



JOURNAL



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Acts of Random Kindness and Heroics

By Martin Halloran
SFPOA President

These days, I find myself seeking out stories of cops, public safety officers, nurses, along with any individuals in the field, who serve the public everyday — 24/7/365 — performing acts of random kindness and heroics. It has not been easy to find such items, as the mainstream media feeds from an entirely different kettle of fish.

Over the past several months, the attention on law enforcement nationwide has been focused on certain incidents that have resulted in tragic outcomes. The deaths of the individuals that officers were attempting to apprehend, and the assassinations and ambushing of peace officers around this country, has not escaped the media frenzy.

Tragedies, horrific events, raw emotional graphic video, blood and guts, and the sight of human beings at their lowest point and in the mist of a life altering experience — and potentially a life ending encounter — seems to appeal to the masses. There has always been this fascination with the macabre, and I see no evidence of a change on the horizon, no matter how long overdue it is.

This edition of the *Journal* highlights one such act of heroism by our members as they saved a boy and his beloved dog from a raging four-alarm inferno in the Mission District. Follow the link below, or scan the QR Code



to view the video. There are more video examples of such exemplary and outstanding work by members of the SFPD, at sfcitycops.com. These videos, produced by the POA, document how selfless, how dedicated, and how proud our members are to be serving those in our community.

What goes largely unrecognized are the acts of random kindness that the men and the women of the SFPD, and all public safety employees, perform on a daily, even routine basis.

The foot beat officer who finds a warm coat, on that chilly night, or

finds a sandwich and a cup of coffee for that person who is a fixture either at 3rd and Newcomb, at 16th and Mission, or at Turk and Taylor. It's the few dollars that the radio car officer hands over to a mother or a father in need to help feed their kids. Or even more so, that same officer that passes the

conducted traffic control to clear the intersection, and then returned to help the driver determine what to do with his disabled vehicle. A matter of little significance in the larger scheme, but one of great relief to the motorist, and a service that was much appreciated.

They would all say that any other officer would have done the same thing. And, they would have.

hat at the district station to buy those kids some new clothes or to replace a bicycle that just got stolen. How about members of the POA throwing in \$5.00 each to see that those who are serving our country in the armed forces can enjoy a hot shower at SFO while they are traveling through to a war-torn land, or returning home to their loved ones.

One Mission Station officer exemplifies the type of day-by-day service all of you perform. Recently, a minivan became stalled in an intersection on upper 24th Street. The driver exited and clearly did not know what to do. Traffic started to back up. The uniformed officer arrived, calmed the driver of the minivan, got him back into the driver's seat, and the officer, on his own, then pushed the minivan out of the intersection as the driver steered the vehicle. The officer then

These stories are a mere fraction of what our members do on a daily basis. I purposely did not provide any names of these officers, even though I know all of them, because I know that they would not want to be centered out as doing something above and beyond the call of duty. They would all say that any other officer would have done the same thing. And, they would have.

The reality is that this is occurring all over this country. From Florida to Alaska, and from Maine to Hawaii, and all States in between. Acts of random kindness and heroics are happening now, and they will continue to happen as long as those with a huge heart, strong morals, and a sense of service to their fellow man don the uniform, pin the star on their chest, strap on their gun belt and hit the streets.

Slainte!



<http://sfpoa.org/content/sfpd-save-boy-dog>

- POA Sponsors Shopping Trip for Family Displaced by Mission District Fire – Page 32
- Youth Saved from Fire by SFPD Addressed Board of Supervisors — Follow link or scan the QR code



<http://sfpoa.org/AlessandroBdofsupes>



- New Public Safety Building Nears Completion
March 28, 2015 is tentative move-in date for Co. B and Fire Station 4.
SFPD HQ to follow near the end of April – See Pages 16–17



- POA Supports Campaign to End Human Trafficking
SFPOA Community Services Committee donation enough to provide a month of food for 5 survivors escaping [sex] slavery – Page 32

Officer Douglas Gibbs Memorial Rededicated at Lake Merced Range

POA Staff Report

On Tuesday afternoon, February 10, 2015, several dozen active and retired San Francisco police officers gathered with family and friends of Officer Douglas Gibbs to pay tribute to his memory, and to rededicate his memorial. Officer Gibbs was slain in 1977 while apprehending a paroled felon during a decoy operation in the Tenderloin.

The ceremony was the culmination of a lot of work on the part of the *San Francisco Veteran Police Officers Association*, which formed a special committee to salvage and relocate the long-neglected memorial, and another committee to organize the rededication. The committees raised the necessary funds and secured the administrative permits necessary to complete the project. The SF Police Officers Association agreed to share the cost of the project.

Officer Gibbs had been very active in the *Police Athletic League* youth fishing program, and a large stone embedded with a plaque had been placed adjacent to the now defunct PAL fishing pier near the Lake Merced Boathouse. After the demise of the pier, the memorial became obscured by overgrowth and seemingly forgotten by the SF Recreation and Parks Department. The stone might still be shrouded among the overgrown brambles and trash had it not been for a pointed entry made on the *Officer Down Memorial Page* (www.odmp.org). The entry had been made by *California Fish and Wildlife Tech King Cowdin*, who wrote that it was "a shame" that the memorial had not been more respectfully maintained.

Retired SFPD Inspector Rich Alves read that comment on the ODMP site and was moved to initiate the effort to restore the memorial to proper significance. Rich contacted VPOA Secretary Larry Barsetti and alerted him to the situation. In turn, Barsetti presented the matter to the VPOA membership. Subsequently, committees were formed, people stepped up, and there is once again a fitting tribute to the duty and sacrifice of Officer Doug Gibbs.

Speakers at the short ceremony included Chief of Police Greg Suhr, and retirees Sergeant Judy Riggle and Lieutenant Mary Stasko.

Among the honored guests and family members were Officer Gibbs' widow, Lori, and their three daughters, Colleen, Jessica, and Angela.

The SF Veteran Police Officers Association Committees were:

Movement Committee

Mike Shubin, Judy Riggle, Richard Klapp, and Larry Barsetti.

Rededication Committee

Mary Stasko, Judy Riggle, Maureen D'Amico, and Marty Halloran.

Special thanks to:

- SFPD Captain Terry Barrett for her assistance expediting permission through the Public Utilities Commission.
- Mike Shubin and Judy Riggle for their special commitment of time and labor to the project.
- The V. Fontana & Co. Fine Granite and Marble Products for their craftsmanship, artistry, and special support.



Lori Gibbs and their three daughters were each presented with a bouquet of flowers by the VPOA. PHOTO BY GLENN SYLVESTER



The re-located monument rests in a groomed area just to the right of the podium. PHOTO BY GLENN SYLVESTER



Chief Greg Suhr gave a short address.

PHOTO BY VAL KIRWAN



The Gibbs family.

PHOTO BY VAL KIRWAN

SAN FRANCISCO POLICE OFFICERS THEY WORK TO MAKE YOUR DAY

SEE THEIR STORIES
SFCITYCOPS.COM



Minutes of the February 18, 2015 SFPOA Board Meeting*

- Sergeant-at-Arms (SA) Val Kirwan called the meeting to order at 1200 hours.
- SA Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty.
- Secretary Mike Nevin conducted roll call.
- Parliamentarian Mike Hebel swore in all board representatives who were present. At last month's meeting only representatives who faced an election were sworn in.
- Representative Paget Mitchell (Co F) made a motion to approve the January 2015 minutes. The motion received a second from Representative Jesus Peña (Co E). The motion passed unanimously by voice vote.
- President's Message. President Martin Halloran made a motion to later adjourn the meeting in memory of Calvin Tom (Airport) and Ronald Hill (Airport) who both recently passed away. The motion received a second from Representatives Larry Chan (Central) and Brent Bradford (Tactical). The motion passed unanimously by voice vote.
- President Halloran spoke about a recent story that received media attention involving the POA and the assistance provided to the family of Alessandro Gonzalez. Gonzalez and his dog were rescued by Mission Station officers during a 4 alarm fire. President Halloran, SA Kirwan, Representative Joe Clark (Mission), Representative Jody Kato (Taraval), and Representative Jesus Peña (Northern) met with the Gonzalez family on February 17th at Target, and the POA purchased some household supplies for their new housing arrangements.
- President Halloran took a tour of the new Public Safety building. Southern Station will be moving in March; Administration will be moving in April.
- President Halloran reminding board, members can receive 20% discounts when booking private parties at the Paragon restaurant.
- Following the March 18th board meeting, the POA will be hosting defense team training. All board members and OCC Defense team members are invited. Other interested members should contact and RSVP to Legal Defense Administrator Paul Chignell (paul@sfpoa.org).
- President Halloran spoke about an *Examiner* article focusing on the POA and its objection to the Avalos resolution last month. Halloran said the POA was vigorously opposed to the resolution. Both President Halloran and Gary Delagnes, political consultant, publically expressed the POA objection to members of the board of supervisors. The resolution was sent to committee and not adopted at this time.
- Brian Stansbury, retirement board member, addressed the meeting and made a PowerPoint presentation on several issues. The retirement board voted to move 5% of assets to hedge funds with the goal

