives voted in by members of Ingleside. It had been my experience that the representatives had the misunderstanding that they were POA voices at the station rather than the collective voice of the membership assigned to Ingleside.

Since getting the new representatives (Larry Chan and Frank Pereira) we have received all information without and concealed facts. The membership concerns were carried to the POA Board regardless of the board's jeers for doing so.

Based on this and having known Larry Chan for many years, I know him to be a truly supportive member and friend. That is not to say that Tony Montoya is not. Larry does what he believes is best for the members and has never shown any bias towards any particular members or groups. Larry Chan will do a great job if elected to the position of Vice President of the POA. I fully endorse him for the position and hope that other members will do so also. Vote Larry Chan for Vice President.

Regards

— Mario J. Delgadillo, Ingleside Station, Swing Watch

I have been a member of the POA for over forty-four years. I have seen the POA metamorphose from a "company union" to a legitimate Association by the Blue Coat movement of the early seventies. Over the years I have seen many officers serve the membership as POA officers. Virtually without exception each of them started off with the welfare of the members their only concern. Unfortunately, along the way, some lost sight of why they were elected and became politicians.

Throughout my career I have been motivated by two goals; accomplishing the mission and the welfare of the troops. With the welfare of the troops in mind, I have no other choice but to urge you to vote for Larry Chan for Vice President of the POA. I know Larry to be hard-working, honest, and dedicated to the best interests of the membership. If Larry disagrees with someone on an issue, he does not belittle them or malign them behind their back. He will look them in the eye and have a reasonable discussion while working toward obtaining consensus. He will not forget why he was elected. Please cast your vote for Larry Chan.

—Greg Corrales

Courtesy. Professionalism. Respect. These are three words that I based my entire career on. I retired from an agency that some of you may have heard of, where these three words are our motto, NYPD. I came out here to the West Coast, and have been lucky enough to land in an "East Coast Department on the West Coast." Tradition is something that has been instilled in me from the beginning of my career, which has been two decades ago now.

Tradition is what makes SFPD, our department; differ from others here on the west coast. As a POA representative, you do not realize how thankless of a position you are taking on, but as a good Police Officer, and through our traditions; you do your best job to be your brother's keeper.

I have been lucky enough to say that I have made many friends, brothers and sisters, since SFPD has welcomed me into the department. I realized this, when I needed some help on an issue that required a little more than friendly advice, but needed a POA Rep.

This is where Sergeant Larry Chan came in. I am proud to say that he is a "real Cop's Cop," and can call him a friend. I cannot say that about everyone I meet on the job, but Larry has been there for me when others would not help. Larry has gone above and beyond, on his own time, and personalized my issue as if it had to do directly with him, not as my Rep.

When I found out Larry was running for a higher position in the POA, well what else could I say? I believe Larry does the best that he can do, has the Police Officers' interests at heart, and doesn't take no for an answer.

I endorse Larry for VP of the SFPOA. You should too.

Fraternally,

Deni Nibungco #2390

My name is Amy Hurwitz, and I am supporting Sgt. Larry Chan for Vice President of the POA. I believe that Larry is the best person for the job because he believes in us (the members of the POA) and he believes in the Union. I have worked with Larry at Tenderloin Station and Ingleside Station and I find him to be smart, funny, hardworking, tenacious, and dedicated to making sure all officers are treated fairly and equally (keep in mind he also plays a mean bag pipe). As POA rep for Ingleside Station he took the time to explain what was going on at the POA or with the MOU and how it would impact our jobs. He listened to what the members wanted and brought these issues to the POA. I have yet to see another officer so passionate about the fair treatment for ALL members. Please join with me in supporting Larry Chan for Vice President of the POA.

—Sergeant Amy Hurwitz, Central Station
Member- Board of Directors, San Francisco Police
Officer's Pride Alliance 2008-2013

I have known Larry Chan for over 10 years. During this time, he has demonstrated to me what being a leader with courage is about. Larry has maintained his knowledge of the SFPD as well as the SFPOA. He is outspoken in this beliefs and at times, this has gotten him a bad rap. In the end however, he remains undiscouraged. The best interest of the men and women of the SFPD, rather than the organization, remains his number one priority. Larry is running for SFPOA Vice President against incumbent, Tony Montoya, without a ticket-mate. Tony Montoya and the current SFPOA Executive Board have done a tremendous job for us financially over many years. For that, I am very appreciative. However, I feel that some new blood, and new and opposing ideas that will stimulate discussion with the current executive board will ultimately ensure the greatest benefit for all members of the SFPOA. This is why I am endorsing Larry Chan for Vice President.

—Sgt. Dan Cole, Bayview Station

To the SFPOA;

I endorse Lawrence (Larry) Chan for the SFPOA Executive Board position of Vice President during the upcoming 2014 SFPOA Election.

I have known Larry for over nineteen years, both personally and professionally, and know him to be a champion of trying to correct wrongs and bring fairness as well as transparency to our profession. I also know Larry to be a very honest person and will tell it like it is, sometimes to his detriment, however he will not miss lead you.

I enthusiastically support Larry Chan because he will work hard for our best interest as well as long term financial and job scope stability for our members.

Sincerely

— Tad Yamaguchi



John Evans For POA Secretary

I'm running for POA Secretary.

Endorsements: Others will post letters of endorsement, what I want is *your* endorsement. If you know me, worked with me, or spent any time around me, you can judge whether I should have your vote. If you don't know me, ask someone who does. With this vote you are hiring someone to work for you. I want that job, to work on your behalf.

Experience: For over twenty years I have been defending members at OCC, IA/Management Control, Chief's Hearings and before the Police Commission. I have been repeatedly elected to the POA Board of Directors from Mission, Central and Headquarters. While on the Board of Directors, I made the original call for a Defense Committee to help members fight OCC. I have been a member of that group ever since. I am a Trustee of the SFPOA Legal Defense Fund. When my opponent first entered The Department, I had been doing the above for years.

My opponent: He has experience as an Internal Affairs/Management Control investigator. He is a Lieutenant (Department Management) and has the mindset that goes with it. Don't get me wrong, I'm not saying he's a bad person. That's the kind of thing his POA mentor might say. What I will say, without any reservation, is that I will do a better job of representing you than he could or would.

Executive Committee: I have been working for the POA longer than anyone else who is running for any of these positions. I have worked with all of them in the past and it will be my pride and pleasure to continue doing so as POA Secretary.

My first, last and always thought when it comes to the POA, is that it is the one group who needs to be looking out for, protecting the interests of and fighting for our, members. Not *some* members. Not *special* members, but simply members. *All* dues paying members.

Randy Ly for POA Treasurer

My name is Randy Ly. I am campaigning to run for POA executive board Treasurer position for this upcoming election. I am running as an independent person and not with other candidates unified as a slate. I've been with the San Francisco Police Department for 15 years, and the vast majority of my career has been spent on patrol. I joined the POA in the first week of the academy, so I've been a member from the very beginning. I am currently assigned to Special Victims Unit (SVU) as a sergeant. My previous assignments include:

Ingleside Station Investigative Team, Central Station, Taraval Station, Legal/Court Liaison, Northern Station (Probationary and P1 Transfer), and Ingleside Station (for FTO).

Prior to joining the police department, I worked as a chief accountant for a non-profit organization. My various duties as an accountant included: Budgeting, Bank Reconciliations, Expenditure/Variance Analysis, Cost Management, Payroll, Month End Closing, and assisting auditors with annual legal and tax compliance issues. I am highly proficient in Excel spreadsheet program, which I believe is a necessary skill to have to effectively and accurately maintain accounting records and cost expenditures. As for my education background, I graduated from San Francisco State University in 1994 and received a Bachelors of Science degree in Business with an emphasis in Accounting. I then worked four years in the private sector as an accountant before joining SFPD in 1998.

I am currently on the APOA executive board as the "Sergeant At Arms."

I want to expand and broaden my executive board experience and I feel I can be a competent Treasurer for the POA. I also believe I have the experience and skills necessary to become an effective Treasurer for the POA. I excel in tedious research and apply sound analytical thinking in managing and controlling expenses without lowering accomplishments. I keep accurate accounting records and provide necessary documentations upon request.

I feel fortunate and privileged to be a member of the San Francisco Police Department. I truly believe we have the best police officers in the country. Our police officers are very professional as we are dedicated to public service. We have a high degree of honesty, loyalty, and integrity. I take pride in my job and look forward to serving the members in a new capacity as the POA Treasurer. Thank you kindly for your support.



FROM THE ARCHIVES

By Rob Pedersen, Ingleside Station

A look into January 1983's "Policeman" publication won't seem like too much to many readers, but it is. Appearances don't mean much when compared to content. The update on the Stress Unit is part of POA President Bob Barry's re-election piece in the journal. Alongside several other members' messages seeking the POA

presidential vote, I find it interesting in itself that so many sought the stress of running a major labor union. But I digress.

The short paragraph in the campaign material notes that the, "POA was successful in convincing the Chief and the Commission" to set aside partial funding for this Stress Unit. Back

in the early 1980s, such a program might need a little argument in its favor. Officers didn't think twice about how acting like a "tough guy" after a major incident might end up ruining an otherwise great relationship two years later.

Establishing a Stress Unit as an outlet to assist officers with substance abuse issues or other stresses in their lives could easily be met with resistance and claims of wasteful spending in the early 1980s world of policing. But in San Francisco, it wasn't. Consider today: We now have an entire Behavior Science Unit that manages a peer support program, Critical In-

cident Response Teams and getting willing members involved with the West Coast Post-Trauma Retreat. And yes, the Stress Unit still assists officers with a host of issues affecting personal lives and job performance.

Science lets us know that we have a whole host of issues to work out after just a short while of doing this work. Could anyone reasonably say that the benefits provided by the Department for the sake of its members aren't worth the budget? With the toll this job takes on our minds, bodies and relationships, I think we could easily say these programs are worth it. Great foresight, POA!

The Policeman, January 1983, page 8

Stress Unit:

The POA was successful in convincing the Chief and the Commission to establish a Stress Unit (outside the department) staffed with police officers and partially funded by the POA in order to assist our members on a confidential basis that have alcohol and/or stress problems that may be affecting their job performance.

EWW Continues:

Despite our full compliment of officers in the department, EWW appropriations have remained within the department budget during the last two (2) fiscal years. Despite some efforts to reduce or eliminate these funds, the POA in conjunction with the department has been successful in convincing the Board of Supervisors that these funds are essential.

Disciplinary Procedure Amendment Defeated:

The Police and Fire Administrations sponsored a Charter Amendment at the Board of Supervisors that would have doubled the existing 90 day maximum suspension and would have made an appeal of any suspension to the Police or Fire Commissions (now mandatory if requested) optional on the part of either Commission. This Charter Amendment, opposed only by the POA was defeated at the Police Commission level and at the Board of Supervisors.

employment plans; as an example, the cities of Seattle, Daly City and South San Francisco have plans that provide city backed secondary employment paid at time-and-a-half etc. These plans, if used here as models, could be tailored and improved to benefit our members. Already a foundation for such a plan exists with the movie, S.F.G.H., and Candlestick Park details.

Benefits:

Benefits must be fought for at the ballot box on an individual item-by-item basis, and presented to the voters clearly and simply as was done by our Legislative Committee with Props I & J. Benefits must be placed on the ballot by initiative to avoid changes and tampering by individual politicians.

History has shown us that the Supervisors are reluctant to place benefit measures on the ballot for us, and even when they do, the measures are diluted in committee.

Politicians have also shown us, however, that when we use the petition process, they are willing to support our measures as individuals. Finally, our primary concern must be to avoid being taken advantage of by special interest groups or individuals who try to use our measures for their own self-interest.

Future Promotional Testing:

I propose to appoint a Federal Litigation Committee

SUBJECT TO REVIEW THROUGHOUT THE YEAR (THIS IS NECESSARY TO STOP COLLUSION OF CITIES WHO ARE TOLD TO PROLONG THEIR NEGOTIATIONS BY SAN FRANCISCO POLITICIANS).

5. END TO ASSESSMENT CENTER TESTING AND QUESTIONABLE ORAL BOARD PRACTICES.

ATTENTION!

ALL YOU BEAUTIFUL S.F. POLICEMAN READERS

Will you do us a favor?

When you patronize any display advertiser —



MENTION THAT YOU SAW THEIR AD IN THE S.F. POLICEMAN

—WE WOULD APPRECIATE IT!

FREE
Testosterone Blood Test
for law enforcement*



Optimize Yourself

Ageless Men's Health Supervised Testosterone Therapy is your key to the energy and stamina you need to perform in the gym, with the kids, and yes... on the job.

With over 1,000,000 treatments administered, Ageless Men's Health is The National Leader in Testosterone Replacement Therapy - **Nobody Knows More.**



AGELESS MEN'S HEALTH

100 Montgomery Street, Suite 2290, San Francisco, CA 94104
(415) 989-0099 | AgelessMensHealth.com

*Cannot be combined with any other offers.





Injured On Duty By A Negligent Motorist Or DUI Driver? "It's Not Just A Workers Comp Case!" Former Prosecutor *Todd P. Emanuel* Can Help!

Myth #1: My only remedy is filing a worker's compensation claim.

Myth #2: I can't bring a claim against the negligent driver.

Myth #3: I can't file a claim with my own auto insurance company.

FACT: If you've been injured on the job by a third party such as a negligent motorist or drunk driver, **YOU CAN** (and should!) recover substantial personal injury damages (tax free) in addition to worker compensation benefits.

DO NOT leave money on the table by limiting your remedy to workers compensation! I have helped police officers throughout the counties of San Francisco, San Mateo, and Santa Clara.

Call for a FREE consultation!
Police Officer references
available on request.



Todd P. Emanuel
ATTORNEY AT LAW



LAW OFFICES OF TODD P. EMANUEL

Tel. 800.308.0870 or 415.399.1112 • www.teinjurylaw.com
505 Montgomery Street, 11th floor, San Francisco, CA 94111

Helping Our Own

The following members of our law enforcement family need our help:

ADA Pam Underwood needs our help!

This fundraiser is being created to help offset the extraordinary medical costs that our dear friend Pam is paying while undergoing chemotherapy for ovarian cancer over the next several months. After undergoing extensive surgery, including a hysterectomy and an appendectomy, she learned that the cancer has spread to her liver and lungs, rendering her at Stage 4.

Anyone wishing to help Pam can send a check made-out to Pam Underwood to: Brenda Peralta, San Francisco District Attorneys Office
850 Bryant Street (3rd Floor), San Francisco, Cal. 94103

New to List

Family of Michael Howard

The Michael Howard Family Memorial Fund has been established at the SFPCU for Officer Michael Howard, who died from cancer in November 2013. Mike's, wife is bedridden and has been battling ill health for many years. Mike leaves behind three children. The youngest is in her senior year of high school. We ask that any donations be made to the SFPCU account #1385244.

— Off. Yesenia Brandt, Ingleside Police Station

Fund for Adelina Ines Daher-Tabak

A college fund for the young daughter of Debbie Daher-Tabak and Morris Tabak has been established. Those wishing to donate to the future education of young Adelina can submit their contributions to:

The Adelina Daher-Tabak's Educational Fund
Account No. 1384670, San Francisco Police Credit Union
2550 Irving Street, San Francisco, CA 94122

Deputy City Attorney Tim Benetti

Tim Benetti, a great friend of the San Francisco Police Officers' Association and the San Francisco Police Department, has some serious health challenges and is in need of our collective assistance. Tim is currently at a rehabilitation facility and hopes to return to work in several months. He is currently assigned to the San Francisco Employees' Retirement System where he has assisted many of our members facing retirement issues. In addition, Tim has been instrumental in working with police officers at district stations in code enforcement and other legal problems.

Please help Tim in his time of need. His catastrophic illness program (CIP) number is 001822. Please retrieve a CIP form and donate sick time to Tim.

— Paul Chignell

Children of Cullen Cahill

A fund has been established at the San Francisco Police Credit Union for Officer Cullen Cahill's children for their college education. The account number is 1382907-S2. If you are a SFPCU member, you can transfer from your account directly into the account number listed above. This can be done online at <http://www.sfpcu.org> or by calling 800-222-1391.

Checks can be mailed to: **SF Police Credit Union**, Main Office
2550 Irving Street, San Francisco, CA 94122

Welsh Family Fund

As all of you know, they have been struck with a great tragedy of losing both parents. We feel compelled to support and to help Phil's three children; William, Phil and Caroline. We are asking for donations towards this offering for the kids. No amount is too small to the San Francisco Police Credit Union college fund.

— Lisa Corry and Linda Delahunty

Donations for Phil's Children's college fund can be made at:

San Francisco Police Credit Union
RE: Phillip Welsh children's college fund
P.O. Box 22219, San Francisco, CA 94122-0219

Westbrook Children Fund

A fund has been established at the San Francisco Police Credit Union for Officer Thomas Westbrook's children. The account number is 1373377-S1. If you are a SFPCU member, you can transfer from your account directly into the account number listed above. Checks can be mailed to:

SF Police Credit Union
Main Office, 2550 Irving Street, San Francisco, CA 94122

SF Police Credit Union
802 Bryant Street, San Francisco, CA 94103

Frankie Shouldice

Frankie is the 12-year old son of Inspector Ronan Shouldice of CSI. Frankie is battling leukemia.

A "Friends of Frankie Shouldice" account has been established at the SFPCU #1373520

— Marty Halloran

UPDATE: Ronan Shouldice is in need of donated vacation time to help him attend to Frankie.

Contact the Catastrophic Illness Program (415) 837-0875.

Chief's Corner

Well, as the saying goes: Greeting cards have all been sent and the Christmas rush is through....and what a Christmas rush it was.

Just a few highlights for the month of December:

- Operation Dream toy Drive at 49ers-Seahawks Game
- The SFPD Challenge raised \$139,000 for the Make-A-Wish Foundation
- Another Academy Class Graduated
- USF honored 4 "Cops of the Year" on Law Enforcement Appreciation Night
- Many Holiday Events for children including, but not limited to:
 - UCSF Bingo with kids who spent Christmas in the hospital
 - Potrero Hill Christmas
 - Mission Station Christmas
 - Christmas Toy Give-away at Glide
 - Plaza East Christmas in the Fillmore
 - Lefty O'Doul's Christmas Toy drive
- Closed out the last regular season game ever to be played at Candlestick ...and on and on. It was a great way to close out 2013 — all about the kids. It was a sight to behold as we shared our blessings by giving back to those a bit less fortunate than we are.

All this on top of police work (conventional and community) that has us posting one of the lowest homicide rates ever despite being down 300 cops...police work driven by our com-



mitment to help people — however, whenever we could.

This month's column leaves me short on words as I am saddened by those we lost in 2013. They will certainly hold a place in our hearts forever. I am also heartened by the spirit of the men and women of this Department as demonstrated in all that you did over this past year.

In closing, let me wish all of you and your families and friends the happiest, healthiest, and most prosperous New Year. God Bless!

Be safe out there!

Greg Suhr

Chief of Police,

San Francisco Police Department
Oro en Paz, Fierro en Guerra

Jones | Clifford

Law Offices of
**Jones, Clifford, Johnson, Dehner, Wong,
Morrison, Sheppard & Bell, LLP**

- ✓ **Personal Injury**
- ✓ **Workers' Comp**
- ✓ **Disability Retirement**
- ✓ **Uninsured Motorists**
- ✓ **Auto Accidents**
- ✓ **Off-Duty Injuries**

Integrity • Expertise • Results

www.JonesClifford.com

Tel. (888) 625-2251 or (415) 431-5310
San Francisco | Sacramento

MAKING A FALSE OR FRAUDULENT WORKERS' COMPENSATION CLAIM IS A FELONY SUBJECT TO UP TO 5 YEARS IN PRISON OR A FINE OF UP TO \$50,000, OR DOUBLE THE VALUE OF THE FRAUD, WHICHEVER IS GREATER, OR BY BOTH IMPRISONMENT AND FINE.



Representing SFPD officers in "on-duty" and "off-duty" injuries, workers' compensation and retirement claims since 1970.

"One law firm to handle all of your claims."

2013 SFPD Challenge/Brave the Bay Delivers Again....

By Ray Padmore, Chief's Office

It was a fairly chilly day at Aquatic Park with the water temperature about 53 degrees! For most people, staying indoors would be the clear choice, but not for many members of the Department and supporters of this great annual event which was created to grant wishes to kids with life threatening illnesses.

This year I am happy to say that because of the generosity of our great Department and all the contributors/ supporters of our Challenge, we were able to raise over \$139,000. That amounts to quite a few wishes that the SFPD will deliver in 2014.

For those of you that are not familiar with the SFPD Challenge, it consists of four distinct events:

- 5K Fun Run/Walk (First Year!)
- Santa Plunge in the Bay
- Cable Car Pull
- Cops and Wishes at the Buena Vista Café (Officers Serve as Guest Waiters)

This year's SFPD Challenge/Brave the Bay saw several hundred members of the Department, consisting of teams from virtually every district station, other agencies, and corporate teams. Chief Joanne Hayes-White

(Fire Chief) and firefighters from numerous Fire Houses from around the city, participated in the ceremonial first pull against our Command Staff led by Chief Suhr.

Another monumental event for us this year was the 5K Run/Walk, which saw almost a hundred runners and walkers of all ages, led by our own Super Hero "Batkid". This event gave a glimpse of San Francisco like no other — just about every step of the route you were dazzled by an amazing view of the Bay.

I would like to express my deepest and sincere appreciation to all the members of the SFPD, the volunteers, sponsors and participants for your support. I would be remiss if I didn't thank the great staff of the Greater Bay Area Make-A-Wish Foundation for assisting in making this year's event another great success. In the words of the founder of the SFPD Challenge, Sergeant Bob Guinan (retired): "you are truly the heart and soul of the San Francisco Police Department and the City of San Francisco!"

On behalf of the planning committee, I extend best wishes for a happy, healthy, and prosperous New Year. I look forward to seeing you all next year for the 2014 SFPD Challenge.

PHOTOS BY PATRICK BURKE



Captain Jason Cherniss and family



POA President Martin Halloran "helps" DC Tomioka get into the water. (It was worth a new pair of shoes!)



SFPD Command Staff Team.



Everyone thought the water felt great!



The winning team: US Marshals



Event coordinator Bob Guinan.



The current SFPD Academy Class and swim coaches Captain David Lazar and Chief Greg Suhr.



DC Tomioka very much enjoyed her swim.



Off. Ray Padmore with PAL Cadet volunteers.



Pensions for City Workers can't be Cut, Pay can, Judge Rules in Major San Jose Case

By Mike Rosenberg
 mrosenberg@mercurynews.com
 POSTED: 12/23/2013
 Forwarded to the Journal
 by President Martin Halloran

SAN JOSE — In a closely-watched landmark case with major implications for cities around the state, a judge has ruled that San Jose can not implement voter-approved pension cuts to employees to save taxpayer funds.

However, the ruling released Monday does say that cities can cut employees' pay to make up the difference in savings expected from reducing pension cuts.

The case stemmed from San Jose voters' overwhelming approval last year of Measure B, which aimed to require existing city employees to pay more into their pensions and retiree health care, among other changes. Unions viewed the move as illegal and sued, saying the retirement benefits were previously approved at the bargaining table and represented a "vested right" that employees could not lose just because the city came into financial hard times.

San Jose, like many cities, in recent years saw its bills for employee retirement costs balloon after it handed out enhanced retirement plans in the last 15 years, allowing cops to retire at age 50 with six-figure salaries, for instance. Mayor Chuck Reed championed Measure B and is now working on a similar

ballot measure for the state that proposes to allow all California cities to be able to cut their workers' pensions.

For San Jose, officials estimated the reductions from Measure B would save \$68 million, or about 7 percent of the city's annual budget.

The measure called for existing employees, from cops to firefighters to bureaucrats, to pay 16 percent more toward their pension. Santa Clara County Superior Court Judge Patricia Lucas, in a ruling dated from Thursday, ruled that plan invalid.

But she also upheld a section of Measure B that allows city officials to obtain the employee savings by cutting workers' pay instead of their pensions. The City Council will have to make that determination and may find it difficult. The council earlier this month approved 10 percent pay raises for cops, which led the legal challenge to Measure B, after police officers began fleeing the department for better-paying cities in response to the pension changes.

The city also won the right to enforce several other aspects of Measure B, which it had planned to begin implementing in July. Those include allowing only medical experts to determine employees granted disability retirement, changing the definition of disabled employees to only those who cannot work and the right to stop bonus "13th month" retirement chunks to retired workers.

The unions won other battles: they can keep the annual cost-of-living increases for pension recipients, for instance.

The rulings only impact the contracts for current workers. Measure B changes that cut pension and other

benefits for new hires were not challenged in court and are already being implemented.

Contact Mike Rosenberg at 408-920-5705. Follow him at twitter.com/RosenbergMerc.

The State Worker: California Attorney General Harris Has Power To Influence Pension-Change Efforts

By Jon Ortiz

Forwarded to the Journal by
 Martin Halloran

Read more here: <http://www.sacbee.com/2013/12/26/6027598/the-state-worker-california-attorney.html#storylink=cpy>

A single word could send a game-changing California public pension proposal into political oblivion early next month.

Within the next few weeks, Attorney General Kamala Harris will issue a title and summary of not more than 100 words to describe a ballot initiative that would, among other things, give state and local government agencies power to change retirement benefits prospectively for current employees.

The language Harris uses to describe San Jose Mayor Chuck Reed's measure is key because that's what voters will see. Once she issues the language, Reed will focus test it and then shop the measure to potential campaign underwriters.

Reed's side worries that Harris, who enjoys strong labor support, will live up to the ballot-bias rap she got in 2012. A pension-change measure that year failed to raise signature-collection money after the title and summary falsely said, among other things, that the proposal would change benefits for current employees and monkey with death and disability benefits. Editorials and political columnists from both sides of the aisle blasted Harris for politicizing the process.

At the time, Harris stood by her take on the measure. She still does, spokesman Nicolas Pacilio said. The proponents could have sued her over the 2012 title and summary she issued, but didn't.

Now Reed needs to raise least \$2 million to collect 807,615 qualifying signatures for a pension initiative, "and that's just to get a seat at the table," said Bill Whalen, a Hoover Institution research fellow and former speechwriter for GOP Gov. Pete Wilson. The subsequent campaign would cost tens of millions of dollars more.

What will Harris do this time? An internal memo to labor leaders from Garin-Hart-Yang Research Group mined a recent union-commissioned survey to suggest messages that would bury the initiative.

"Note that 'eliminating' fosters a visceral negative response from voters. Over 50% are VERY unfavorable to 'Eliminating Police, Firefighters, and Other Public Employees' Vested Pension Benefits' (54% VERY unfavorable) AND 'Eliminating Public Employees' Vested Benefits' (51% VERY unfavorable)," the Garin memo says.

Reed's measure doesn't "eliminate" pensions. It eliminates the guarantee that pensions can never be altered once promised. Employees would vest as they work, according to the non-partisan Legislative Analyst's Office. Under certain circumstances, employers could cut benefits prospectively, reduce cost-of-living adjustments, increase the retirement age for future benefits and require employees to pay more. Anything within the scope of collective bargaining would have to be negotiated to impasse before the employer could impose changes.

Sure, some might dump their defined-benefit pension plans, but Reed's measure doesn't prescribe it.

Still, a single word to the contrary could kill Reed's efforts.

SFPCU Global ATM Checking



Start your New Year FEE-FREE!

Our SFPCU Global ATM Checking allows you to use any ATM wherever you are. Even if another institution charges you, we'll refund the fees!*

Plus...

- No monthly service charge
- Earn dividends
- Online Banking

To open an account, call 800.222.1391 or apply online at www.sfpcu.org.

Goodbye Fee.
 Hello Free.



Financial Services for
 First Responders

800.222.1391 • www.sfpcu.org

*SFPCU will credit the ATM surcharge up to \$3.00 per out-of-network ATM transaction. Member must have a checking account in good standing and a Direct Deposit posted to their checking account within the last 31 days to qualify. ATM Rebates are for ATM surcharges only and do not include Point-of-Sale transactions. Terms and conditions apply, for details visit www.sfpcu.org/noatmfees. This Credit Union is federally insured by the National Credit Union Administration.

Taxes! Taxes! Taxes!

Tax law changes happen every year. Are you sure you are getting the maximum benefit from your tax returns? **We can help!**

- ◆ Individuals
- ◆ Small businesses
- ◆ Partnerships/LLC's
- ◆ Small Corporations
- ◆ Estates/Trusts
- ◆ Divorce Financial Planning
- ◆ Out-of-State Returns
- ◆ Audit Representation
- ◆ Year Round Service
- ◆ Payroll & Bookkeeping Services

NED TOTAH, EA, retired SFPD

(Enrolled Agent, Certified Divorce Financial Analyst)

Totah's Tax Service

Professional Service Since 1985

4180 Treat Blvd., Suite C2, Concord CA 94518

Phone 925-676-8349 • Fax 925-676-8348

E-mail: ned@totahstaxservice.com

www.totahstaxservice.com

Support our advertisers.

Tell them you saw their ad in the *POA Journal*.

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

Tuesday December 10, 2013

The monthly meeting of the Widows and Orphans Aid Association of the Police Department of San Francisco, for December 2013, was called to order by President Bob Mattox. The meeting was held at room #150 at 850 Bryant St, at 1:45pm.

Roll Call of Officers:

President Robert Mattox, Vice President Al Luenow, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees John Keane, Sally Foster, John Centurioni were present. Trustees Joe Reilly and Leroy Lindo were excused. Ray Kane was also present at the meeting.

Approval of the Minutes of November 12, 2013 Meeting:

Trustee John Centurioni made a motion to approve the minutes from our last meeting on November 12, 2013. The motion was seconded by Trustee John Keane and passed without objection.

Receiving Applications for New Members, Suspensions, and Reinstatements:

On Monday February 3, 2014, we will respond to the S.F. Police Academy to address the new class for WOOA membership. There were no new suspensions this month. However, we are in excess of 20 suspended members who will be dropped from membership next month if they remain in their "unpaid" status. There were no reinstatements this month.

Communications and Bills:

There were no communications this month. Trustee John Keane made a motion to pay our regular monthly bills. The motion was seconded by Trustee Sally Foster and passed without objection. We paid one death benefit during the month to the spouse of Joseph Miles. Our yearly audit was completed and the bill was paid.