- of reducing risk. The "Gilmore Decision" allows an ex-spouse to begin to draw a pension at retirement age (of the member). The retirement board voted to allow the use of deferred compensation to buy back retirement benefits for members affected. Lastly, retirement contribution rates will not change July 1, 2015 but are expected to fall July 1, 2016.
- President Halloran and Gary Delagnes led a discussion of 10B/PLES. Approximately two years ago, the City approached the POA about the possibility of taking over the 10B program. Discussions are ongoing as are details such as a fixed rate that would only change when a new contract is negotiated. This would require an agreement with the Department/City in the form of a separate MOU, and it would require a change in the City Charter. A question and answer discussion was held. Representative Jesus Peña (Northern) made a motion: The POA will pursue negotiations of a 10B MOU with the City/Department to include a fixed rate that would be subject to change at the conclusion of the current contract to be negotiated prior to June 30, 2018. The motion received a second from Representative John Van Koll (Central). After further discussion, a roll call vote was conducted. The motion passed by unanimous vote.
- Vice President's (V.P.) Message. V.P. Tony Montoya reminded the board of a recent agreement between the Department and the POA with regard to P.E. time banks. Members on FMLA or DP who are being denied their P.E. hours because they took in excess of 120 SP hours (in 6 months), should submit a Memo through their chain of command. Board representatives should only contact Montoya in the event it does not get settled.
- V.P. Montoya reminded the board that there are 4 start times for the new sign up (0600, 1100, 1700, and 2100). Commanding Officers may adjust at their discretion.
- Treasurer's Report. Treasurer Joe Valdez handed out the monthly expense report.
- New Business. Treasurer Valdez introduced John Cathay (Academy) who made a PowerPoint presentation, "Social Media and Policing." Cathay showed many examples of new threats facing American law enforcement having to do with anti-police groups and their social media tactics. He explained his ideas of how cops need to combat negative publicity.
- A member received notice that he had been overpaid by the Department when he was compensated at a higher step. The POA position has been for the Department to allow the member to pay back any monies owed in the same time frame as the extra money was paid out.
- President Halloran will be meeting with the Chief in regard to Giants baseball game detailing.
- Representative Joe Clark (Mission) described an issue with over a dozen members who had their P1 requests lost by the Department. This dates back to May 2013.
- The POA has endorsed Vicki Hennessy for S.F. Sheriff and has donated to an upcoming fundraiser.
- Old Business. None
- Financial requests. None
- The meeting was adjourned at 1407 hours in honor and in memory of Calvin Tom and Ronald Hill.

Submitted by Secretary 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.

Board of Directors Meeting Roll Call Wednesday, February 18, 2015

			Vote 1#
President	Martin Halloran	P	Y
Vice President	Tony Montoya	P	Y
Secretary	Michael Nevin	P	Y
Treasurer	Joseph Valdez	P	Y
Sergeant-At-Arms	Val Kirwan	P	Y
Editor	Ray Shine	E	
Co. A	Larry Chan	P	Y
	John Van Koll	P	Y
Co. B	Danny Miller	P	Y
	Louis Wong	P	Y
Co. C	Gerald Lyons	P	Y
	Chris Schaffer	P	Y
Co. D	Joseph Clark	P	Y
	Scott Edwards	E	
Co. E	Matt Lobre	P	Y
	Jesus Peña	P	Y
Co. F	Kenyon Bowers	P	Y
	Paget Mitchell	P	Y
Co. G	Phillip Busalacchi	P	Y
	Damon Keeve	P	Y
Co. H	Crispin Jones	P	Y
	James Trail	P	Y
Co. I	Michael Ferraresi	P	Y
	Jody Kato	P	Y
Co. J	Kevin Lyons	P	Y
	Joe McCloskey	P	Y
Co. K	Mario Busalacchi	P	Y
	Frank Pereira	P	Y
Hdqtr.	John Evans	P	Y
	Kevin Moylan	P	Y
Tactical	Brent Bradford	P	Y
	Mark Madsen	P	Y
Invest.	Thomas Harvey	P	Y
	Matt Mason	E	
Airport	Reynaldo Serrano	P	Y
	Mark Trierweiler	E	
Retired	Ray Allen	P	

The San Francisco Police Officers Association

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MANAGING EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

WEBMASTER
Cyndee Bates

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Georgette Petropoulos

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Co. C	Gerald Lyons, Chris Schaffer	INVESTIGATIONS	Thomas Harvey, Matt Mason
Co. D	Joseph Clark, Scott Edwards	AIRPORT BUREAU	Reynaldo Serrano
Co. E	Matt Lobre, Jesus Peña	RETIRED	Ray Allen
Co. F	Kenyon Bowers, Paget Mitchell		

ASSOCIATION OFFICE: (415) 861-5060

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

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Close Encounters

SFPOA Staff Report

Sergeant Dermot Dorgan Sergeant Rachel Murphy

Several months ago an explosive device was detonated near a business on the 400 block of Broadway causing extensive damage and narrowly missing passers-by. **Sergeant Dermot Dorgan** and **Sergeant Rachel Murphy** were assigned the case. They managed to put a Crime Information bulletin together depicting a likeness of the suspect. This resulted in identifying the individual responsible who was taken into custody and charged shortly thereafter. But the case didn't end there. Sergeant Dorgan and Sergeant Murphy were able to follow through on several subsequent leads and, with the assistance of the FBI and several other law enforcement agencies, they managed to capture 2 other individuals who were responsible for illegally distributing explosive materials. Final tally resulted in 2 additional suspects charged with 17 felony counts each, as well as a seizure of 17 firearms (9 handguns, 8 rifles), over 670 explosive devices, and **9 large barrels containing approximately 461 pounds of explosive material!**

Officer Patrick Faye Officer Jessie Cruz

The suspect was on felony probation with one of the stipulations attached prohibiting him from carrying a gun. **Officer Patrick Faye** and **Officer Jessie Cruz** knew both the individual and his restrictions when they saw him walking on the 3400 block of Jennings. Officer Cruz stepped from their patrol car to make contact with the suspect

when he just took off in a sprint. The officers followed and saw the subject in question lose the magazine from the gun he just pulled out and then watched as he ditched the gun itself over a nearby fence. The formerly armed suspect was soon taken into custody and the magazine and gun recovered.

Officer Brandon Harris Officer Laurence Gabriel Officer Carmichael Reyes Officer Glennon Griffin Officer Lars Nelson Officer Richard Schiff Officer Frank Olcomendy

There's nothing worse than discovering your car's been broken into overnight. It's not just the damage that now needs to be repaired, usually at the owner's cost, it's also replacing whatever was taken. So when the call came in from a resident in the Northern District who was watching a car burglary in progress, officers were dispatched immediately. Their timely response resulted in **Officer Brandon Harris**, **Officer Carmichael Reyes**, **Officer Laurence Gabriel**, and **Officer Glennon Griffin** capturing one of the thieves on Greenwich and **Officer Lars Nelson**, **Officer Richard Schiff**, and **Officer Frank Olcomendy** grabbing the other one on Valparaiso in the Marina District. The suspects were not new to the game - one of them had an outstanding felony bench warrant for carrying a concealed weapon.

Officer Gordon Wong Officer Michael Pardini

The Central District was experienc-

ing a number of burglaries involving commercial buildings. **Officer Gordon Wong** and **Officer Michael Pardini** were dispatched to a silent alarm in the early morning hours in the target territory. The building itself seemed secure but they kept checking and soon located an individual in the back of the establishment who had absolutely no explanation for all of the brand new computer equipment he had in his possession at 4:30 in the morning - equipment that belonged to the building sporting the alarm . . .