Report of Visiting Committee:

No report from our Visiting Committee this month. A suggestion was made to send a floral wreath to the services of all fallen members. Members were in agreement, however, the cost and process will be researched prior to making a motion on this matter.

Report of Trustees:

At the time of this meeting we had one reported death of a member:

Neville K. Gittens: Age 57. Lieutenant Neville K. Gittens was born on May 22, 1956 in Brooklyn, New York to Vivian and Neville O. Gittens. He attended St. Gregory's Elementary and Brooklyn Technical High Schools.

Neville received both academic and football scholarships and attended Concordia College in Bronxville, New York. Neville decided to relocate to California after visiting his sister Cheryl at Berkeley. His initial objective was to become a Pharmacist, but he later decided to pursue in Law Enforcement. Neville entered the San Francisco Police Department on February 2, 1981 and was assigned to Star #2124. Neville completed his training at the Police Academy and was assigned to Central Police Station for the Field Training Program. Neville remained at Central Station for many years. Neville began his advancement in the Department by becoming a Field Training Officer. In 1988 Neville was asked to become a member of the Narcotics Detail. Neville averaged "two buys a day" during his time in Narcotics and attributed the "team" concept as a major factor in his success at Narcotics. Neville's talent and performance were recognized again when he was selected to become a member of the Intelligence Unit. Neville accepted the offer and was assigned to Black Gang Investigations. Neville Gittens became the first Court-Certified Black Gang Expert in the San Francisco Police Department. His Superiors recognized Neville's work ethic, ability, and production and he subsequently became a member of the Mayor's Security Detail. He worked for Mayors Frank Jordan and Willie Brown. In June of 1996 Neville was promoted to the rank of Sergeant, and was transferred to the Domestic Violence Response Unit as an Investigator. He was promoted to Inspector of Police in 1999 while assigned to DVRU. Despite the serious nature of the DV cases, Neville considered this time working with his fellow DV Inspectors as one of the most enjoyable of his career. In 2000, Neville transferred to the Payroll Unit of the Staff Services Division where he supervised some of the hardest working and most dedicated civilian members of the Department. In 2002 he was selected to manage the Office of Public Affairs (OPA) as one of the spokespersons for the San Francisco Police Department. Neville accepted the position and quickly became the "face and voice of the San Francisco Police Department". While managing the OPA, Neville graduated from the Supervisory Leadership Institute in 2004. In October of 2008 he was promoted to the rank of Lieutenant. Neville was transferred to the Airport Bureau in 2009 and thoroughly enjoyed his time there until his retirement on March 22, 2011. During his 30-year career, Neville participated in numerous com-

munity policing endeavors. He was a member of the City and County of San Francisco Youth Works Program. From 1996-2001, he was in charge of the Special Olympics fund raising events for the Department. He and a team of volunteers were able to raise a significant amount of funding for the charity. While often exhausting, this was one of the most rewarding experiences of Neville's career in that he believed that all Special Olympic participants were winners. Neville received numerous commendations, certificates, and formal recognition for his dedication to duty and leadership skills. A review of Neville's career reveals a common theme regarding his assignments. Neville was either selected or requested for most of his assignments. Neville's talents and abilities, his performance, and people skills made him the respected and popular person we knew him as. Any Superior who sought to improve their unit on numerous levels would want a "Neville Gittens" on their team. Some of Neville's other interests included world travel, snow skiing, cooking, gardening, and collecting classic cars. Neville was preceded in death by his great-grandparents Germaine and Beresford Gittens of Barbados, Lucy Sivels, Patrick and Monya Moore, grandparents Neville O. Sr. and Grace Gittens, Vivian and Edwin Armstrong and Uncle Keith Gittens. He is survived by parents Vivian and Neville O. Gittens Jr., sister Cheryl Gittens-Bailey and brother-in-law George F. Bailey, uncle Guy P. Lee, great aunt Sybil Daniels and Shirley Gittens; cousins Kim, Leslie, Ian, Stuart, Hallam Gittens, Jean Barrows, Madge and Willie-Louise Cuffee, Sarah Sawyer and son Bruce Sawyer, Sandra and Gloria Jean Monroe, Francis Thomas and their families, nieces Ain Bailey, Abena Roman and nephew Khemit Bailey, godson Johnathan Ling and wife Michelle, as well as a host of loving friends and co-workers.

Report of Special Committee:

Our Constitution re-write is an "in-progress" project. We have a draft and we are searching for an attorney to read the document and give us their legal opinion relating to our non-profit status. Our website is nearing completion. We will have the site available to members as soon as possible. We are expecting to present the website possibly as early as next month. Our new website address will be "sfwidowsandorphans.org".

Unfinished Business:

Nominations for our officers election is now closed. Next year's new officers are as follows: President Al Luenow, Vice President John Keane, Treasurer Dean Taylor, Trustee Sally Foster, Trustee Leroy Lindo, and Trustee Ray Kane. They will begin their term at the January 2014 meeting.

New Business:

None

Good of the Association:

The Secretary will complete an End of the Year report. This report will include our yearly business, and the fallen members of our Association.

Adjournment:

President Mattox adjourned the meeting at approximately 2:45pm with a moment of silence for our fallen members. President Mattox set the next meeting for Tuesday January 14, 2014 at 850 Bryant St in room#150 at 1:45 pm.

All Members:

We have exhausted our efforts to locate and notify our suspended members for 2013. We have checked our files, checked the Internet, requested information from the Department, and used the "word of mouth" network attempting to resolve this issue. As of the date of this submitted report, the following members who are suspended, will be dropped from the membership if we do not receive their dues by December 31, 2013:

Raymond Austin, Nancy Brewer, Jack Carter, Juliana Garcia (227th recruit class), James Gratz, Wendy Hurley, Kimberly Lasalle, Mark Laherty, Maritn Loo, John Lynch, Iraj Mahvi, Steven Maionchi, Lance Martin, Anh Nguyen (227th recruit class), Daniel O'Brien, Gregory Ovanessian, Maria Peregrina (227th recruit class), Darby Reid, Dagmar Strand, Irwin Tuttleman, Chi Young, and Lynda Zmak.

The following members will be dropped from the membership in the following months in 2014: Victor Arrebollo (March), William Brunicardi (February).

However, we do not want to lose any member from our Organization. I do not take any pleasure in printing names of members in our article. The non-payment of dues and subsequent suspension and separation from the WOOA is a mandated announcement per our Constitution and By-Laws. WE CAN RESOLVE THIS ISSUE if we are contacted by any named members who are suspended or dropped.

The 2014 annual dues are due in JANUARY. Please be sure that your beneficiary forms, addresses, and contact information are up to date. You can contact us at (415) 681-3660. If you have not set up a direct deposit for January, you can send \$72.00 to:

WOOA
P.O. Box 880034, SF, CA 94188

Our future website will hopefully resolve some of our payment issues. We will provide a payment option online. Not every retired member receives a copy of the *Journal*. Please advise any member possible to read our article, and to remember to pay dues. This is particularly important to retirees.

Submitted by
Mark McDonough,
WOOA Secretary

Retirements

The San Francisco Police Officers Association congratulates the following members on his or her recent service 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 SFPD members are:

- **Officer Debra Anderson #1442** from Southern Station
- **Sergeant Omar Bueno #141** from Mission Station
- **Sergeant Kim D'Arcy #415** from Administration Bureau
- **Officer John Glynn #1155** from Airport Field Operations
- **Officer David Goff #1465** from Medical Liaison
- **Officer Kevin Whalen #2139** from Legal Division

All of the above listed on SFPD Personnel Order #26 (December 4, 2013) and #27 (December 18, 2013)



Free Initial Consultation for SFPOA/SFPD Family & Friends

Specializing the areas of:

Criminal Defense • Personal Injury • Civil Litigation

FRANK PASSAGLIA, ATTORNEY AT LAW

33 years experience

2171 Junipero Serra Blvd., Suite 600
Daly City, California 94014



Tel: 650-991-2001
Fax: 650-991-2010

E-mail: fpassaglia@aol.com

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

In Memoriam...

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

- 2000: Inspector Kirk B. Brookbush, killed in SFPD helicopter crash.
 2000: Officer James F. Dougherty, killed in SFPD helicopter crash.
 1972: Officer Code Beverly, shot by sniper.
 1970: Officer Eric A. Zelms, jumped and shot by commercial burglars.
 1955: Officer Thomas J. Guzzetti, shot by gunman in a bar.
 1948: Officer William L. Bowman, killed in a motorcycle collision.



- 1939: Officer Walter Salisbury, shot by a gunman attempting to lynch a prisoner.
 1932: Officer William E. Manning, shot while arresting robbery suspect.
 1931: Officer Elmer Thoney, killed in a motorcycle collision.
 1921: Officer Thomas Hanna, killed in shootout with residential burglars.
 1918: Officer John Hurd, struck by a streetcar.
 1916: Officer Thomas Deasy, shot while investigating suspicious person.
 1909: Sergeant Antone J. F. Nolting, shot by drunken soldier on leave.
 1902: Officer Eugene C. Robinson, shot by suspicious persons.

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

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

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

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Neville Gittens	November 30, 2013	57	Retired SFPD	C. Bates
John Lynch	December 20, 2013	91	Retired SFPD	M. Kemmitt
Frank R. McKee	December 18, 2013	65	Retired SFPD	L. Barsetti
Bernard Shaw	December 17, 2013	68	Former SFPD	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.

A Few Words of Tribute

Editor —

Frank R. McKee passed on early this morning in hospice in Carmichael, CA after a three-year battle against lung cancer. He had just recently celebrated his 65th birthday. It was hard watching the toughest man I've ever known braving pain and growing weaker by the day as he was ravaged by this horrible disease. I know he's somewhere parking his beloved BMW motorcycle, preparing to take a ride on his fishing boat and thinking about the woodworking he so loved, not to mention the grandkids he so loved to play with. He will certainly be missed.

Larry P. Barsetti,
Retired SFPD

Editor —

Sadly, today I learned of the passing of Lt. John Lynch who died on December 20th at the age of 91 years. John was an inspiration to me and to many retiree members of the South End Rowing Club. He was a remarkable example of how to make the most of retirement, how to stay fit, active, and joyous in our senior years. May He Rest In Peace.

Mike Kemmitt,
Retired SFPD



SAN FRANCISCO POLICE OFFICERS ASSOCIATION
 800 Bryant Street, Second Floor
 San Francisco, CA 94103
 415.861.5060 tel
 415.552.5741 fax
www.sfpoa.org

MARTIN HALLORAN
President
 TONY MONTOYA
Vice President
 MICHAEL NEVIN
Secretary
 BRIAN STANSBURY
Treasurer
 JOE VALDEZ
Sergeant At Arms

December 11, 2013

Solano State Prison
 Parole Board
 P.O. Box 4000
 Vacaville, CA. 95696

RE: Voltaire Williams CDC No. E17796

Dear Members of the Parole Board:

As president of the San Francisco Police Officers Association, the organization that represents more than 2,200 police officers of the San Francisco Police Department, I am writing you on behalf of my members, as well as every police officer in the state of California, urging you to deny parole to Voltaire Williams.

Williams was instrumental, and a co-conspirator, in the events leading to the brutal ambush and murder of LAPD Detective Thomas Williams. Detective Williams had arrested a man by the name of Daniel Jenkins who was a long time friend and associate of Voltaire Williams. After testifying in the Jenkins trial, Detective Williams was the victim of an attempted murder by a man who had conspired with Daniel Jenkins and Voltaire Williams as retribution for his testimony against Mr. Jenkins.

Although Detective Williams survived the initial assassination attempt, a later attempt to kill him was successful. Voltaire Williams had in fact recruited the trigger man in the successful assassination attempt, armed him, and provided a plan to carry out the assassination. The murder took place on Halloween in 1985 when Detective Williams was struck by a fully automatic MAC-10 just as Williams was picking his young son, Ryan, from daycare. Detective Williams was struck 8 times and his truck was riddled with bullets.

The murder of Detective Williams was rare in that it was carefully planned over several days and was committed in retaliation for an officer simply doing his job.

As the investigation progressed, it was discovered that there were several attempts on Detective Williams life at his home and where he was eventually killed. All of those attempts had failed due to unforeseen circumstances including one incident when the shooter had a "change of heart" when Detective Thomas Williams was picking up his son at school. The "handler" of that suspect was Voltaire Williams.

Voltaire Williams provided that killer with a gun, a stolen vehicle, and instructed the killer on how to assassinate Detective Williams. The only reason Voltaire Williams is not on death row today is due to the inaction of that killer on that particular day. Voltaire Williams' intentions were for Detective Williams to die that day.

Detective Williams' leaves two children, now adults, and a widow, Norma. We in San Francisco join with the Los Angeles Police Protective League and police officers up and down the state of California in emphatically protesting the release of Voltaire Williams. When you kill, or conspire to kill one police officer you have come after us all and we respond as a family. Voltaire Williams had no compassion for Detective Williams or his family. We ask that the parole board show a similar lack of compassion for Voltaire Williams.

Respectfully,

Martin Halloran
President

cc: Governor Jerry Brown
 George Gascon, San Francisco District Attorney; Dennis Herrera, San Francisco City Attorney;
 David Chiu, President of the Board of Supervisors; Thomas Mazzucco, President Police Commission;
 Greg Suhr, San Francisco Chief of Police



Photo courtesy of Insp. Matt Perez

Duggan's Serra Mortuary, Daly City

500 Westlake Ave, Daly City 415/587-4500 FD1098

The Duggan Family Serving San Francisco Community Since 1903

Arthur J. Sullivan Funeral Home and Driscoll's Valencia St. Serra Mortuary

FD228

www.duggansserra.com

FD1665

Visit our website:

www.sfpoa.org

"Like" us on Facebook

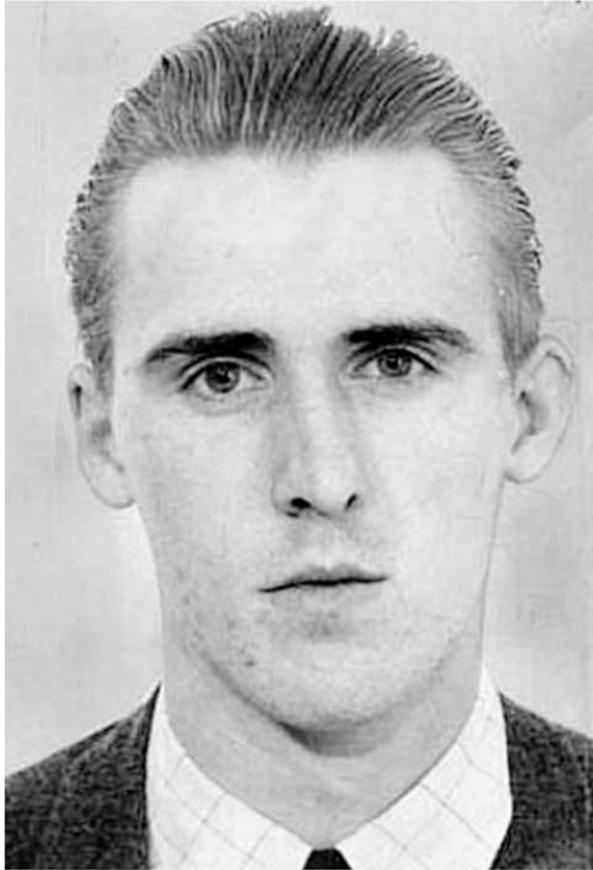
The New Year's Murder of Officer Eric Zelms

By Gary Delagnes and Paul Chignell

Rookie Police Officer Eric Zelms was 22-years old. Diana, his wife of only 18 months, would beg Eric to "quit the force." It sounds like a cliché, but Eric usually replied, "This is the best way I can help people. You would be surprised how many people a policeman can help and make happy."

Eric was a city kid, growing up in the Mission District. He graduated from Polytechnic High School. After he and Diana married in June of 1968, Eric was earning \$100 a month making deliveries for *Bowerman's Lakeside Pharmacy*, while also attending City college of San Francisco. Diana earned another \$100 a month babysitting. Their rent was \$95 per month, and the lure of the \$933 per month salary he would earn in the SFPD was too good to pass up. After entering the SFPD in January of 1969 the young couple had enough money to move out of Eric's mothers house on Douglass St. and purchase a home in San Jose. He and Diana were looking forward to a long and wonderful life. Diana Zelms was just 19 years old. When their son, Andre, was born in July of 1969 they could not have been prouder, or happier. He once told Diana he wanted "42 kids".

After graduating from the police academy, Officer Eric Zelms was assigned to the Richmond District night watch. He was learning his profession



Officer Eric A. Zelms

CHRONICLE / FILE

shaw, aka William Mayfield, aka James Boyle, aka "Crunchie," aka "Bomber," was 29 years old and already a career criminal. He had accumulated over 20 arrests in his 29 years ranging from assault, rape, and armed robbery. A few years earlier, Fredericks had been arrested in New York when he attempted to wrestle a gun out of a police officer's hand while caught in the commission of a robbery. He was unsuccessful in his attempt to kill a police officer on that occasion.

Fredericks' partner in crime in the early morning hours of January 1, 1970 was another career criminal by the name of Michael Webster, aka Albert Johnson, aka Albert Wilson. He was just 20 years old. Webster already had 5 felony arrests as an adult, including kidnapping, rape, and conspiracy to commit rape.

Officers Zelms and Bodisco dutifully carried out their assignment, patrolling the Market Street and the lower Tenderloin area past the stroke of midnight and into the New Year and the new decade. About forty minutes after mid-night, they decided to get a cup of coffee and a bite to eat at *Oreste's Italian Restaurant* located at 118 Jones Street.

Oreste's was a place cops could eat and relax in a familiar environment in one of the worst neighborhoods in the city. A long time bartender at the restaurant was a man by the name of Phillip Mazzucco. His brother Tom was a San Francisco police officer, and he was the uncle to current SF Police Commissioner Tom "Tippy" Mazzucco.

Phillip Mazzucco was off work that night, but was celebrating New Years Eve at *Oreste's* with his wife. At about

0045 hours, Zelms had taken a seat in the restaurant while Bodisco excused himself to go to the restroom. Almost immediately after Bodisco left the table, Mazzucco's wife heard glass breaking and asked her husband to check their car for a possible break in.

Upon leaving the restaurant, Mazzucco observed two black males standing in the alcove of a pawnshop at 132 Jones Street and he heard breaking plate glass. Mazzucco ran back into the restaurant and alerted Officer Zelms, who immediately went outside to investigate with Mr. Mazzucco following. Officer Bodisco was still in the restroom, and was not yet aware of the disturbance.

Officer Zelms spotted the suspects and drew his baton while ordering the suspects to stop. Suddenly, Fredericks lunged at Zelms. While struggling, the officer told Mazzucco to, "Get my partner!" Mazzucco could see a second man, Webster, also attack Zelms before he ran inside to alert Officer Bodisco. As he ran back into the restaurant, he heard gunshots ring out.

Mr. Mazzucco ran to the restroom and told Bodisco that his partner needed help and was possibly shot. Officer Bodisco dashed out to assist his partner. Upon exiting the restaurant, Bodisco stumbled over the lifeless body of his partner.

Officer Bodisco saw the suspects fleeing down Jones Street and gave chase, firing two rounds at the suspects, but missing his mark. He then returned to Officer Zelms and began to perform CPR on his 22-year old partner. It was to no avail. Officer Eric Alan Zelms, Star 1348, just 22-years old, lay dead in the street. Later, another witness reported that Fredericks not only shot Zelms, but also fired one coup de gras into his body where he had fallen.

The two assailants jumped onto an L Streetcar, and got off at 10th and Market Streets. Officers Michael Gallagher and Thomas Sullivan spotted both suspects on the northeast corner.

As they exited their patrol car, Fredericks opened fire on the officers. Fredericks then ran across Mission

Street. Sullivan and Gallagher opened fire, striking the suspect several times. Fredericks finally collapsed from his wounds, and was taken into custody at 10th and Natoma Streets by the responding Mission 7 radio car crew. The gun Frederick had used to kill Zelms was recovered at 10th and Mission Streets. Mission District officers apprehended the second suspect, Michael Webster, at 10th and Mission Streets where he was still carrying a blue satchel filled with loot from the pawnshop heist.

Aftermath:

Shortly after the incident, Vincent Fredericks was interviewed by a reporter for the Chronicle at Mission Emergency Hospital. He claimed it was all an accident; that Zelms had attacked *him*. He denied breaking into the pawnshop, but hinted that his cohort, Michael Webster, may have smashed the window because he wanted a "birthday ring."

Fredericks went on to say that he was "loaded" and tried to get control of his "piece" when the gun went off three or four times. Fredericks complained to the reporter that the police had mistreated him at the hospital; they had threatened him and kicked his bed.

Both Fredericks and Webster were booked for the murder of Officer Eric Zelms. Despite the fact that Zelms was murdered with his own gun, and also despite testimony that Fredericks had fired an additional shot into the body of officer Zelms after he was dead, both suspects were inexplicably convicted of the lesser charge of Voluntary Manslaughter. Neither served more than 10 years in prison.

It was another dark day in the history of the SFPD in an era (1967-74) where we suffered 13 officer deaths, all in the line of duty.

Diana Zelms eventually relocated to Central California. Her son, Andre, is now 43, and resides in California.

Rich Bodisco retired from the SFPD and became very successful in the real estate business. All these years later, the memory of the early hours of New Year's Day 1970 has never left him.

The whereabouts or even the existence of Michael Webster and Anthony Fredericks are unknown. We are not certain that they are alive. If not, we can only hope that each suffered a slow and painful demise.

May San Francisco Police Officer Eric Zelms rest in peace, and may we never forget our fallen heroes.



Newlyweds Diana and Eric Zelms

and beginning his career in law enforcement, excited about the future, and looking forward to a new life for himself, Diana, and little Andre.

On December 31, 1969 Eric was detailed to the Central District for New Years Eve. He was assigned to work with Officer Rich Bodisco who was detailed from the Taraval District. Rich was also a city kid. He had grown up in the West Portal neighborhood, and had graduated from St. Ignatius High School.

Officers Zelms and Bodisco had never met prior to that night. Both were young cops. Eric had only 14 months in the department, while Bodisco had served less than 3 years. Neither man knew their lives were about to change forever. Eric's life would end, and Bodisco's life would never be the same.

Vincent Fredericks, aka James Cren-



**Purchase your next vehicle where the SFPD and SFFD buy.
Special Ford X-Plan prices for all Bay Area City & County employees.**

**See Frank or Peter, your X-Plan specialists,
for a hassle-free buying experience.**

**Call us today to see how easy it is to do
business with Towne Ford Fleet Sales.**

Frank Ginotti

415-786-1701 cell
650-562-2267 office
fginotti@aol.com

Peter Verducci

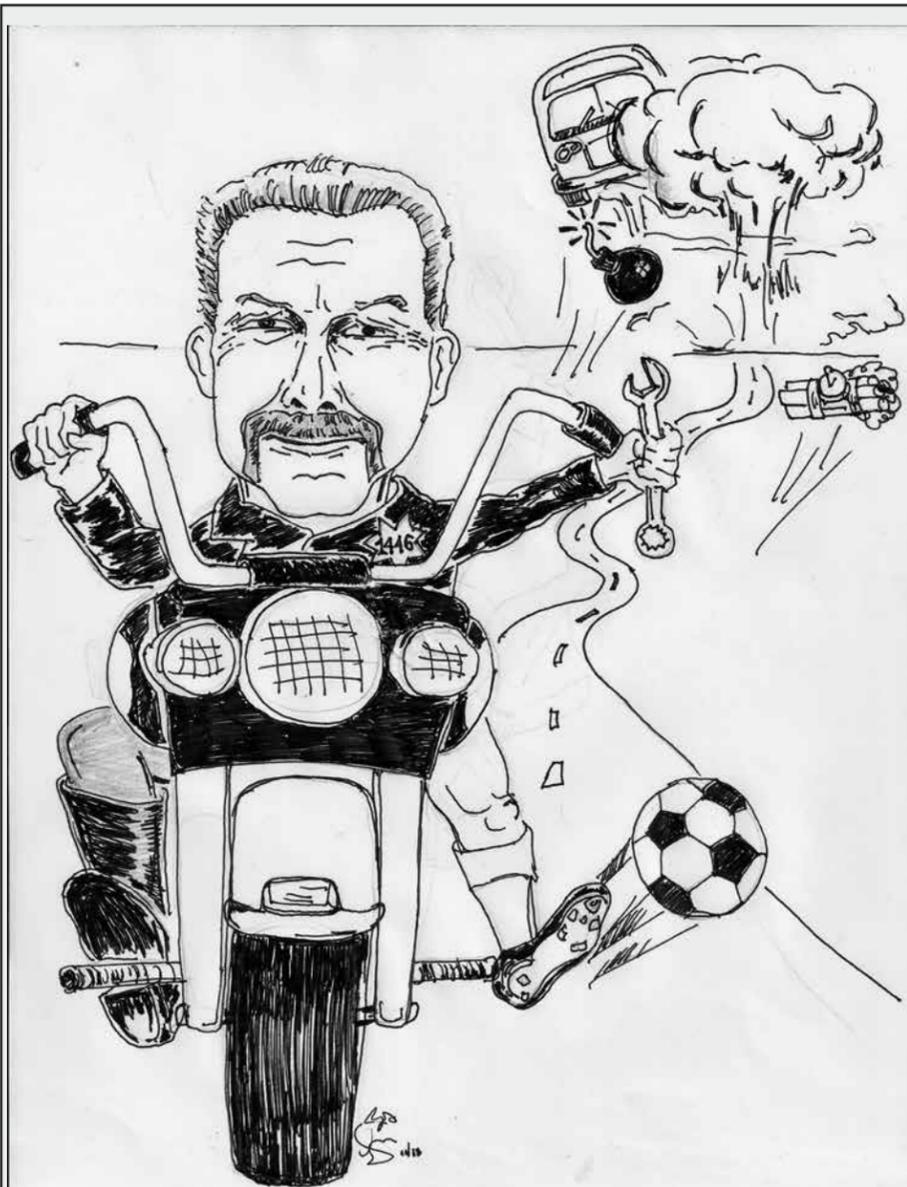
650-888-8721 cell
650-562-2218 office
verducciford@gmail.com

1601 El Camino Real Redwood City, CA 94063 (north of Woodside Rd.)

www.towneford.com

Family owned since 1926

Due to space demands of the election campaign material, mail has been pulled for this issue. This feature will return next month. — Ed.



Steve Glickman's Retirement

Saturday, March 22, 2014

5 pm drinks – 6 pm Dinner

United Irish Cultural Center

2700 45th Ave. San Francisco

\$50.00 Dinner and Wine

Prime Rib, Chicken or Fish

Mike Glickman (415) 203-8447 Range
 Kathleen Mullins (415) 254-1274 Sex Offender Unit

POLICE-FIRE Post 456 NEWS

By Greg Corrales

"A coward turns away but a brave man's choice is danger." — Euripides

Veteran Army Ranger Justin Slaby, 30, who won his case to become the first FBI agent with a prosthetic hand, must be returned to individual training by April, a federal Judge ruled, unless the FBI knows by March that it will have a new class of trainees starting by June. He was dismissed from agent training in 2011 just six weeks into the 21-week program after officials decided he couldn't safely fire his weapon with his artificial hand. He sued, and a federal jury in Virginia found the FBI had discriminated against Slaby and ordered him back to training.

During an eight-day trial, Slaby's attorneys argued that Slaby, who is right-handed, can shoot well with that hand. They contended that FBI trainers were prejudiced against Slaby before he arrived at the academy, that he was subjected to extreme and unfair scrutiny, and that he was held to a standard not applied to other trainees. Mark Crider, an FBI firearms instructor, had determined that Slaby was qualified to be an agent because he could shoot with his dominant hand.

The stunned Navy pilot was gripped in pain, blood was pouring down his face and a good part of his warplane was destroyed. But worst of all, Ensign Kenneth Schechter couldn't see. An enemy shell had smashed into his Skyraider and fragments pierced his eyes. Hurling over the Korean coast at 200 mph, Schechter was suddenly enveloped in blackness. "I'm blind! For God's sake help me!" he cried into his radio. "I'm blind."

Even before the anguished call, Lt. j.g. Howard Thayer knew something was wrong. Thayer called out: "Plane in trouble rock your wings." Schechter, snapping out of semi-consciousness, did just that. Over the next 45 minutes, the temporarily blinded Schechter followed calm instruction after another from Thayer, his best friend on the aircraft carrier *USS Valley Forge*. Severely wounded, Schechter, finally managed a safe landing on a remote Army dirt strip. Thayer flew beside him, just feet away. Schechter, who permanently lost the use of his right eye and whose skills and courage during the Korean War were recognized by the Navy with a Distinguished Flying Cross, died December 11, in Fairfield. He was 83.

As a Philadelphia Eagles cheerleader, Rachel Washburn toted pom-poms. As an Army intelligence officer in a special ops combat unit in Afghanistan, she carried an assault rifle and pistol. She was a pioneer in a special mission to relate to local women in ways

that would be culturally inappropriate for male troops, including helping to deliver an Afghan baby in a snowstorm.



Washburn, 25, who recently returned from her second tour in Afghanistan, was honored on December 22 as a "Hometown Hero" by the Eagles at their home game against the Chicago Bears.

She didn't join the Army on a whim. During her three seasons with the Eagles, Washburn was an Army ROTC student & history major at Drexel University in Philadelphia. Her father was an Army helicopter pilot and an Air Force fighter pilot. After graduation, she was commissioned a 2nd lieutenant in the Army (She's now a 1st lieutenant stationed at Fort Stewart, GA). She went through paratrooper training, but her role is military intelligence.

More on the Camp Lejeune water! A long-awaited study by the U.S. Centers for Disease Control and Prevention confirms a link between tainted tap water at Camp Lejeune, N.C., and increased risk of serious birth defects and childhood cancers. The study, released December 5 by the CDC's Agency for Toxic Substances & Disease Registry, surveyed the parents of 12,598 children born at Lejeune between 1968 and 1985, the year that Marine officials closed drinking-water wells contaminated with chemicals from a leaky fuel depot and a dry cleaner.

The study concludes that babies born to mothers who drank the tap water while pregnant were four times more likely to have serious birth defects, such as spinal bifida. Babies whose mothers were exposed also had an elevated risk of such childhood cancers as leukemia.