Sergeant Tony Montoya Officer Dennis Hoang Officer Andre Taylor

The man was extremely despondent to the point where he climbed to the 7th story of his hotel on the unit block of 6th Street and was threatening to jump. **Sergeant Tony Montoya**, **Officer Dennis Hoang**, and **Officer Andre Taylor** responded. Sergeant Montoya and Officer Hoang ran to the 7th floor and found the man hanging on to the fire escape with only one hand. They grabbed him but he struggled to break free and now they all faced the possibility of falling. Once Officer Taylor arrived they were able to secure the individual and subsequently delivered him to a medical facility for treatment.

Officer Kimberly Ng Officer Gregory Salcedo Officer Mark Margreiter

The call to 9-1-1 described a subject on the 4800 block of 3rd Street who was carrying a gun. **Officer Kimberly Ng** and **Officer Gregory Salcedo** responded immediately to search the area with the limited information they had. The officers located a witness and were then able to obtain a further description as well as the name of the suspect which they put out to other units. **Officer Mark Margreiter**, a 3rd Street beat officer, knew the suspect from prior contacts. Officer Margreiter managed to locate the individual in question and placed him under arrest. The suspect was armed with a firearm reported stolen in Sacramento. **The weapon had a fully-loaded, extended magazine, with 1 bullet in the chamber ready to go.**

Officer Eduard Ochoa Officer Gabriel Alcaraz

The 6-7 individuals were standing right next to a vehicle that had been used in a shooting the night before on Shafter Avenue in the Bayview. **Officer Eduard Ochoa** and **Officer Gabriel Alcaraz** noticed that a few of the subjects present were currently on probation for possession of firearms. As the officers approached to make contact with the group one of them ran. The officers pursued and it was only a short distance away that the runner dropped what turned out to be a fully-loaded, Ruger 9mm semi-automatic with a laser attached. Weapon seized and probation revoked.

Sergeant Matt Mason Officer Michael Tursi Officer Christina Hayes Officer James George Officer Michael O'Donnell

The suspect was good for over 16 armed robberies of pharmacies, markets, and banks throughout San Francisco and down through the peninsula. **Sergeant Matt Mason** had some great photos of the wanted indi-

vidual but just couldn't nail him down because of all the disguises he'd wear. Sergeant Mason utilized the assistance of the station plainclothes units to set up surveillance at several locations.

Officer Michael Tursi and **Officer Christina Hayes** set up on a CVS pharmacy at Sutter and Van Ness. It wasn't long before Officer Tursi saw an individual matching the description of the robbery suspect enter the pharmacy. Officer Tursi waited a few minutes and then also went in to check him out. The subject looked like a possible match but Officer Tursi wanted to wait until he left the store to avoid a hostage situation and to make sure he had sufficient back-up to detain the subject.

Officer Tursi notified the other units and remained on foot while Officer Hayes covered in an unmarked unit. The suspect soon left the store before a perimeter could be set at which time Officer Tursi approached to detain him. As Officer Tursi attempted to grab the subject's arm he drew a revolver on Officer Tursi, pulled away and started running east on Post towards Polk Street with Officer Tursi in pursuit. He then turned into Cedar Alley at which time Officer Tursi was concerned he may be ambushed if he followed. Nevertheless, Officer Tursi continued and found the suspect hiding behind a car. But when confronted he, once again, took off running. Meanwhile, Officer Hayes had caught up with the armed suspect as he was running west on Geary towards Franklin. Even though Officer Hayes now knew that the suspect was armed with a gun from Officer Tursi's broadcast, she, like her partner, placed her life in immediate danger by blocking the suspect's escape with her vehicle. This maneuver forced the suspect to run back towards Officer Tursi who then tackled him and held onto him until Officer Hayes, Officer James George and Officer Michael O'Donnell arrived.

All of the officers involved displayed outstanding teamwork while placing their lives on the line in order to accomplish their objective of apprehending an armed and extremely dangerous felon.

Officer Marco DesAngles

On Wednesday, 2/25/15, over 150 active and retired members of the SFPD gathered at the Community Room at Mission Station. They were there to honor Officer Marco DesAngles. Marco was retiring after serving 50 years in uniform patrol!

Captain Daniel Perea summed up Marco's approach to law enforcement stating, "Marco was a community police officer before we had a name for it."

Marco patrolled the Mission, one of the most difficult and demanding districts in all of San Francisco. And he did it in a professional yet personable manner which earned him the respect of those who benefited from his dedication and selflessness. And he was the go-to Field Training Officer for new recruits because he treated them like a member of his own family, which, they essentially were.

Marco's name would have been in this column numerous times for putting his life on the line, but he always opted out with a "write about someone else" admonition. We always honored Marco's request — except for this time.

Stay safe.

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.

Discipline Matters

By Paul Chignell,
Legal Defense Administrator and
Former POA President

The main reason San Francisco Police Department officers belong to the San Francisco Police Officers' Association (SFPOA) is that we provide the best legal representation of any police union in the State of California. The dues that are paid are a bargain.

Let's review some of the most important components of that discipline program for our members.

Sealing of Past Discipline

The current contract between the SFPOA and the City and County of San Francisco provides for a procedure whereby police officers who have suffered discipline such as written reprimands and suspensions can actually seal that discipline so that it can never be used for purposes of promotion, transfer or special assignment. Few labor contracts have such specific protections.

In the past week over twenty (20) officers have contacted me asking to seal past discipline. I urge all members to contact me at Paul@sfpoa.org if you would like to seal these records for your career benefit.

Reprimands can be sealed after two years and suspensions after five years of the date the Chief noticed the member of the discipline.

I will be happy to handle these matters for you and give you more information on the procedure. Just email me or call the POA at 415-861-5060.

Daily Discipline Representation

Last year our excellent Defense Representatives and many members of the Board of Directors represented officers on over seven hundred (700) occasions at the Office of Citizen Complaints. This system of having active and some retired officers with expertise represent officers who receive citizen complaints works quite well. In addition, our team of representatives have handled many cases at Internal Affairs and in hearings at the Chief's level. The record is clear that our defense system is one of the best in the State.

Discipline Analysis

Any member who has been noticed that the Chief is intent on issuing a reprimand or suspend you for misconduct should NOT agree to the discipline until that member has consulted with your unit or station representative, a defense representative or yours truly. Often we can mitigate proposed discipline or exonerate the member. In some cases we will immediately concur and recommend that the member accept the discipline.

Attorney Referral

In serious cases the Legal Defense



Administrator will analyze a case and then assign one of our excellent panel attorneys to represent a member who is accused of misconduct. That referral will then be approved by a Legal Defense Panel composed of members

of the POA Executive Board and other active officers.