Members of Post 456 made our annual Christmas visit to the veterans who are patients at Fort Miley. It is one of our most important activities and is very gratifying. Once again, the POA made a generous donation to the Post to help cover the cost of the cash gift we put in every Christmas card we give to the old vets.

San Francisco Police-Fire Post 456 meets on the second Tuesday of every month at 1600 hours. While the Veterans War Memorial Building is being renovated, meetings are held in the Park Station community room. Every veteran is welcome

Post 456 member Eugene Gard has transferred to Post Everlasting. He was a Navy veteran and a retired Chiefs Operator with the SFFD. Rest in Peace comrade.

MÔNACO Watch & Jewelry

Your ROLEX watch specialist

Over 20 years serving jewelers nationwide

Cartier ♦ Patek Philippe ♦ Breitling
and the finest Swiss name brands



Repair Center • Dial Upgrade • Diamond Bezels
Fine Jewelry & Loose Diamonds

Bay Area Showroom: San Francisco Jewelry Center
101 Utah St., #202, San Francisco, CA 94103 ♦ FREE PARKING
(415) 863-1337 ♦ Toll Free: (800) 98-ROLEX

Monaco Watch & Jewelry is not directly nor indirectly associated with Rolex USA

Flash your badge and get your wholesale prices
SFPD, SFSD, SFFD, CHP & SF City Employees welcome

Vince Sheehan has Added the Power of RE/MAX! Vince Sheehan Real Estate is Now RE/MAX Vision

Search San Francisco, Marin and Sonoma County MLS listings at
SFsFinest.com MarinsFinest.com SonomasFinest.com



Vince Sheehan, Broker
(SFPD Member 1981-90)
Call (415) 302-2500



Kathy Sullivan, Realtor
(Retired/MTA 1981-2010)
Call (707) 799-2493



Book Reviews

— by Dennis Bianchi

Sycamore Row

By John Grisham
Reviewed by Dennis Bianchi

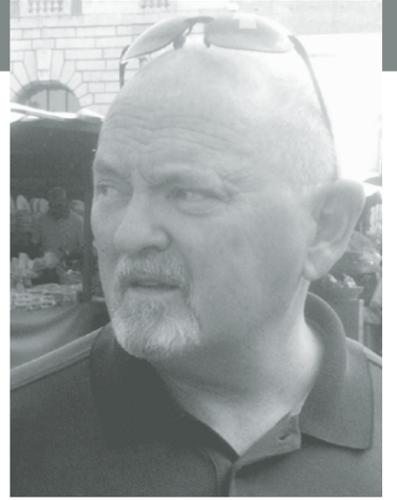
John Grisham's name is quite familiar to all readers of legal thrillers and fans of movies of the same genre. His books have made the New York Times Best Seller list on a frequent basis and nine of his novels have been made into movies. And it all began with the novel, *A Time to Kill*, in 1988. It took Mr. Grisham almost a year to get it published. He wrote it while he was still working long hours for a law firm in Mississippi, writing this novel in the early hours before work. The story starred the young, hard-working lawyer, Jake Brigance and the focus the sexual assault of girl and the subsequent killing of her attackers by her father. The book sold extremely well and was eventually made into a movie. For twenty-five years the characters in that story remained tucked deep inside the mind of, not only Mr. Grisham's fans, but also, apparently Mr. Grisham.

He has brought many of the characters back as well as Canton, Mississippi and all of humor, the wisdom and the ugly racism that could be found in that first book for *Sycamore Row*.

It is not common to have a character who commits suicide in the first chapter of a book have such a pronounced influence throughout the rest of the book. It is not a problem in the hands of such a skilled author as Mr. Grisham. Seth Hubbard was a man who trusted no one, particularly after two ex-wives had seemingly left him with little or nothing economically. He had become alienated from his three children and, through un-publicized but very wise decision-making and hard work, had become wealthy again. As the novel opens he is also dying of lung cancer. His adult children begin a buzzard-like swarm over the corpse, searching for riches. But Seth had prepared for his death in detail, including a new, hand-written will that flummoxes the greedy offspring. Seth Hubbard has

left almost everything to his African-American housekeeper, Lettie Lang. As Seth's health deteriorated Lettie took on more roles of caring for him. Since this is a legal thriller, one expects legal problems, and the author delivers them in many ways, all very craftily written.

Sycamore Row may not be as exciting as a few of Mr. Grisham's previous novels, but it qualified as a page-turner for me. What it lacks in violence it more than makes up for with plot twists and side-stories. Jake Brigance and his wife lost their home in a KKK arson in *A Time to Kill*, and the insurance didn't come close to replacing it, but in the new story a different charming older Southern home has become likely available. That of course leads to different questions involving the law and ethics. One of the several very entertaining characters the reader encounters is an older lawyer who had taken Jake into his law firm. He has since lost his license but owns the building and the practice where Jake works. As Jake's landlord, Lucien is often a source both irritation and wisdom. As the case begins Jake tells Lucien that, unlike the previous big case in Clanton, this case is about money, not race. Lucien advises Jake, "Everything is about race in Mississippi, Jake, don't ever forget that." Lucien practiced law in an entirely different era and despised the new rules of trial. "Old lawyers like Lucien who reveled in dirty tricks and ambushes hated the new rules because they were designed to promote fairness and transparency. 'Trials are not about fairness, Jake, trials are about winning,' he



Dennis Bianchi

said a thousand times." But Lucien is certainly not the only memorable secondary character in the book. There are Seth's family members, the local sheriff, Ozzie Walls, one of two black sheriffs in Mississippi, several sleazy lawyers, including Booker Sistrunk, a lawyer from Tupelo in search of a big payday by means of luring Lettie Lang with his "big-city" manners and style. Then there's Seth's mysterious brother, Lonnie, who escaped not just Canton, but the South in general, always running from his latest misdeeds. The author describes him, "When you have no future, you live in the past, and Lonny would be stuck there forever. He never thought about Mississippi, or his childhood there. As soon as he left, he somehow trained his mind to instantly negate any thought of the place." But the big mystery of why Seth changed his will drives the plot and the action. The author has put together a fitting resolution to the novel. Mr. Grisham makes it worth your time to stroll down *Sycamore Row*.

A Few Words Beyond The Reviews

In the past I have seldom reviewed books written by members of the San Francisco Police Department. I find it difficult to be objective and fair, so I have left many of them alone. That said, another member has published a novel, *Good Cop, Bad Daughter — Memoirs of an Unlikely Police Officer*, by Karen Lynch. She is having a book reading and signing on February 28th at 1900 hours inside the Books Inc. store in Opera Plaza. I can't comment on the book as I haven't read it, but she "would appreciate seeing some friendly faces in the room." As with all writers, she deserves praise for the courage and work it takes to accomplish such a big project.

I would like to thank our editor, Ray Shine, for doing such a great job with this journal. Under his guidance it has improved each year. We who contribute, and all of us who read it, frequently fail to realize how fortunate we are to have someone so qualified and attentive as Ray.

And I would also like to say thanks to those of you who read my reviews. I have had two occasions to cross paths with retired San Francisco Police Department officers who spoke to me about reading my columns. One of these fellows, standing in line to register at a hotel with his golf clubs at

his side, seemed a bit doubtful that I read all the books I review. I explained that I read many more than that and choose two for each month to write about. I greatly enjoy reading. One of my favorite authors is Harold Bloom, a professor of Humanities at Yale University. He had a book published in 2000 titled, *How to Read and Why*. Therein, he quoted Sir Francis Bacon's advice: "Read not to contradict and confute, nor to believe and take for granted, nor to find talk and discourse, but to weigh and consider." Mr. Bloom later sums up Bacon, Samuel Johnson and Ralph W. Emerson's reasons to read thusly: "Ultimately we read in order to strengthen the self, and to learn its authentic interests." I closed my chat with the retired officer with the observation that it's not that hard. I don't play golf.

The other fellow stopped me in a grocery store to explain the value of his reading of what is commonly referred to as classical literature. I was very impressed at the work he puts into reading and researching such tomes as *Ulysses*, by James Joyce. But he did admit that he read my reviews and found them amusing. I was heartened to learn that I could make such a deep thinker smile a bit.

ON THE FRONT LINE



You're on the front line every day. We stand with you—protecting and defending your rights.

From contract negotiations and enforcement, employment litigation, defense of criminal or internal investigations and discipline to protection of pension and retirement benefits, our team has the experience and insight needed to tackle the issues public sector employees and their associations face every day.

Given all the challenges you encounter, defending your rights should not be one of them. With CBM, you've got the right legal team on your side.



www.cbmlaw.com

SAN FRANCISCO | 415-989-5900
SACRAMENTO | 916-446-5297
LOS ANGELES | 213-833-4500

Julia A. Hallisy, D.D.S.

Accepting Most Dental Plans

595 Buckingham Way, Suite 305
San Francisco, California 94132

Office Hours By Appointment • Telephone: 415.681.1011

Wife of Sgt. John Hallisy — Narcotics Bureau



ITALIAN AMERICAN SOCIAL CLUB
of SAN FRANCISCO

Banquets • Special Occasions

Available for group functions with extensive banquet menu. Different private rooms available depending on the group size. The largest room will accommodate over 200

The restaurant is open to the public for lunch and dinner Wednesday–Friday, and for dinner on most Saturdays



25 Russia Avenue
off Mission Street
San Francisco, CA 94112
(415) 585-8059
www.IASCSF.com

SF Dispatcher of the Month



Edwin M. Lee
Mayor

Department of Emergency Management

1011 Turk Street, San Francisco, CA 94102

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

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



Anne Kronenberg
Executive Director

Date: December 1, 2013

To: **Sean Dryden**, Public Safety Dispatcher

From: Florian Taylor, Employee Recognition Coordinator

Re: Communications **Dispatcher of the Month** — December 2013

The Department of Emergency Management has selected you as Communications Dispatcher of the Month. You questioned, researched, and challenged a past practice that existed for a number of years.

During daylight savings when the clock springs forward, employees working the midnight shift are released an hour early with no deduction in pay. On the other hand, employees working when the clock falls backward work an additional hour without pay. A controversy arose that employees taking advantage of Spring are not always the same employees who work during the Fall.

This issue had been an agenda item for Labor Management meetings on numerous occasions, only to be told by an SEIU representative that there was no recourse. Deputy Director Lisa Hoffmann inquired with DHR and was informed that the matter should be handled through negotiations, which was not resolved.

You are commended for your research and steadfast endeavors.

Through your own investigation, you were able to provide information on FLSA standards for time change. This information proved to be the appropriate way for administering payroll during daylight savings (Spring and Fall). As a result of your findings, the Department of Emergency Management will be amending payroll to reflect payment to staff who worked during Fall and future adjustments for employees working during Spring.

Sean, your diligent efforts are remarkable, since many staff will benefit. This change will go into effect for the Department of Emergency Management, and it is quite likely that this amendment may affect a policy change for other departments throughout the City.

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

- Parking in the "Employee of the Month" space for the month of December 2013
- One-hour off, with Shift Manager approval
- Employee of the Month" engraved pen and key chain
- See's Candy Gift Card

cc: Cecile Solo — Operations Manager
Lisa Hoffmann — Deputy Director,
Division of Emergency Communications
DEM Everyone —via email
Personnel File



Retired Members — Join the SFPOA

By Paul Chignell,
Legal Defense Administrator
Retired SFPD

There are currently one thousand four hundred (1400) retired members of the San Francisco Police Officers' Association.

The privilege of being a retired member of the POA only costs the member \$25.00 annually, and is the best deal in Town.

Remaining connected to our union as a retired member after normally spending two or three or four decades as a San Francisco police officer is beneficial in so many ways:

- The *POA Journal* newspaper is mailed to the member's address each and every month. This publication informs the readers of a multitude of social events, retirement information, department news, and current status of issues important to retired police officers and their families.
- If a retired member is in need of an industrial disability claim or assistance arising out of his/her employment, the POA has an in-house

counsel to handle those matters without a legal fee.

- The POA often receives large discounts and free tickets for sporting and other events that are available to the retired member.
 - With advance notice there is a 20% discount for retired POA members holding events at the Paragon restaurant in San Francisco.
 - The POA building at 800 Bryant Street is available for social events with advance notice consistent with regular scheduling for our retired members.
 - The POA building has a comfortable down room for retired members who are visiting the Hall of Justice of the nearby credit union.
 - The POA Executive Board and staff are available during business hours to assist retired members with questions or assistance related to their previous employment.
- Most retired officers are members of the POA. But if you are not, consider joining. We respect our retired members. You are always part of the SFPD-SFPOA family!

International Police Association

Enhance your LEO Experience: Join IPA

Broaden your horizons, meet new friends

By Calvin Chow
Mission Station
2nd Vice President of IPA-U.S. Section,
Vice President of IPA-U.S. Region 9 (San Francisco Bay Area)

What is the best kept secret in Law Enforcement? It really isn't a secret, but has been touted as such for many years. It is the IPA — the International Police Association. The IPA is a non-profit, worldwide fraternal organization whose members are comprised solely of active and retired law enforcement personnel (both sworn and non sworn). IPA membership includes almost 400,000 members in 60 member countries, and continues to grow.

The International Police Association (IPA) is dedicated to promoting friendship and cultural exchange among law enforcement officers worldwide. With membership comes the opportunity to meet law enforcement officers from other member countries and from throughout the United States. It is through the contacts and the network we create that we can enhance our own strategies and capabilities as law enforcement officers back home. Likewise, law enforcement officers from foreign countries learn about how we do things here in the United States,

and are enthusiastic in meeting American law enforcement professionals.

The IPA can also connect you with others who share your hobby interests, such as police insignia collecting, ham radio, RV travel and numerous internet-pen pal contacts. The IPA offers two annual training scholarships for working police officers as well as three scholarships to children of IPA members. There is also a yearly international youth gathering, and also an exchange program for teenage children of IPA members.

Local IPA regions host social gatherings such as dinners, picnics, group trips, and other get-togethers. Each region is operated differently according to what their local members want from their region. Some regions are active with social events, others are not. But the bottom line is the region is as active as its members.

We are reaching out to you through this newsletter. For information and membership check us out at our website: www.ipa-usa.org

Region 9 Facebook page:

<https://www.facebook.com/IPAUSARegion9>

WATCH THE IPA-USA video: www.ipa-usa.org/movie

San Francisco Police Badge Replica Charms

★ 4 week delivery ★ Personalized with rank & badge number

Prices include tax and shipping



Solid Sterling Silver Charm with 18" Sterling rope chain \$145.80

10K Gold Filled Charm with 18" Gold Filled rope chain \$233.00

14K Gold Charm only (please call for price)

(all charms 7/8")

German Silver belt buckle \$162.15

Solid Sterling Silver Charm Hand Engraved w/ 18" chain \$183.95

10K Gold Filled Charm Hand Engraved w/ 18" G/F chain \$260.50

14K Gold Charm only Hand Engraved (please call for price)



Custom Designed Badges • Sterling • 10k Gold Filled • Solid 14 Karat
Duty, Flat Badges and Wallets



The Ed Jones Company
Since 1898

2834 8th Street, Berkeley, CA 94710 • (510) 704-0704 fax (510) 704-0777

www.edjonesco.com

Email: liz@edjonesco.com



Christopher Breault, Financial Advisor
The MEMBERS Financial Services Program
located at SF Police Credit Union

Specializing in Deferred Compensation / Pension Rollovers

Call Chris to discuss your DROP rollover options.
To schedule a confidential, no-cost appointment,
call directly at 415.682.3361.

Representatives are registered, securities are sold, and investment advisory services offered through CUNA Brokerage Services, Inc. (CBSI), member FINRA/SIPC, a registered broker/dealer and investment advisor, 2000 Heritage Way, Waverly, Iowa 50677, toll-free 866.512.6109. Non deposit investment and insurance products are not federally insured, involve investment risk, may lose value and are not obligations of or guaranteed by the financial institution. CBSI is under contract with the financial institution, through the financial services program, to make securities available to members. #FR031323-505D

Long-Term Investing

Invest in Your Medical Future 2014: Healthcare Companies and Medical Service Providers that May Profit Under the New Affordable Healthcare Law

By Edwin K. Stephens,
The Stephens Group

God heals and the doctor takes the fee.
Benjamin Franklin

— Poor Richard's Almanac

It is to the middle class we must look for the safety of England.

— Thackeray, Four Georges

Will some people who invest in healthcare companies that fall within the Patient Protection and Affordable Care Act earn a profit?

Answer: Possibly. Investing in the stock market often time carries some inherent risks.

Patient Protection and Affordable Care Act

The Patient Protection and Affordable Care Act (PPACA), commonly called the Affordable Care Act (ACA) or "Obamacare", is a United States federal statute signed into law by President Barack Obama on March 23, 2010.

The Affordable Care Act was enacted with the goals of increasing the quality and affordability of health insurance, lowering the uninsured rate by expanding public and private insurance coverage, and reducing the costs of healthcare for individuals and the government. It introduced a number of mechanisms — including mandates, subsidies, and insurance exchanges — meant to increase coverage and affordability. The law also requires insurance companies to cover all applicants within new minimum standards and offer the same rates regardless of pre-existing conditions or sex. Additional reforms aimed to reduce costs and improve healthcare outcomes by shifting the system towards quality over quantity through increased competition, regulation, and incentives to streamline the delivery of healthcare. The Congressional Budget Office projected that the ACA will lower both future deficits and Medicare spending.

On June 28, 2012, the United States Supreme Court upheld the constitutionality of the ACA's individual mandate as an exercise of Congress's taxing power in the case *National Federation of Independent Business v. Sebelius*. However, the Court held that states cannot be forced to participate in the ACA's Medicaid expansion under penalty of losing their current Medicaid funding. Since the ruling, the law and its implementation continue to face challenges in Congress and federal courts, and from certain state governments, conservative advocacy groups, and some small business organizations.

Japsen also stated that those in the health industry providing the benefits and services will also be victorious as an unprecedented number of paying customers have struggled to pay for everything from a hip replacement surgery to prescription drugs get support to buy medical care.

There are five key winners as the health law's benefits bring new paying customers in the doors of clinics, hospitals, pharmacies and doctor's offices across the country: 1) The health insurance industry; 2) The hospital industry; 3) The retail pharmacy chains; 4) The generic drug industry; and 5) The health care workforce.

Mr. Bruce Japsen stated that health plans like Aetna (AET), Wellpoint (WLP), Humana (HUM), and others that have acquired a bigger stake in providing benefits to Medicaid patients will certainly reap millions of new customers. The *Forbes* business writer noted that about half of the **30 million uninsured** will gain access to an expanded Medicaid program. Meanwhile, all commercial health insurance plans including UnitedHealth Group (UNH), Humana (HUM) and the nation's Blue Cross and Blue Shield plans are aggressively promoting their brands in the individual and small group market to prepare for broader sales of these policies on state-run exchanges that will begin operating in 2014.

Investor-owned hospital chains like HCA Holdings (HCA); Tenet Healthcare (THC) and Vanguard Health Systems (VHS) will also win political cover in Washington and in the communities in which they operate where their commitment to charity care has long been called into question.

Mr. Greg Wasson, CEO of Walgreen (WAG) says that his chain stores intend to become the home for all of a consumer's "health and daily living needs." In addition to Walgreen (WAG) and CVS/Caremark (CVS) to Wal-Mart (WMT), these chains have pushed beyond simply filing prescriptions. The retail chains are catering to the patients with a pent up demand for health care services, as the retailers' efforts to provide more flu shots and other vaccinations through clinics staffed by nurse practitioners.

The generic drug industry companies like Teva Pharmaceutical Industries (TEVA) will have a promising spot on health plan preferred lists known as formularies as health insurance companies are expected to aggressively push outpatient care and low-cost



much for a hip replacement as patients in Switzerland or France and more than three times as much for a Caesarean section as those in New Zealand or Britain. The average price for Nasonex, a common nasal spray for allergies is **\$108** in the United States compared with **\$21** in Spain. According to a recent report by the Commonwealth Fund, a foundation that studies health policy, the costs of hospital stays in the United States are about triple those in other developed countries, even though they last no longer.

It is these cost practices that contribute to the nation's **\$2.7 trillion dollar annual health care bill**. Ms. Elisabeth Rosenthal further noted that Colonoscopies offer a compelling case study. Colonoscopies are the most expensive screening test that healthy Americans routinely undergo—and often cost more than childbirth or an appendectomy in most other developed countries. The United States Centers for Disease Control and Prevention stated that Colonoscopies have increased manifold over the last 15 years, suggesting that more than **10 million people** get them each year, adding up to more than **\$10 billion in annual costs**.

The United States spends about **18 percent** of its gross domestic product on health care, nearly twice as much as most other developed countries. The Congressional Budget Office has said that if medical costs continue to grow unabated, "total spending on health care would eventually account for all of the country's economic output." And, it identified federal spending on government health programs as a primary cause of long-term budget deficits.

It was noted that while the rise in health care spending in the United States has slowed in the past four years — to about **4 percent annually** from about **8 percent** — it is still expected to rise faster than the gross domestic product. Aging baby boomers and tens of millions of patients newly insured under the Affordable Care Act are

likely to add to the burden.

Baby Boomers Healthcare Service Providers

The **79 million** Baby Boomers are getting older, living longer, and they want to see the doctor. The **Baby Boom generation is 27 percent** bigger than the preceding group. And, with rising medical costs this would mean that they will have to pay more than their parents did for similar healthcare. Baby Boomers will have a longer life expectancy. That means that they will require more services like surgeries, treatments and long-term therapies for their ailing hearts, broken bones, diabetes, and other privileges of aging.

With over 10,000 Baby Boomers turning 65 each day through 2030, record number of Americans are qualifying for Medicare. When you put it all together, healthcare provid-

Segments & Stocks	Symbol	Market Capitalization
Orthopedics		
Stryker Corp.	SYK	28.2B
Globus Medical	GMED	1.8B
NuVasive Inc.	NUVA	1.5B
Assisted Living		
National Healthcare Corp.	NHC	782.9M
LHC Group Inc.	LHCG	423.0M
The Ensign Group Inc.	ENSG	986.5M
Almost Family Inc.	AFAM	279.7M
BioScrip Inc.	BIOS	439.3M
Gentiva Health Services Inc.	GTIV	467.8M
Amedisys Inc.	AMED	503.1M
Skilled Healthcare Group Inc. (A)	SKH	196.0M
Dialysis		
Davita HealthCare Partners	DVA	12.4B
NxStage Medical Inc.	NXTM	608.7M
Rockwell Medical Inc.	RMTI	570.0M
Medicare Insurers		
Humana Inc.	HUM	16.2B
Cardiovascular		
Thoratec Corporation	THOR	2.2B
Vascular Solutions Inc.	VASC	335.1M
Cardiovascular Systems Inc.	CSII	949.3M
ABIOMED Inc.	ABMD	1.1B
Endologix Inc.	ELGX	1.1B
Retirement Communities		
Aviv REIT	AVIV	922.9M
Emeritus Corp.	ESC	1.0B
Five Star Quality Care Inc.	FVE	224.5M
Capital Senior Living Corp.	CSU	674.0M
Brookdale Senior Living Inc.	BKD	3.5B

Source: 2013 Motif Investing Inc, Member: FINRA/SIPC

USA's \$2.7 Trillion Dollar Medical Addiction				
Angiogram	Colonoscopy	Hip replacement	Lipitor	M.R.I. scan
Avg. U.S. Price	Avg. U.S. Price	Avg. U.S. Price	Avg. Price	Avg. Price
\$914	\$1,185	\$40,364	\$124	\$1,121
Canada	Switzerland	Spain	New Zealand	Netherlands
\$35	\$655	\$7,731	\$6	\$319

Healthcare Companies to Watch in 2014

On 11/07/12, Mr. Bruce Japsen, a business contributor on Pharmaceuticals and Healthcare issues for *Forbes* magazine noted that with the re-election of President Barack Obama, **30 million Americans** without health insurance are certainly winners because they will have access to medical coverage without the threat of a Romney White House pushing for repeal of the Affordable Care Act. Mr.

prescription drugs as a way to keep premiums low.

On 6/01/13, Ms. Elisabeth Rosenthal, a health writer for the *New York Times* wrote a series of articles to explain why the United States is far and away the world leader in medical spending, even though numerous studies have concluded that Americans do not get better care.

Ms. Rosenthal noted that Americans pay, on average, about four times as

ers involved in keeping the Boomers healthy could feel pretty good. I am providing for your review a list of healthcare companies that may profit under the new Affordable Care Act. This list of providers is not an endorsement or solicitation to invest your hard earned money. Always consult with your financial advisor or broker to make sure that you are suitable to invest in the stock market.

McClurg Capital, its officers, and clients may have long or short positions in the securities mentioned in this article. This article is not a solicitation to buy or sell any securities. Always consult your personal financial advisor before you invest.

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

The Billionaires Who Want to Take Your Pension

By Gary Delagnes

The latest attack on pension benefits is an attempt to destroy the “Vested Rights” doctrine that has protected the retirement benefits of California’s state and city employees since 1947. The front man of this attack is none other than local union buster Chuck Reed, the mayor of San Jose who has nearly single-handedly dismantled that city’s police and fire departments. But the moneymen pulling Reed’s strings are the “usual suspect” billionaires residing in — and outside of — California.

The so called “pension reform” legislation is actually an attempt to destroy the “defined benefit” structure and replace it with a “defined contribution” option that would substantially increase the profits of individual companies. This move would increase the profits of those villains of the 2009 economic meltdown — Wall Street Hedge Fund Managers. The most detrimental element of this legislation is that for the first time it seeks to alter the pension and health care benefits for “active” employees.

Let’s take a closer look at some of these so called “concerned citizens” that would have you believe they care about local governments and the common man.

George Hume: George is the son of Jaquelin Hume, and the nephew of Bill Hume who started Basic American Foods in Vacaville, California in 1933. The company grew into a multi-million dollar operation creating processed foods such as mashed potatoes, beans, and chili products. George Hume made his money the old fashioned way; He inherited it.

George, and his brother Jerry, run the company that is now based in Walnut Creek, California. The Hume’s have a long history of “union busting” in an attempt to increase their own

profits. In 1999, the family attempted to break Teamsters Local 890 in King City, California. When low paid assembly line workers asked for a 2% annual raise over three years, the Hume’s responded by cutting workers hours from 8 to 7.5 per day for seasonal workers who only work six months per year. The Hume’s also made a proposal that would force older workers back onto the assembly line. When workers rejected that proposal the Hume’s then countered with a plan to eliminate the pension plan completely and replace it with a 401(K) savings account, while keeping wages for newly hired workers at \$3 an hour below those already in the work force, and charging them \$180 per month for health care. Bare in mind these were, for the most part, very low paid Latino workers who had barely enough money to put food on the table. Sound familiar?

Mr. Hume is a Stanford educated, multi-millionaire who believes that city workers — particularly police officers, firefighters, teachers, and nurses -- have excessive pension benefits. He teamed up with Jeff Adachi in 2011, and he is back again, throwing around his considerable inheritance in an effort to destroy the pension benefits for SF city workers. In 2011, he donated \$250,000 to Jeff Adachi’s ballot proposition to take away your pension benefits.

Michael Moritz: This 59-year old venture capitalist, aka Hedge Fund manager, has a net worth of \$2.1 billion. He is the CEO of Sequoia Capital, a company based in Silicon Valley. He is also a former member of the Board of Directors of Google. He amassed his fortune hedging his money on the likes of Google, Yahoo, PayPal, and YouTube. Moritz joined with Jeff Adachi in 2011 in an attempt to alter the San Francisco pension system with draconian legislation that would have

cost city workers as much as 17% out of their pay check to subsidize their retirement. In an article he penned for the *Huffington Post* in 2011, Moritz alleged that no retirement system was more dysfunctional than San Francisco’s, and belittled the effort of labor and city officials to work out a compromise at the table.

Moritz, like Chuck Reed, could not see through his own arrogance. He and Adachi drafted a punitive, draconian ballot measure that depicted employees as villains who “caused” the economic woes of 2008. Those of us in labor did work together with the city to come up with a fair and equitable compromise. That compromise won at the polls and today San Francisco is the model for consensus building and employer/employee partnership. Our retirement system is now 90% funded. A charter amendment passed in 2013 will alleviate our unfunded health care liability over the next 30 years.

But Moritz is back again pouring his money into Mayor Reed’s initiative. Does anybody believe for one minute that this billionaire capitalist really cares about the health of local retirement systems? Or, is the true motivation to benefit even more from the profits that will generate from a transition to “defined contribution” systems?

Richard Riordan: Another venture capitalist who virtually bought the Los Angeles mayoral office in 1993. He was the architect behind an attempt to alter the pension system in Los Angeles attempting to float a ballot measure that would go to a “defined contribution” plan rather than the existing “defined benefit” structure in 2012. He backed off in Los Angeles when it became obvious he had little political backing, but is now funneling his money into this new attempt. He is a lawyer, but discovered the big money

was in hedge funds and leveraging buyouts. In other words, he makes his money capitalizing on the misfortunes of others.

John D. Arnold: This guy has to be the most shameless of the lot. He has a net worth of \$2.8 billion. Much of that was earned while serving as an executive officer at Enron — the company most responsible for the economic woes of the last decade. Arnold extracted an \$8 million bonus about 6 weeks before the company collapsed. While many Enron officials went to prison, Mr. Arnold branched out and started his own company called Centauras that now holds over \$3 billion in assets. An acknowledged genius in the area of natural gas derivatives, Mr. Arnold is now a retired billionaire at the age of 38. He is from Texas but is pumping large amounts of money into Chuck Reed’s ballot measure that will drastically alter or destroy the pension benefits you worked so many years to achieve. Arnold has funded various political organizations. Many of these organizations advocate pension fund reform, encourage state and local governments to reduce benefits to workers, and to invest assets in riskier investments such as hedge funds. Some have criticized his efforts, saying that hedge fund managers, such as him, collect generous sums in fees for managing the funds, while the workers are left with reduced pensions.

There you have it. The money behind Chuck Reed. Just a bunch would-be civic-minded folks looking out for the best interest of middle class taxpayers. In reality, these are billionaires who are out to make more money for their over-inflated portfolios by going after the hard-earned pensions of police officers, fire fighters, teachers, and nurses. I hope Californians are not fooled. It is our job to make sure they are not!