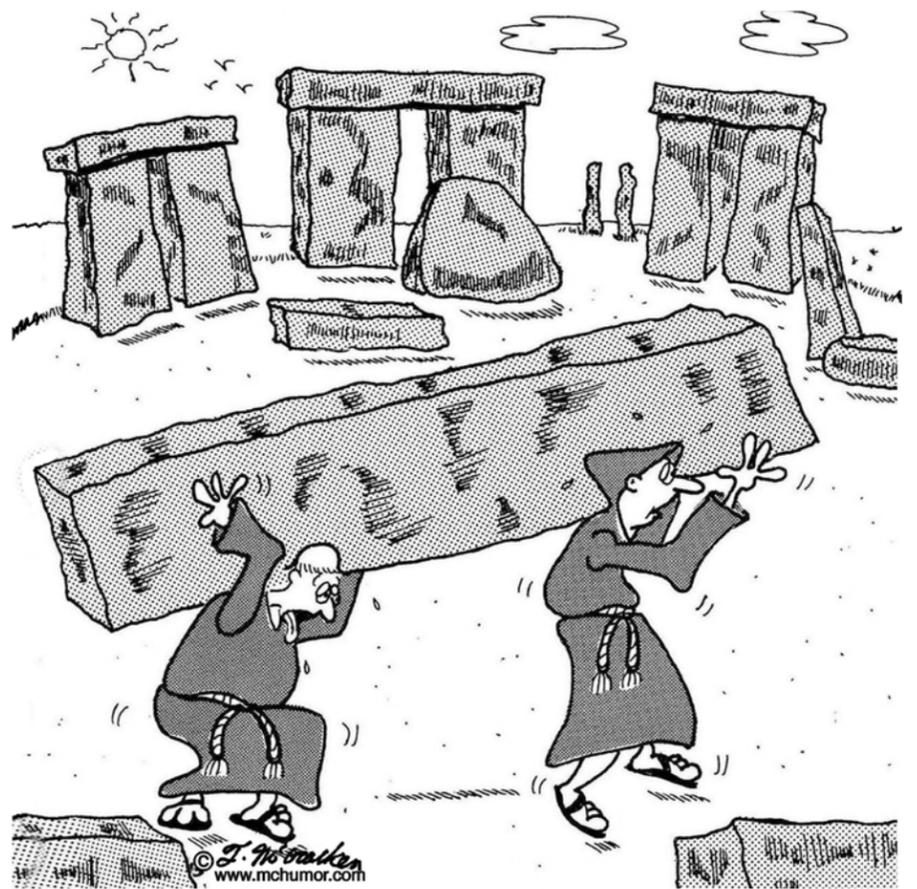
Attorneys on Call

The SFPOA has attorneys on call 24/7 who are available to respond to any event when needed. They are the best in the business and respond with alacrity to officer involved shootings, serious discipline matters and any other event that the President, Executive Board or Legal Defense Administrator deems appropriate.

The SFPOA legal defense program has been a stalwart defender of the rights of San Francisco police officers since 1946 and has evolved into an aggressive component of our obligations and responsibilities to the membership.

Don't hesitate to call us. We are here for you.

Set Your Clocks Ahead Sunday, March 8



Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273
Confidential e-mail: sfpd.bsu@sfgov.org • OIC Sgt. Mary Dunnigan (415) 806-6865

Stress Unit Alcohol/Substance Abuse Support
Off. Art Howard (415) 378-5082 • 24 hours answering service (415) 933-6038

Catastrophic Illness Program
Off. Pat Burley (415) 637-2328

Critical Incident Response Team (CIRT)
Contact DOC for 24 hour response (415) 553-1071
MHN: Your free outpatient mental health benefit • (800) 535-4985

Confidential e-mail:
members.mhn.com (company code SFPD)

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	Mark McDonough 415-681-3660 woasfpolice@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, 10:15 AM	Reyna Kuuk 415-681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 7:30 – 11:30 AM	Range Staff 415-587-2274

Specialty Scheduled Events

MMOC Cioppino Feed	San Jose POA 1151 N. 4th St., San Jose	Saturday March 14, 2015 6:00 PM	Rich Bailey 408-316-6114
Retirement Celebration Honoring Comm. Joe Garrity	Ruby Skye Restaurant 420 Mason Street, SF	Monday, March 30, 2015 7:00 PM	Mike Lee 415-385-6435
BALEAF Fundraiser Dinner	SF Elks Lodge 450 Post St., SF	Saturday April 25, 2015, 5:00 PM	Deborah Neil 925-726-1155 debneil1542@gmail.com
Benefit Golf Tourney Hazelhofer Education Fund	Presidio Golf Club Presidio Gate at Arguello, SF	Friday, June 26, 2015 11:00 AM	Refer to Notice in this issue

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 or 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!

Retirements



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

- **Captain Steven Balma #604** from Administration Services Bureau
- **Sergeant Christopher Breen #463** from Richmond Station
- **Officer Matthew Castagnola #158** from Mounted Unit
- **Lieutenant Pamela Hofsass #2181** from Tenderloin Station
- **Lieutenant Joseph Nannery #1634** from Tenderloin Station, SIT
- **Captain William Roualdes #1551** from Southern Station

All of the above listed on SFPD Personnel Orders #3 (January 28, 2015) and #4 (February 11, 2015)



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Todd Emanuel
Former Prosecutor

Editor —

This January, I was conflicted whether or not to renew my retiree membership in the SFPOA.

As is life these days, I found while reading [Editor] Ray Shine's excellent *POA Journal*, that after nearly twelve years of retirement, I no longer recognize most of the names of officers being cited in the articles. It's even gotten to the point that I don't recognize the names of many of the newest retirees — and that's not owing to Alzheimer's but the fact that our department turns over at such a rapid rate it's impossible to keep-up.

It was with a bit of ambivalence that I signed the \$25 check for 2015 and re-upped my retiree membership for another year, and thus received the primary reward of that renewed membership, the *POA Journal*.

"The names in the Journal might now be unknown to us old timers, but the thankless work you do is the same. Rejoice in the fact that while we might not know each other on a personal basis, we are joined in blood in the work you do every day."

In the February issue were at least 3 articles that reaffirmed the good sense in my decision to renew.

Kevin Martin's son Patrick penned, "My Brothers' Blood". A telling recollection of his two tours in the "Sand Box" and the terrible toll being extracted on the Afghan Police services who are taking over security of the mess we left behind in Afghanistan. I am certain that Kevin's chest must be bursting with the pride of having such an articulate, caring son who just happens to be a commissioned officer in the United States Marine Corps.

Kevin Martin is a patriot and a proud Christian, and his son appears to have inherited all of Kevin's exemplary DNA.

Joe Engler authored a story he entitled "Remembering Jack Girot".

I'm not sure many folks in the PD are privy to the thankless hard work Lieutenant Engler and his task force dedicated to solving the terrorists assaults on Park and Ingleside Stations back in the Bad-Old-Days.

Involved in the "Phoenix Project" were dedicated investigators who toiled in relative obscurity to bring to justice the murderous cowards who took the name *Black Liberation Army*. Those bastards were neither liberators nor an Army, but murderous cowards who attacked, shot, and bombed San Francisco civilization early in my career.

The "Phoenix Task Force" proved a solid case against these scumbags, which was even more exemplary given the amount of time (30+ years) that had elapsed from the incidents up to the time of the renewed investigation.

That the courts gave these gutless, remorseless murderers essentially Credit For Time Served is an affront to every police officer in the Country, but doesn't diminish the excellent work done by Engler and his colleagues.

The kind words and glowing respect that Joe Engler expressed for the dedication and intelligence of Jack Girot will one day be expressed about Joe Engler himself. Thank you Joe...

Lastly, Liane Corrales reminded us all of the work done by California Law Enforcements' *Wish Upon A Star Foundation*.

It's true that Wish Upon A Star was my pet charity when I was active, and is still one of the most highly rated charities in California, given that the vast majority of donations actually are disbursed to seriously-ill California children, rather than staff overhead and "operating expenses". Her thoughts were appreciated...

In closing, I'm glad I sent-in that \$25 check to the POA. The names in the *Journal* might now be unknown to us old timers, but the thankless work you do is the same. Rejoice in the fact that while we might not know each other on a personal basis, we are joined in blood in the work you do every day.

Oro en Paz

Rene LaPrevotte
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Guardians of the City

By Liane Corrales

Nine years after the City was almost destroyed by the horrific 1906 earthquake & fire, it rose like the mystic phoenix to host a World's Fair. On February 20 & 21 our Guardians of the City took part in the 100-year anniversary celebration of the 1915 Panama Pacific International Exposition. The celebration took place inside the beautiful Palace of Fine Arts, which had been built for the original fair. Carlo Gerald, who attended the fair in 1915, was a guest of the Guardians at the gala.

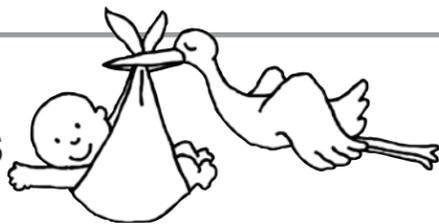
In 1915, Buffalo Bill Cody, Charlie

Chaplin, Fatty Arbuckle and Teddy Roosevelt were some of the colorful characters who attended the fair. The mayor at that time was "Sunny Jim" Rolph, who loved to boast that the new city hall was taller than the Capitol in Washington, D.C. The fair was a huge success. Attendance in 1915 was almost 19,000,000.

Please enjoy these photos taken by our own Guardians of the City museum photographer, Bernie Murphy. The Guardians of the City are dedicated locating a site for the establishment of a museum to immortalize San Francisco's crime fighters, fire fighters and EMS.



Birth Announcements



Staff Feature

Officer James Cunningham (Airport Bureau) and his wife Roberta welcomed twin boys into their family: Brian Domenico Cunningham and Patrick Giovanni Cunningham joined big sister, Ashlyn, on December 13, 2014.