News From BALEAF

A Must Read Novel by Ellen Kirschman That Addresses the Subject of Police Suicide

By Robin Matthews
BALEAF Treasurer

Ellen Kirschman, the award winning police psychologist who is the author of the bestselling books, *I Love A Cop: What Police Families Need to Know*, *I Love A Fire Fighter: What the Family Needs to Know*, and the co-author of the forthcoming book, *Counseling Cops: What Clinicians Need to Know*, has written her first novel, *Burying Ben*, A Dot Meyerhoff Mystery that addresses the issue of police suicide. This 240-page book is riveting; once I began reading it, I literally could NOT put the book down until I had finished reading it!

The story is about Dot Meyerhoff, who had barely settled into her new job as a psychologist for the Kenilworth Police Department, when Ben Gomez, a troubled young rookie that she tries to counsel, commits suicide without any warning and leaves a note blaming her. Overnight, her promising new start becomes a nightmare. Not only is her job and license to practice in jeopardy, but Ben’s surviving family and everyone else connected to him are determined to keep Ben’s story a secret, as well as Ben, himself, from the grave. By the time she uncovers the real reasons behind Ben’s suicide and brings responsible people to justice, Dot has not only resurrected belief in herself, she has also acquired some

surprisingly useful new skills: impersonating a public official, burglary, and assault with a deadly weapon!

Police suicide is a difficult topic and one that most people don’t want to acknowledge or talk about in the law enforcement community. The fact of the matter is, however, that it’s critical that the discussion takes place. We’re losing way too many law enforcement officers to suicide from rookies, to Chiefs of Police, to retirees, and ignoring the problem is not going to make it go away. Law enforcement officers need to know that asking for help when battling depression, PTSD, family issues, drinking too much, or anything else that is sending them into a downward spiral is not a sign of weakness; it is a sign of strength. *Burying Ben* is a great way to begin that discussion. You will find it hard to believe that this book is a work of fiction.

As Ellen states in her Postscript, “There are many myths about police suicide. Here is what I know. More officers kill themselves than are killed in the line of duty by a multiple of two. On the other hand, when you control for age, gender, race, marital status, and state of residency, officers may be less likely to kill themselves than the general population. Whatever the statistics or the reasons that push cops to kill themselves, every suicide is a tragic

loss affecting many people, often for generations to come. The following resources may help:

Books:

Emotional Survival for Law Enforcement, by Kevin Gilmarti, Ph.D (E-S Press, 2002)

Cop Shock, Surviving Posttraumatic Stress Disorder (PTSD), 2nd ed. by Allen R. Kates, MFAW, BCECR (Holbrook Street Press, 2008)

I Love a Cop: What Police Families Need to Know, by Ellen Kirschman, Ph.D. (Guilford Press, 2007)

Websites:

www.badgeoflife.com — dedicated to psychological survival and suicide prevention for police officers. Resources include a nationwide (U.S.) listing of alcoholics anonymous-type groups for

first responders only.

www.tearsofacop.com - information about police suicide and home to *Survivors of Law Enforcement Suicide (S.O.L.E.S.)*

Additional Resources:

The West Coast Post Trauma Retreat (www.wcpr2001.org) — a peer driven, clinically guided retreat for first responders suffering with post traumatic stress.

Preventing Law Enforcement Suicide — an interactive CD containing sample suicide prevention printed materials, presentations, videos and reference publication compiled by the Police Psychological Services Section of the International Association of Chiefs of Police. Free from the IACP at <http://psychtheiacp.org>.

CORRECTION

The Editor of the *POA Journal* erroneously identified the host and emcee of the BALEAF November 20, 2013 fundraiser event. The caption for this photo, which ran on Page 16 with the article, should have read: *BALEAF President Kelly Blackwell-Garcia and comedian/emcee Michael Pritchard*. We very much regret the error.



3 Tips to Jump Start Your 2014 Fitness

By Rich Thurman and Yana Ibrahim

With 2013 in the rear view mirror, it's time to kick into gear for 2014 and forget what you didn't do last year, or how you weren't quite able to eat healthy. So, you didn't put enough work in at the gym in 2013 for them to send you a W2 and that's ok. 2014 is your year and if you haven't already started moving, it's time to get up, stand up and move that body like it was meant to be used. Have no idea where to start? Well here are 3 tips that can help you get going.

1. Detoxify — After the holidays most people have consumed so much junk food, sugar-laden desserts, rich and fatty meats, greasy greens, breads and alcohol that the body just feels fat and lethargic. For those who started keeping an eye on their intake in November/December you're already ahead of the game.

There are a million different detox diets and gimmicks out there on the market. I don't recommend following any of those things. When I say detox, I simply mean to clear the body of all of it's stressors. Drink more water... Have a couple glasses of water first thing in the morning and drink a fair bit through the day. Eat more raw veggies and cut out processed/packaged foods and breads. Cut down on the amount of meat that you consume to give your digestive system a rest. If you eat meat 3 times per day, cut back to 1 or 2. Add in a meatless day

of the week to reduce overall reliance on meats. Add in some relaxation or meditation and you're all set up for a detoxifying start.

2. Base Training — There are a couple categories of trainee coming into the New Year. Untrained, Detrained and Trained. The untrained individual has not trained at all...ever. If this sounds like you, it's important that you start your physical activity slowly. It would be best to hire a coach who can guide you through a suitable program. Regardless of what you do, don't go all out and jump into an every day program. Start with a few days per week at a moderate level of intensity. Increase your volume once your body can handle the additional level.

If you're detrained, meaning you've taken some time off during the holidays but need to get back at it then it's simple...spend the first few months of 2014 working up to your previously trained levels.

And of those out there who powered through the holidays, keep up the good work!

3. Get Support — There are many ways to find the support that you need. Hire a Personal Trainer. Having a trainer even as little as once per week can help motivate you and give you accountability to do more giving you the spark you need to reach your goals.

Join a Group Training Program or Bootcamp. Not only is this a more affordable method of getting fit but

there's also the added camaraderie and accountability components. A good coach will customize and adjust exercises to fit your level and ability.

If you're in SF SOMA you can get a FREE ASSESSMENT and TRIAL SESSION from or a FREE ONE WEEK TRIAL of BOOTCAMP from XODUS FITNESS at www.xodusfitness.com

So, what are you waiting for? Take 2014 by the horns and lets get going!

Rich Thurman III is the founder of Xodus Fitness (www.TeamXOFit.com) which provides personal training and group fitness training as well as workshops in San Francisco. He is the primary author of the The Fitness Library. (www.TheFitnessLibrary.com)

Rich has a Bachelors of Science in Physiological Science from UCLA and a Masters of Arts in Sports Management from USF. He is a Certified Strength & Conditioning Coach and Personal Trainer with over 15 years of experience in sports, health and fitness. Rich began his career volunteering hundreds of hours with City College of San Francisco Athletic Training, working in Physical Therapy clinics and The Olympic Club of San Francisco. He's conducted group exercise and fitness



workshops worldwide from the US to Asia and worked with athletes from high school to the Olympic/Professional level.

To contact Rich for any professional services, inquire at 415.990.4874 or info@xodusfitnessSF.com

Co-author: Yana Ibrahim. Yana is the wife of Xodus Fitness Head Coach Rich Thurman. She is a fitness professional with many years of experience. Yana is set to join Xodus Fitness and launch her own complementary fitness programs in early 2014 in the SF Area. Stay tuned.

Due to space demands of the election campaign material, the SF SAFE Column and Classified Ads have been pulled for this issue. Both features will return next month. — Ed."

Stationary Bikes
Electric Bikes
Ellipticals
Treadmills
Rowers
and MORE!

15% OFF!
CODE #702-31

LDA Fitness
exercise equipment sales

LDAfitness.com
461 2nd St & Bryant
SF, Calif.
James Currie
415-533-9974

Mike Gannon Insurance Agency
Phone (925) 837-2502 • Fax (925) 837-8109
MikeTGannon@aol.com • DOI Lic. #0669148
www.gannoninsuranceagency.com

Retired SFPD
Home • Auto • Life
Long Term Care
Fixed Annuities

HARLEY-DAVIDSON®
2014
PEACE OFFICER SPECIAL
EDITION MOTORCYCLES
OFFERED AS A PROUD TRIBUTE TO LAW ENFORCEMENT PERSONNEL

Now available at
Dudley Perkins Co.
est. 1914
Harley-Davidson/Buell
333 Corey Way, South San Francisco, 94080
Phone: (650) PERKINS (737-5467)
www.dpchd.com
Contact the Sales Department for Details

B-BRUCE
CONSTRUCTION

SPECIALIZING IN
KITCHEN & BATHROOM
REMODELING
GENERAL CONSTRUCTION

California Contractor's License #872600

CELL 650.296.0323
rick@bruceconstruction.com
BRUCECONSTRUCTION.COM

A FAMILY BUSINESS

Rick Bruce, retired SFPD
Tyson & Lindsey Bruce

THE STEPHENS GROUP
Investments & Asset Management
"Specializing in Conservative Portfolios"

(415) 550-8515

Transactions Through
McClurg Capital Corp.
950 Northgate Dr., Ste 301
San Rafael, CA 94903
Tel: (415) 472-1445

Edwin K. Stephens
steph.grp@att.net
Insurance License No. 0A34592

Realize Your Full Potential In Your Next Interview

Coaching for promotional exams:
individuals and study groups

Gloria Cohn

Telephone: 415.777.4156 Cell: 650.906.4155
gcohn@gloriacohnconsulting.com
www.gloriacohnconsulting.com

RLS RAINS LUCIA STERN, PC
THE ULTIMATE BACKUP

When in need, turn to the premier Northern California law firm with an emphasis on the representation of peace officers.

- Internal Investigations
- Peace Officer Rights
- Workers' Compensation
- Personal Injury Claims
- Collective Bargaining
- Criminal Defense
- Civil Litigation
- Estate Planning

925.609.1699 (24 Hours)
www.RLSlawyers.com

NOTICE: Making a false or fraudulent workers' compensation claim is a felony subject to up to 5 years in prison or a fine of up to \$50,000 or double the value of the fraud, whichever is greater, or by both imprisonment and fine.
NOTE: Seth Merrick is our firm's primary workers' compensation attorney.

SAN FRANCISCO ■ PLEASANT HILL ■ SACRAMENTO ■ SAN JOSE ■ SANTA ROSA

Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Jerry D'Arcy Helps Say Farewell to the Stick

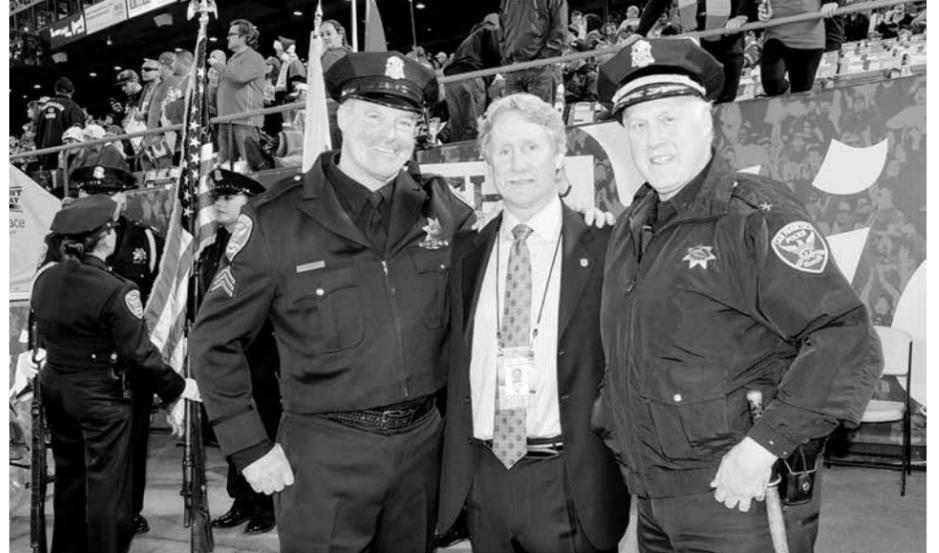
CHECK Having grown up going to Candlestick Park whether it be for Giants games or Forty Niner games, I will definitely miss the many great experiences that I have had out there over the years. I was able to attend the last regularly scheduled Niner game that took place on Monday Dec. 23rd, and being there most certainly did not disappoint. The weather was perfect for a winter day and it was a fun Ugly Americans tailgate party in the parking lot with another great meal provided by Canig (Steve Caniglia of Northern Station). Also, the game was exciting all the way until the

end with the tremendous interception return for a touchdown by NaVorro Bowman to secure the victory.

Another special occurrence that shouldn't be overlooked that night was our own **Sgt. Jerry D'Arcy** (recently retired) performing the National Anthem before the game. Jerry has been able to sing many times at Giants games at A.T. & T. Park (National Anthem or God Bless America) with the highlight being his performance at a World Series game in 2012. He has also made appearances at Warriors games at the Oakland Coliseum over the years, but has never been invited to sing at any Niner games at The Stick up until now.

Talking to Jerry the next day after the event, I learned that he was at the ball park with his wife Kim about four-and-a-half hours prior to game time doing a sound check on the field. After that he had a lot of time to greet many cops who were on hand working the game including **Chief Greg Suhr**. He also had time to do some reminiscing of his own about his many experiences at this ball park as he also grew up coming out to Giants and Niner games. Jerry next was happy to meet former owner Dr. John York who has always been a friend of the SFPD.

When it came time to perform, Jerry would be situated on an elevated stage near the north end zone with an SFPD color guard there with him. He performed the National Anthem flawlessly as usual, with the fired up crowd reacting very enthusiastically at certain times during the song. He told me that the crowd got so loud that at



Jerry D'Arcy, Lt. Mike Favetti, Commander Joseph Garrity

times he couldn't even hear himself singing. It didn't seem to phase him though from my stand point as he never missed a beat throughout.

One thing that Jerry wanted to make sure he related to me was that he was very honored to have been able to perform on such a special night: "I did it for the SFPD, I did it for the city I was born and raised in, I did it for Riordan High School, and most importantly I did it for my mom." Speaking of the lovely **Pat D'Arcy**, she wasn't able to attend the game and wasn't even able to see it on TV as the MNF camera crew didn't see fit to show it (their loss); but, never-the-less, she was as proud as ever could be of her son performing. According to **Karen Malliaras** (**Hammerhead's** wife) who was in attendance,

"it was an honor for him, and it was a pleasure for us." Well said.

To let you readers know, getting Jerry to finally be able to perform at a San Francisco Forty Niners game at Candlestick Park was a result of the cumulative effort that was made the last couple of years by **Lt. Liam Frost** (retired), **Kevin Martin** of the POA (retired), **Jim Mercurio** of the Forty Niners (VP of Stadium Operations), **Chief Suhr**, and team owner **Jed York**. Congrats to them and of course congratulations to **Jerry D'Arcy** for representing the department, The City, and his family so very well.

That's all for now; stay well and safe and of course Happy New Year....So See Ya next month....

LAW OFFICE OF
ROBERT K. WYMAN

Certified Specialist with over
22 years of experience in
Workers' Compensation Law

415 387-8100
robertkwyman.com

4444 Geary Blvd. • Suite 201 • San Francisco, CA 94118

Maloney Security, Inc.
Trade Show & Convention Specialists
Calif. Lic. A-6670 PPO 7549

Maloney Security uses Off Duty Police and Retired Police Officers for armed positions.