(If you'd like the newest member of your family to be included in our subsequent postings please send us the information through inter-departmental mail to: SFPOA, Attn: The Journal)

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Chief's Corner

I fully recognize and acknowledge that everyday across our great department, many of you are doing extraordinary things. In most cases not for the sake of the accolades that comes with it, but merely because it's the right thing to do. This month I want to focus on just a few of these by expressing my deepest thanks from your grateful Chief.

Firstly, I would like to express my deepest thanks to all of the Brave souls from our Department who participated in the Annual Polar Plunge for Special Olympics at Aquatic Park on Saturday, February 21th. Our Department was instrumental in making this a highly successful event for the several hundred participants who attended and most importantly, the over 16,000 Special Olympics athletes who will benefit from the funds raised at this event.

In the month of February, although the shortest month of the year, it was an incredibly busy one for us. Despite all the demands placed on the Department, you handled them all with incredible courage and tenacity. Truly demonstrating the ideals of San Francisco's Finest.

Special thanks to the OFJ, for sponsoring a very successful scholarship fund raiser for the youth of our city. This event was one of the many exceptional kickoff events celebrating Black History Month. Thank you to all the officers and civilians who participated.



I would leave you with these closing thoughts, we can accomplish more together, than we can alone! I depend on you every day to take care of our citizens, enforce the laws of our great city, provide leadership in every contact you have with the public, do the right thing always, and above all continue to stand proudly as members of the greatest police department in the nation. In turn, I expect you to depend on me to be forthright, honest, and provide the dedicated leadership that you deserve.

Once again I thank you for everything you do and for making me the proudest Chief of Police of the greatest police department in the nation.

Take Care and Be Safe out there,
Greg Suhr
Chief of Police, San Francisco Police Department
Oro en Paz, Fierro en Guerra

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WIDOWS' AND ORPHANS' AID ASSOCIATION

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

The monthly meeting of Widows and Orphans Aid Association of the San Francisco Police Department was called to order on Tuesday February 10, 2015 at 1:45pm by President John Keane. The meeting was held at 850 Bryant Street in room #150 at the Hall of Justice.

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

Approval of the Minutes: Trustee John Centurioni made a motion to approve the minutes from our January 2015 meeting. The motion was seconded by Trustee Al Luenow and passed without objection.

Receiving Applications for New Members; Suspensions and Reinstatements: I will respond to the San Francisco Regional Academy on March 3, 2015, with Trustees Ray Kane and Leroy Lindo, and address the current Academy Class for WOOA signup. The 245th Academy Class is a Lateral Transfer Class with only 10 members. There are no suspensions. Suspensions occur in July of each year after our six month period. There were no reinstatements. The members dropped from the roll in January for non-payment of dues in a one year period were mailed their notices by registered mail.

Communications and Bills: Treasurer Dean Taylor present two monthly bills and three paid death benefits (beneficiaries of George Jeffrey, Marta McDowell, and Jack Girot). Vice President Sally Foster presented outstanding charges for flowers sent to the beneficiaries of Girot and McDowell in the amount of approximately \$255.00. Treasurer Taylor also presented the notice from our Auditors at Pilger, Burr, and Mayer that there will be an annual increase for services of more than \$700.00. Trustee John Centurioni made a motion to pay the bills. Trustee Jim O'Meara seconded the motion which passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: Vice President Sally Foster reported her floral fund report. See **Communication and Bills** for details. There were two reported deaths in January.

Anthony Carreon, age 59: Anthony Joseph Carreon was born on March 24, 1955 in San Francisco, California. Tony graduated from St. Ignatius College Preparatory in 1973. Tony entered the San Francisco Police Department on June 26, 1978 as a member of the 131st Recruit Class. Tony was assigned to the Police Academy on Treasure Island, graduated, and assigned to Northern Police Station to continue his training in the Field Training Program. During his career in the S.F.P.D., Tony worked at various units including Mission Police Station (February 1979 through June 1984), Tactical Canine Unit (1984 to 1992), Ingleside Police Station (1992), and the Solo Motorcycle Unit at the Traffic Bureau. Tony earned a service retirement on January 31, 2006. Tony is survived by his Domestic Partner Luz Serrano, sister Bernadette Carreon Mason of Colorado, brother in law Thomas, twin nieces Jenna Paige and Miranda Leigh, Aunts Keitha Proctor and Belinda Vasquez, Uncles Anthony and Benito (Benny) Carrasco. Tony's late parents were Oscar J. Carreon and Zelma D. Egbert of San Francisco. Tony had many cousins and friends who adored and loved him. He always looked forward to cheering on the San Francisco Forty-Niners, and the San Francisco Giants. In keeping with his wishes, there was no service. A memorial event was held for Tony at the Mariposa Yacht Club on February 8, 2015.

Nicholas J. Mahoney, age 77: Nicholas J. Mahoney was a Christmas gift in 1936 to his parents Florence and Mary Mahoney. Nick was born in San Francisco, California and graduated from Sacred Heart High School. Nick loved the outdoors and worked for a short period of time with the Forest Service. Nick served in the U.S. Army from 1955 to 1957 in the 32nd Infantry. After his military discharge, Nick worked for PG&E. At the age of 30, Nick joined the San Francisco Police Department and entered the Academy on February 16, 1967. Nick wore star #1591. During his twelve-year career, Nick worked at Taraval Police Station (1967), Central Police Station (1969), Ingleside Police Station (1977), and a return to Taraval Police Station in 1978. Nicholas left the Department on March 14, 1979 with a disability pension. He later joined the teamsters

as a part-time driver. Nick's passions in life were the outdoors and driving. Nick camped and fished in Alaska, Colorado, and Wyoming. Nick also preferred driving over flying. Nicholas is survived by his son Paul Mahoney, his brothers Francis and John Mahoney, and his former wife Mary. Nick was preceded in death by his parents Florence and Mary Mahoney. **Department award information was not available at the time of this publication.**

Report of Special Committee: Trustee Ray Kane will head a new Special Committee to research and select an Actuary. The WOOA will seek a new investigation and report on our Age Limit requirement for membership. A study was completed many years ago which established our age requirement for membership at under 46 years of age. We will seek advice on age limit requirements in conjunction to our financial management, a long term effect if the age requirement were to be eliminated, and the whether an increase in dues is necessary to stay financially solvent in our unstable economy. Trustee Jim O'Meara volunteered to join Ray Kane on the committee.

Unfinished Business: Trustee O'Meara reported that he had consulted with an attorney at no cost, to review our proposed Constitution and By-Law changes. He was advised to seek another opinion and will now propose the services of a Labor Attorney. Trustee O'Meara stated he will meet with Paul Simpson and discuss the project and costs.

New Business: Vice President Sally Foster reported concerns regarding our Constitution and By-Laws in regard to our age limit requirements (discussed above in Special Committee Section), and our language regarding Trustees. All proposed changes to our Constitution and By-Laws must be voted by the membership. We are attempting to bring the WOOA, its Constitution and By-Laws, and our direction into the twenty-first century.

Good of the Association: No report this month.

Adjournment: President John Keane led our Board Members in a moment of silence for our fallen members. President Keane scheduled our next meeting for Tuesday March 10, 2015 at the Hall of Justice 850 Bryant Street

in room #150 at 1:45pm.

To All Members: The Dues are \$72.00 per year each January. Active members now have their dues removed from one of their January pay checks. All members are required to pay in January.

Bills: We (I), have received an extremely large volume of telephone calls regarding the mailed invoices. Many members were complaining about not getting their invoices in January. We have not sent invoices in January since the implementation of auto pay through the San Francisco Police Credit Union. The invoices are not sent until all of the auto payments from the Credit Union are processed. This alleviates the problem of members who are on auto pay from receiving an invoice. Once we have processed all the Credit Union payments we can send out all the invoices. The names that remain will receive an invoice, again these invoices will not be sent out until ALL Credit Union payments are processed. Many retired members have taken our recommendation to use the auto payment system. Members can also use the pay pal option on our website. We will attempt to bill out in January next year, however, early February will remain a possibility.

I continue to give my thanks and gratitude to our continued supporters who assist in contributing to our successful operations. **Retired Captain Paul Chignell of the POA, Jon Voong and Lt. Nick Rainsford of Personnel, and Inspector John Monroe of the Police Commission Office** assist us monthly with contacting members to call us (Chignell), and with employment and award information of fallen members (Monroe, Voong and Lt. Rainsford).

Please visit our website at sfwidowsandorphans.org. The resources box on the upper right side of the tool bar will provide an option for a beneficiary form. Please complete a change of beneficiary, or any change of address, mailing address, or contact information on this form. Beneficiary changes must be signed by a Notary, or signed by one of our board members. Please mail these forms to our address at: **WOOA, P.O. Box 880034, San Francisco, 94188-0034.**

Mark McDonough, WOOA Secretary



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In Memoriam...



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

1946: Officer Phillip Farshman, killed in Solo motorcycle accident.

1914: Officer Henry L. Sauer, died from infected gunshot wound.

1912: Officer John J. Nolan, died from a fall while in foot pursuit.
 1896: Lieutenant William L. Burke, shot by a trespasser in a private residence.

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
Aaron O. Barnes	February 6, 2015	84	Retired SFPD	R. LaPrevotte
Nicholas J. Mahoney	February 2015	77	Retired SFPD	R. LaPrevotte
George W. Paulin	February 16, 2015	90	Retired SFPD	M. Ortelle
Erwin A. Schoenstein	February 16, 2015	92	Retired SFPD	M. Ortelle

*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.

1954 – 2015

Officer Calvin Gene Tom #621

By Martin Halloran,
President SFPOA



All of us at the San Francisco Police Officers Association were saddened by the sudden passing of active duty SFPD Officer Calvin Tom, who died on February 16, 2015 at the age of 61. Our thoughts and prayers go out to his family, friends, and co-workers.

A native San Franciscan, Calvin had been on active duty with the SFPD for 25 years. His latest assignment was to the Airport Bureau, but he also served at Central, Mission, Potrero, and Richmond Police Districts, as well as the Muni Task Force.

In lieu of flowers, the family has requested that donations be made in Calvin's name to the SF Society for the Prevention of Cruelty to Animals, or to the SF Widows' and Orphans' Aid Society.

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The Hebel Economic Forecast For 2015

By Mike Hebel, Financial Correspondent
Certified Financial Planner

Bull Market Is Fourth Longest In History!

US Economy Is Leader Of The Pack!

2015 Is Third Year Of The Presidential Election Cycle!

- Dow Jones Industrial Average 2015 range: 17,925 to 19,450 with much volatility
- Inflation (CPI): about 2.1 %
- Real growth of domestic production (GDP): growing to 3.4 %
- Price of barrel of crude oil: \$70 (average price) up from current \$52
- Average yield on money market funds: continuing below 0.15 %

Unemployment: edging downward to 5.3% at year end; although all-inclusive U6 jobless rate is about 12.8% (measure of unemployment/underemployment);

- 30 year fixed rate mortgage: 4.40 % to 4.7 % (on conforming loans)
- 10 year treasury notes yield: 2.5 %, rising from near 50 year low
- Interest rate trend: very gradual upward adjustments
- Increase in S&P 500 corporate earnings: 8.5%
- Expected average real, total return on equities: 8.5 % to 12% over next 3 – 5 years

Most investors may not have recognized it at the time, but March 2009 offered one of the best opportunities for equity appreciation in a lifetime. The United States was in the worst financial crisis and deepest recession since the Great Depression of the 1930s, global stock markets had been in a free fall, credit markets had seized up, and large financial institutions faced total collapse. The S&P 500 (index of large-cap U.S. stocks) had fallen 57% from its peak in October 2007 to its last low on March 9, 2009 marking one of the worst bear markets in U.S. financial/economic history.

Fast forward to the end of 2014: The U.S. stock market ended last year celebrating a recovery that ranks as one of the longest and greatest bull markets ever. U.S. bull markets since the 1930's have averaged a duration of 57 months and returns of 164.5%; the current bull market is now over 70 months in duration and has produced a return exceeding 210%. That puts the DOW more than 11,000 points above its March 2009 bear-market low. Wow!

And it has been a very good three-year stretch for large-cap stocks. The annual total return for the S&P 500 index during the 2012-2014 period has been 16.8%, 32.4%, and 13.7%. In contrast the long-term annualized total return for large-caps stocks is 10.1%. Another Wow!

But bull markets don't always age gracefully. This one may be entering its golden years beset by uncertainties and buffeted by crosscurrents. This, in my view, is a secular bull market – like from 1949 to 1968 and 1982 to 2000 – which will be characterized by above-average annualized returns and generally less dramatic downside

risk. Toward the end of 2014, a long period of calm gave way to increasing volatility, and we can expect more of the same in 2015 as the sedative of an ultra-easy monetary policy finally starts to wear off. But I do expect the U.S. stock market to continue to move upward. The Federal Reserve will lift short-term interest rates probably beginning in June 2015, but the hikes will be small and gradual – good news for stocks.

History brings good news for stock investors. Oil prices have fallen more than 30% in a six-month period a total of six times in the past 30 years. In four of the five previous instances, the S&P 500 was trading higher six months after the collapse and was up by double digits 12 months later. The only exception was in 2001 during the tech-stock crash. It also helps that 2015 is the third



year of the presidential election cycle. You have to go back to FDR presidency to find a down market in a third year of a president's term. And not since 1871 – when financiers were still celebrating the end of the Civil War and there was all that reconstruction – have U.S. stocks advanced seven years in a row. After 2014,

we have racked up six. With the dollar strong, energy prices moderating, inflation benign, the U.S. economy set to grow more than 3%, that ought to send stocks up for a seventh time. Could 2016 set the all-time record? Stick with the Bull!

I frequently look to my investment advisor Warren Buffett, Berkshire Hathaway CEO and arguably the world's best investor of the 20th century, for his wise and sage advice. In a recent annual report to his Berkshire shareholders, he

said: "American business will do fine over time. And stocks will do well just as certainly, since their fate is tied to business performance. Periodic setbacks will occur, yes, but investors and managers are in a game that is heavily stacked in their favor. The Dow Jones Industrial advanced from 66 to 11,497 in the twentieth century, a staggering 17,320% increase that materialized despite four costly wars, a Great Depression and many recessions. And don't forget that shareholders received substantial dividends throughout the century as well."

The Hebel maxim: *There is no safe, quick and easy way to build wealth. A firm commitment to a well conceived long term investment strategy using a well diversified portfolio is required to accumulate wealth over time. This endeavor is best viewed as a marathon rather than a 100 yard sprint. Within the context of alternating bull and bear markets, the main long term forces of the market have historically favored the bull.*

Long Term Investing Pays Off: SF Deferred Compensation Investing Performance "Stay The Course"

Average Annualized Total Return as of December 31, 2014

	2014	5yr	10yr/ Inception	Total Expenses
Target Date				
Retirement Fund	4.15%	N/A	N/A	.40%
Target Date 2015 Fund	4.16%	N/A	N/A	.40%
Target Date 2020 Fund	4.24%	N/A	N/A	.40%
Target Date 2025 Fund	4.35%	N/A	N/A	.41%
Target Date 2030 Fund	4.20%	N/A	N/A	.42%
Target Date 2035 Fund	3.93%	N/A	N/A	.43%
Target Date 2040 Fund	3.91%	N/A	N/A	.43%
Target Date 2045 Fund	3.90%	N/A	N/A	.43%
Target Date 2050 Fund	3.91%	N/A	N/A	.43%
Target Date 2055 Fund	3.91%	N/A	N/A	.43%
Bond				
Core Bond Portfolio	4.84%	5.17%	6.0%	.30%
International				
International Equity Portfolio	-2.32%	6.01%	N/A	.49%
Specialty				
Real Estate Portfolio	30.74%	16.38%	8.85%	1.01%
Small Cap				
Small Cap Core Equity Portfolio	4.98%	13.75%	N/A	.38%
Small Cap Growth Equity Portfolio	4.04%	N/A	N/A	.08%
Small Cap Value Equity Portfolio	5.89%	15.10%	N/A	.67%
Mid Cap				
Mid Cap Core Equity Portfolio	7.65%	15.63%	N/A	.72%
Mid Cap Growth Equity Portfolio	.82%	13.35%	8.39%	.79%
Mid Cap Value Equity Portfolio	13.98%	15.72%	N/A	.09%
Large Cap				
Large Cap Core Equity	9.56%	14.81%	N/A	.67%
Large Cap Growth Equity	11.23%	14.64%	N/A	.39%
Large Cap Core Social Equity	15.85%	16.36%	N/A	.16%
Large Cap Core Equity-S&P 500	13.67%	15.43%	7.68%	.02%
Large Cap Value Equity	12.60%	15.41%	N/A	.35%
Stable Value				
Stable Value Portfolio	1.22% annualized crediting rate through 3-31-15			.38%