For More Information Please Call Warren, President of the 80th Recruit Class SFPD Academy

1055 Laurel Street, San Carlos, CA 94070
(650) 593-0163 • www.maloneysecurity.com

The SFPOA in partnership with the Bay Area Law Enforcement Assistance Fund invite you to join us for a night out with the San Jose Sharks!

SHARKS FIRST RESPONDERS NIGHT!

PRESENTED BY AAA

VS

WEDNESDAY, FEB. 5 | 7:30PM
SAP CENTER SAN JOSE

Come out and support your San Jose Sharks including Logan Couture, Dan Boyle and Captain Joe Thornton through this special AAA group night offer!

By purchasing a ticket through this special offer you will get a discounted ticket to the game, a commemorative San Jose Sharks scarf and a portion of the proceeds will go directly to BALEAF (Bay Area Law Enforcement Assistance Fund) and the San Jose Burn Foundation, proud supporters of all First Responders here in the bay area.

One lucky fan will win a Zamboni ride.

TICKET LOCATIONS	PRICES
Reserve sections 120-124, rows 16+	\$80 - savings of \$22 per ticket!
Upper Corner sections 226, 227, 217 & 218, rows 8-12	\$58 - savings of \$17 per ticket!
Goalie View Upper sections 219-225, rows 8-12	\$48 - savings of \$14.50 per ticket!
Upper Corner sections 226, 227, 217 & 218, rows 14+	\$41 - savings of \$15 per ticket!

• Ticket orders of less than 25 tickets must be purchased online. • Then click the "Theme Nights" tab on the lower right.
 • Please visit the San Jose Sharks homepage at www.sjsharks.com. • Select "First Responders Night" and follow the instructions to purchase tickets.
 • Click the "TICKETS" tab in the upper left. • Once tickets have been purchased they will be emailed directly to you.

You can purchase your tickets online now! Go to www.sjsharks.com/tickets | Use Special Offer Code: AAA
 or at the SFPOA Office 800 Bryant Street 2nd Floor or for groups of 25 or more, call Adam King
 at 408-999-5746 or email akking@sharkssports.net.

For additional information contact Bob Guinan at bobguinan@SFPOA.org

The Loons Nest Report

By Ed Garcia, SFPD Retired

Kane Victorious at Memorial Tournament

On November 19th, fifty-two members of the Loons Nest Golf Club gathered at the Monarch Bay Golf Links in San Leandro for the 2013 L.N.G.C. Memorial Tournament. The Memorial Tournament replaces the Charlie Anzore Memorial on our yearly schedule, as we honor all of our members who have passed on.

The Loons gathered for a breakfast buffet at the course on a cool morning with a 70% chance of rain on the day. Monarch Bay was in good winter shape and the wind was minimal. On the front nine Jim Aherne lead the way with an outstanding, one over par side of 36 strokes. Jim picked up birdies on the 2nd and 4th holes as he burned his way through the cold and damp course. One stroke behind was our 2009 Holiday Champion Stephen Morimoto at 38 strokes. Current Club Champion Rob Vernengo was at 39 strokes, along with 2012 Club Champion Bruce Lorin, 2010 Spring Champion Harry Pearson, 2009 Spring Champion Greg Kane and Tim Brophy who birdied the difficult 8th hole.

Additional Loon luminaries would make a charge toward the finish as 2010 Club Champion Tom O'Connor fired a round of 38, along with a backside score of 39 for Rik Roberts. Front side medallist Jim Aherne jumped onto the "bogie train" on the back nine with a run of six straight bogies, as he faded to a score of 43. Morimoto suffered a double bogey on the 10th hole, which hurt his chances, although he played 17 excellent holes on the day, finishing with a score of 80.

As the leaders approached the finish line, Lorin and Kane were in a dead heat through 17 holes and Vernengo one shot behind them. Lorin posted a par on the 18th, as he finished with five straight par holes. Vernengo needed a birdie to go into a tie with Kane and Lorin, but lipped out a birdie putt and had to settle for a round of 79. Kane birdied the 18th hole, which put him into a tie with Lorin at 78 strokes



and the birdie on the 18th gave him the tiebreaker and the championship. It was a nice touch, as it just happened to be Kane's birthday! Bruce Lorin held onto second place. Tim Brophy, Jim Aherne and Rob Vernengo each finished with rounds of 79, the tiebreaker going to Brophy, as Brophy took third low gross in the first flight.

1st flight low net went to Jim Aherne, as he posted a net score of 69 strokes, leaving him with a single stroke edge over Tom Hanacek and Bill Toomey, as both men posted net scores of 70. Hanacek survived the tiebreaker and took 2nd low net in the flight with Toomey in 3rd place.

Second flight low gross saw Kirk Edison run away with the show, as his score of 85 left him four strokes ahead of Mark Milligan, who fired an 89. Edison finished his front nine with a par and continued to fire four addition pars in a row and had par on six of the nine back holes. Milligan was in the hunt and close on Edison's heels most of the day, but a quadruple bogie eight on the 15th hole was too tough to overcome in the match. Joe Coggin took third low gross in the 2nd flight with a round of 90. Coggin and Mark Porto were tied though seventeen holes, but Coggin had par on the 18th to Mark's bogie, ending a good match. Matt Hanley was also in the hunt for 3rd and was ahead of Coggin and Porto through 15 holes, but ran into a snowman (triple bogey 8) on the long and tough 16th hole, leaving Hanley with a score of 92.

Low net in the second flight was dominated by Mike Flynn, as his net score of 65 left him SIX STROKES

ahead of Dick Sheehan and Jim Colonico. Mike posted six pars in the course of his round, fine work for a higher index player, as Mike's game is showing substantial improvement in tournament play. The tiebreaker for 2nd place went to Dick Sheehan and Jim Colonico received 3rd place honors.

The Long Drive winner for the event was Tom O'Connor. Tom drilled a shoot through the cold and damp atmosphere that traveled 274 yards, stopping mid fairway. Tom's last Long Drive victory was at the 2012 Club Championship at Paradise Valley G.C.

The four Close to the Hole winners were Rich Quesada, Ed Garcia, Armando Chang and Stephen Morimoto. The second place finishers were Jack Grownney, Jim O'Shea, Bill Wong and Bill Toomey.

The Loons gathered at the 19th hole for an awards ceremony and although we came prepared for rain, we made it through with only a few threatening moments of mist. The Loon luck held out once more.

Memorial Tournament

The club was founded in 1987 and in that time we have lost four members. Two of our early and very active members were Charlie Anzore and Ken Davis, whom were lost to us more than a decade ago. Over recent years the Loons have had good fortune, although we have had several Loons involved in shootouts and three members wounded by gunfire in the line of duty. Along came the year 2013 and the club was struck twice with the loss of members. This year we lost Jerry Senkir and Norm Rice. I had the pleasure of first meeting and getting to know Ken Davis and Jerry Senkir while in my early days at the old Northern Station at 841 Ellis St. I worked at Central Station with Norm Rice for many years and had the pleasure of knowing and playing with Charlie Anzore for several years. I can tell you that the four men were all a credit to the San Francisco Police Department, the Loons Nest Golf Club and to their communities. Ironically, cancer took the lives of all four men. I hope that God will take care of our departed Loons and keep the rest of us out on the golf links, enjoying the friendship, competition and camaraderie that we have know for decades to come.

Loons Nest Scoreboard 2013 Memorial Tournament Monarch Bay G.C.

1st Flight (0-15 index)

Player	Gross Score	Index	Net Score
Kane	78	6	72
Lorin	78	5	73
Brophy	79	9	70
Ahern	79	10	69
O'Connor	79	7	72
Vernengo	79	8	71
Morimoto	80	7	73
Lee	82	10	72
Parry	82	12	70
Toomey	82	12	70
Landi	83	5	78
Pearson	83	8	75
McMillan	84	13	71
Taylor	84	13	71
Hanacek	85	15	70
Garcia	86	11	75
Roberts	86	8	78
Lum	87	13	74
Schmolke	89	12	77
Chang	90	11	79
O'Shea, John	90	14	76
Sorgie	92	8	82
Mahoney, M.	94	15	79

2nd Flight (16-32 index)

Edison	85	16	69
Milligan	89	16	73
Coggin, J.	90	18	72
Porto	91	16	75
Flynn	91	26	65
Wismer	91	18	73
Hanley	92	19	73
Wong	92	19	73
Dalton	93	17	76
Tapang	93	24	69
Coggin, B.	96	16	80
Sheehan	96	25	71
Quesada	96	27	69
Mahoney, D.	99	22	77
Calonico	101	30	71
Finigan	102	16	86
Johnson	102	19	83
Grownney	105	23	82
O'Shea, Jim	106	23	83
Daniele	108	27	81
Farmer	108	25	83
Tolosa	109	32	77
Callo	110	23	87
Gardner	116	25	91
Simpson	117	25	92
Yep	118	23	95

Long Drive Champion

Tom O'Connor 281 yards

Close to Hole Winners

	Hole #4	
1st	Quesada	11'1"
2nd	Grownney	14'5"
	Hole #7	
1st	Garcia	12'10"
2nd	O'Shea, Jim	17'8"
	Hole #10	
1st	Chang	12'10"
2nd	Wong	14'10"
	Hole #17	
1st	Morimoto	8'10"
2nd	Toomey	9'6"

Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

Each puzzle has a grid of letters that

conceals words reading in different directions — forward, backward, up, down, or diagonally — but always in a straight line. The words, abbreviations, or phrases one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin

your search!

During the month of January, it's winter time in many places. Get comfortable and find these winter words!

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

- ARCTIC
- BLEAK
- COLD
- DRAFTY
- EARMUFFS
- FROSTY
- GUST
- HOCKEY
- ICICLE
- JACKET
- LUGE
- MELT
- NIPPY
- OVERCAST
- PARKA
- QUILT
- RADIATOR
- SCARF
- THAW
- WINDY
- ZERO

Season of POA Giving

Thankful for SFPD Thanksgiving Volunteers

By Edie Lewis

On Thanksgiving Day 2013, members of the 238th SFPD Recruit Class joined other volunteers at the Family House to prepare and serve an extravaganza dinner to families of children with cancer. Although Family House is an independent organization, it works most closely in support of the Department of Pediatric Oncology at the University of California San Francisco Benioff Children's Hospital.



Recruits trying to burn the kitchen down. Just joking. Their cooking skills were pretty good.

A few days later, we received this note of appreciation from the Director of Family House. I would like to join her in expressing my appreciation to the SFPD members who gave up their own holiday to serve some very distressed and grateful families.

Dear Thanksgiving Volunteers,

On behalf of the families we serve, we would like to THANK YOU for volunteering at Family House. Thank you so much for hosting Thanksgiving Dinner! All of the families, who stay with us, come from at least 50 miles from San Francisco. Many of them feel alone while going through one of the toughest times of

their lives. Family House is a place where families can stay together and support one another while their sick child goes through treatment.

It is because of you, that we are able to provide the families a safe, clean and welcoming environment during their stay. Thank you all so much for now being a part of the Family House community! You are always welcome at Family House so please feel free to contact me in case you have any questions or would like to further your involvement at Family House.

Sincerely,
Karen Banks
Family House, Inc.
Volunteer Coordinator



Recruits from the 238th Class, Edie Lewis, Al Luenow (retired), Caitlin Cadigan, and Conrad Nelson.



This photo was taken at St. Peters School. SFPD CSI members, Officer Maria Alvarado and Officer Oscar Barcena (Santa), distributed toys donated by the SFPD Toy Program. The children were very grateful.



Tenderloin Station's Officer Kevin Lyons, Sgt. Joe McCloskey, and Lieutenant Peter Walsh, donating 25 turkeys from the SFPOA to St. Anthony's dining room on November 22.

PHOTO BY AARON YOO

POA partners in sponsorship

Fantasy Flight and Santa Give Cheer to Challenged Children

By Val Kirwan
Airport Bureau Representative

On Saturday December 7 the United Airlines Fantasy Flight took off from SFO. The flight took local disadvantaged children and young patients from area hospitals on a journey



Sgt. Rowena Wilson, a Fantasy Flier, Off. Val Kirwan and K9 Gilbey

PHOTO BY JONI BELKNAP

to the "North Pole" to meet Santa and Mrs. Clause. It was a great time.

The Fantasy Flight is entirely flown — literally and figuratively — by volunteers. United Airlines provides the aircraft, while United Airlines employees and retirees volunteer their time to raise money for gifts, bake cookies, prepare food, decorate gates and hangars, and even don holiday costumes.

The Chevron Corporation provided the jet fuel free of charge.

This year, United Airlines coordinators Lisa Lujan and Joni Belknap invited the SFPOA to become one of the event sponsors. A number of SFPD members from the Airport Bureau and the Command Staff participated in the preparation and take-off of the flight. Sgt. Rowena Wilson, Sgt. Mike Andraychak and his K9 partner "Big", and me and my K9 partner "Gilbey" went on the flight.

For many of the children, it was the first time they've been on an airplane. They were thrilled. During the flight

Sgt. Wilson, Sgt. Andraychak, and I along with our K9s, got to interact with the children and their families. The high point of the flight was when Santa and Mrs. Clause appeared in the cabin. The look on the children's faces when they saw Santa had to be seen to be believed.

After an hour-long flight the plane returned to a terminal decorated as the North Pole. Santa and Mrs. Clause departed the plane first, followed by the children and their families. Each child was given a bag containing Christmas presents, and each had a photo taken with Santa. Additionally, each family was given a shopping gift voucher.

Deputy Chief Schmidt, Lieutenant Ken Lee, and Sergeant John Robertson with his K9 partner "Milo" participated in the pre and post flight activities. Many thanks to the SFPOA Community Service Committee for their sponsorship of the event. Plans are already in place for next year's flight.

SFPD Operation Dream Lends a Hand

As you grow older, you will discover that you have two hands — one for helping yourself, and one for helping others.

This year we have had many hands helping to make the 2013 Operation Dream Toy Drive a success. The smiles and laughter of the children and their families says it all.

A huge thanks for the hard work and dedication of the SFPD and all of our community partners (SF Mayor's Office, SF 49ers, PSI Seminars, SF Housing Authority, SFPOA, SF Rec & Park, and SF ICA), who, together with countless volunteers and neighborhood donors, guaranteed that the holiday spirit reigned again in San Francisco.



Bev Immendorf, Immendorf Investigations
Emily Cheatham, Bev's Christmas Elf

Bev Immendorf's Last Candlestick Park Toy Drive

POA Staff Report

The final Candlestick Park holiday toy drive happened on Sunday, December 8, 2013. This traditional toy drive, hosted by the San Francisco 49ers, is conducted by the selfless folks at Operation Dream — a non-profit charitable organization that holds several fundraising/toy drive events each year to benefit the less advantaged children of San Francisco. Few people are as driven to put a holiday smile on the face of each child that benefits from an Operation Dream function more than Bev Immendorf. It is not known if Bev and her Operation Dream team will make the trek to Santa Clara next year for the 49er

game toy collection, or if this year's event was the last.

Bev has been the driving force behind Operation Dream for many years. Besides the 49er game toy collections, she also helps coordinate and participate in other functions of the non-profit, including the Winter Wonderlands in various SF parks, replete with snow and sledding!

The SFPOA thanks Bev for everything she has done over the years to help the city's children at this special time of the year. We also much appreciate the spotlight that she helps to focus on the SFPOA and the SFPD and the effort of police officers to be giving and thankful.