"Miranda" Investment Admonishment: *Current performance may be lower or higher than performance data shown. Performance data quoted represents past performance and is not a guarantee or prediction of future results. The investment return and principal value of an investment will fluctuate so that, when redeemed, shares/units maybe worth more or less than their original cost. Consider the investment objectives, risk, fees and expenses carefully before investing.*



Mike and Gity Hebel in Sydney, Australia in front of the “English, Scottish, and Australian Bank & Stock Exchange Building”. This 1883 building on Collins Street is the finest secular Gothic revival building in the State of Victoria, Australia. Several years ago, with the advent of computerized trading, the Australian Stock Exchange moved to a near-by modern building. Mike and Gity are now evaluating stocks in developed foreign markets. U.S. stocks have outperformed foreign shares over the past 5, 10 and 20 years. This may well indicate that developed foreign market stocks are now at bargain prices. Many of these stocks are now cheaper than U.S. stocks based on market yardsticks such as price/earnings ratios, dividend yields, and price-to-book value. Because foreign shares don’t always move in lock step with U.S. shares, an investor can reduce a stock portfolio’s overall price volatility by adding foreign shares.

First Time Home-Owner Withdrawal



At its meeting of March 18, the Retirement Board’s deferred compensation committee will take up the issue of allowing participants to withdraw monies from their deferred compensation account for the purpose of buying their first home.

The Deferred Compensation Plan is subject to restrictions imposed by the Internal Revenue Service such as the timing of distributions. Since the plan allows the opportunity to delay payment of taxes, it is not treated as a regular savings account. Withdrawals are allowed, of course, upon retirement or death. Withdrawals are required to commence upon attaining age 70 ½.

A hardship withdrawal is also allowed, while still an active employee, but only for an unforeseeable emergency that causes severe financial hardship. The amount available for distribution is limited to the amount reasonably necessary to satisfy the emergency need. In-service distributions of small amounts not in excess of \$5,000 may also be permitted under certain less stringent conditions. An unforeseeable emergency means a severe financial hardship to the participant resulting from: a sudden and unexpected illness or accident to you, your spouse, or one of your dependents; the loss of property due to casualty; or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond your control. The unforeseeable emer-

gency withdrawal does not include such items as: to buy a new vehicle or appliance, to pay for marriage costs for you or a dependent, to pay for vehicle repairs, to pay for divorce/divorce settlement/child support, to repay credit card debt or other debts knowingly incurred, or to refinance debt. The following are examples where an unforeseeable emergency withdrawal is permitted: loss of your property caused by fire, flood, or theft; hardship caused by sudden and unexpected illness or accident; funeral expenses for your spouse or dependent; medical expenses; and to prevent the imminent foreclosure or eviction from your primary residence.

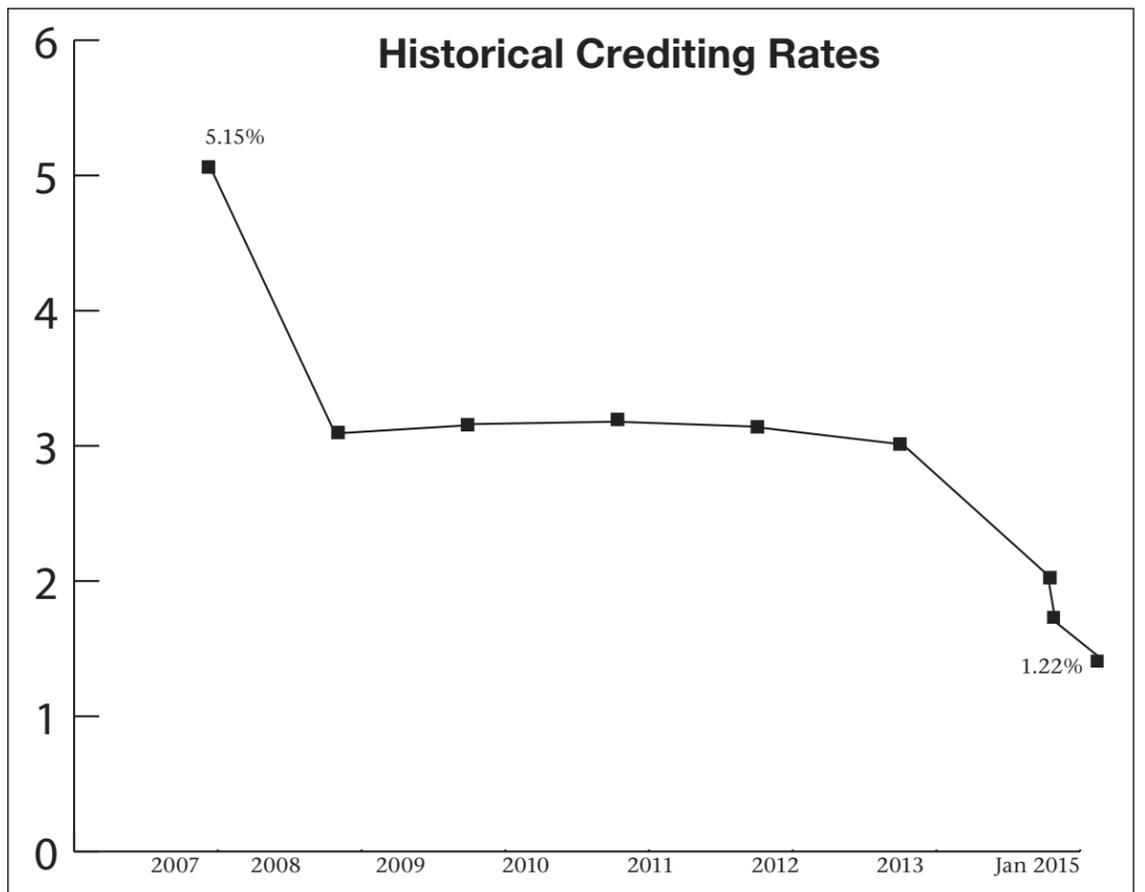
Over the years, several participants, noting that IRAs allow a first-time homebuyer withdrawal, have asked if the deferred compensation plan could do likewise. Participants are looking to this withdrawal to help with a down-payment for their first home. The Retirement Board’s deferred compensation committee will now consider this request to allow for an added withdrawals category.

Stable Value Portfolio CCSF Deferred Compensation Plan

The Stable Value Portfolio return to participant’s has collapsed – from a high crediting rate of 5.15% in 2007 to a paltry current rate of 1.22%. ALERT...Further use of the Stable Value Portfolio may be hazardous to your financial health. Due to the pernicious effect of inflation (currently around 2%), investing in the Stable Value Portfolio will lead to a negative real return and a real loss of purchasing power.

Wealth and financial security cannot be created with negative rates of return – the current condition of the stable value portfolio. Yet about 37% of all participants’ deferred compensation monies (\$925,781,522 in stable value as of 1/31/15) are in this portfolio – now guaranteed, with a 1.22% crediting rate, to generate, when adjusted for inflation, real negative returns. Even the CCSF deferred compensation consultant, Angeles Investment Advisors, commented in its October 9, 2013 report to the Retirement Board: “Because of low crediting rates in the current low interest rate environment, stable value may not keep pace with or exceed inflation over time and therefore may not be the best choice for participants with longer time horizons.”

In my judgment short-term interest rates will remain below the rate of inflation for the next several years. With the Stable Value Portfolio reducing its bond duration, it will continue to capture very low rates of return on its underlying portfolio – and can therefore only return to deferred compensation participants very low, after expense, crediting rates. You must earn an effective rate of return on your investments in order to achieve financial security; this cannot be done without taking on some degree of investment risk. I urge you to consider better options for your hard earned money – especially the many Target Date Funds offered in the deferred compensation plan or, for the more venturesome, a “GoalMaker” model portfolio.



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POLICE-FIRE Post 456 NEWS

By Greg Corrales



The Army will award the Purple Heart and its civilian counterpart to victims of the 2009 shooting at Fort Hood, Texas, the Army announced February 6. The decision by Army Secretary John McHugh follows a change in the medal's eligibility criteria mandated by Congress, according to the Army announcement. It also comes after a years-long battle by the victims and their families in the aftermath of what was the worst shooting rampage on a U. S. military installation. Thirteen people were killed and more than 30 wounded in the November 2009 attack by former Major Nidal Hasan. Hasan was convicted in 2013 of 13 counts of premeditated murder and 32 counts of attempted murder.

It's a question no expectant father would want to ask, especially with his wife in the front seat of his car: "Anyone here know how to deliver a baby?" But Sgt. Dominik Marciano got the answer any expectant father would want to hear, thanks to a 20-year-old military policewoman just about to leave her shift at a Fort Carson, Colorado gate.

"I was like, 'I do'" Pfc. Laryn Rodgers remembered saying. And so Marciano's Mazda became a delivery room the night of January 14, with Rodgers prepping Lindsay Marciano for the big moment based mostly on

her observance of animal births at the family farm in Illinois. Everyone assumed their positions and "several pushes later, we had little Giovanni, Rodgers said in a January 29 interview. That was far from the end of the drama, which was first reported by The (Colorado Springs, Colorado) Gazette. He started turning blue instead of pink and crying," Rodgers recalled. Rodgers said she remembered her father using a suction device to remove blockages from airwaves of newborn animals. She then sucked the mucus out with her mouth and, to the relief of the entire car, "he finally cried." The Marcianos plan to remain in contact with their impromptu midwife regardless of where future assignments may take them.

After surviving two wars, frigid weather took the life of Bradley Sutter recently. Police found the 85-year-old dead in his rural mobile home with nothing but electric blankets for heat. With temperatures in the single digits, concerned neighbors asked the Sequatchie County Sheriff's Office to check on Sutter. Deputies found him dead of hypothermia inside his mobile home. Sutter's only source of heat came from two electric blankets, one on top of him and one underneath.

"It was 16 degrees outside when we arrived," said Sheriff Ronnie Hitchcock. "It didn't feel any different inside." Sutter served in World War II and the Korean War. Mickey McCamish, chairman of the Southeast Tennessee Veteran's Coalition stated "He survived the wars and then lost out to weather."

Aaron Rodgers, starting quarterback for the Green Bay Packers and former NFL most valuable player, is one of hundreds of NFL players who partner with a variety of charities, making appearances, raising funds and helping spread awareness for various causes. This year, Rogers is lending his considerable star power to Camp Hometown Heroes, a Wisconsin-based nonprofit that brings together children of fallen service members for a week of bonding, support and healing. Now in its third year, camp Hometown Heroes has helped nearly 200 children in their long, difficult healing process. Rodgers has partnered with the charity, promoting it on his it's aaron website, talking about it with the media and even making surprise appearances.

Service members observed the 100th anniversary of the Coast Guard in its modern configuration, on January 28. The organization, announced in 1915's General Order No. 1, combined the former U.S. Revenue Cutter Service and U.S. Life-Saving Service into one service. "Coast guard is the logical name for the old Revenue Cutter Service as well as the new combination, and it is a logical and direct successor of the old 'revenue cutter service,' wrote Captain-Commandant Ellsworth P. Berholf, head of the now-former USRCS. "The vessels will always be known as cutters and the name 'cutter' still remains to indicate the floating activities of the Coast Guard, and since it is simply a continuation of the old service in that respect, we may still fairly claim to have been born in 1790."

Stars and Stripes conducted a poll to see which war movie its readers

thought was the best of all time. Participants in the online poll overwhelmingly picked Steven Spielberg's World War II masterpiece, "Saving Private Ryan," as the best war movie of all time. The poll, launched in mid-January, attracted more than 4,300 votes in 30 days. Two movies with much popular and critical acclaim bombed: "MASH" (which I walked out of) and "Good Morning, Vietnam" (which I knew I would hate so I refused to watch it). The two movies battled for last place, each garnering one percent of the vote. "Patton" came in second in the poll, with 10 percent of the vote. In third place was "The Longest Day" (my choice), and in fourth place was "American Sniper."

Chesty Puller has, yet again, been honored. For those of you who did not serve in the Marine Corps, I must explain that Chesty Puller was NOT a topless dancer from San Diego. Lt. General Lewis B. Puller, well known as "Chesty," had one of the most distinguished careers in the Marine Corps. He served both as an enlisted Marine and officer and spent all but 10 years of his 37 years in the Marine Corps overseas, according to his official biography. On February 7, the Navy christened the mobile landing platform afloat forward staging base Lewis B. Puller. Puller had 14 personal combat decorations, plus campaign medals and unit commendations. He's the only Marine to earn the Navy Cross (second only to the Medal of Honor) five times. The ship is the Navy's third mobile landing platform, but first afloat forward staging base variant. It has a flight deck, berthing for 250, fuel and equipment storage, and maintenance spaces.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. While the Veteran's War Memorial Building is being renovated we meet in Park Station's community room. Meetings start at 4:00 p.m. All veterans are welcome.

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Judge Halts DOJ-City Deal For APD Union Input

ALBUQUERQUE, NM — A Federal judge ruled Thursday, the Albuquerque Police Officers' Association has a right to weigh in on the settlement agreement between the city and Department of Justice, on the overhaul of the police department.

News 13 spoke with the union Thursday about their concerns.

Since changes will directly affect officers, the APOA argues they deserve a voice at the table.

"Though we've been interviewed and we've discussed some of our concerns with the DOJ, we were in no way shape or form involved in the negotiation of this agreement," explained Shaun Willoughby, Vice President of the APOA.

That's no longer the case. Willoughby told News 13, the police union has a legal stake in the game to represent the rank and file in the department overhaul.

The union's concerns range from what new use of force policies are going to look like, to how officers are disciplined and their legal rights.

The city and DOJ signed an agreement last year to overhaul the Albuquerque Police Department following a DOJ report that blasted the department's use of force.

The judge hasn't signed off on the agreement, so changes are not yet court-enforceable.

Up until now, only the city and the

feds were involved. They decided on reforms that call for new training, up-to-date protocols for police shootings, and doing away with some troubled police units.

Now, the union can join the discussion. In an interview with News 13, the APOA wouldn't go into detail about specific changes they want to see in the deal.

"We're not here to block reform, we're not here to protect somebody that breaks the law, we're here to ensure that the process is consistent, and that a police officers' rights are consistent," Willoughby explained.

The union has two weeks to submit what they want added or taken out of the deal. Then, the judge will decide if everyone, including the union, should renegotiate.

Willoughby said the APOA hopes to continue their involvement with the reform process from here on out.

Thursday, a judge also signed off on the federal monitor, the person who will oversee the changes. The monitor will be James Ginger, a man who's led reforms at departments across the country. The city and feds have until the beginning of March to figure out what he'll be paid.

*From KRQE.com
The post Judge Halts DOJ-City Deal For APD Union Input appeared first on Labor Relations Information System.*

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We have a meeting at least once per quarter and there are always opportunities to meet up more often than that. Examples of events we've participated in or hosted in recent years include Firearms Training, Flag-raising Color Guard Ceremonies, our annual Hanukkah party, 2-day anti-terrorism LE training, a scholarship award, marching with National Shomrim uniformed contingent in the Celebrate Israel Parade in New York City and many more.

Join Us!

Membership in NorCal Shomrim is open to anyone who has a part to play in the Criminal Justice System, whether on the federal, state or municipal level, active or retired, full-time or reserve, Jewish or not. Contact us at info@norcalshomrim.org or call (415) 516-1839.



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Seattle Police Chief Says Crackdown On Cops' Social Media Posts Needed

SEATTLE, WA — Seattle police chief Kathleen O'Toole has now placed a second officer on paid leave over racially charged social media posts she says have been "called into question."

"I think it was the totality of the circumstances and beyond the heels of other similar cases that we felt it was really important to not only investigate this big case but also the development of the new policy," O'Toole told KIRO Radio's Jason Rantz Show.

O'Toole wouldn't name the officer, but The Stranger has identified him as Officer Sam Byrd, who reported he posted controversial and inflammatory tweets about homosexuals, race, President Obama and other subjects.

"I received a lot of feedback about this officer's tweets and other social media posts," O'Toole said in explaining why she took action against the officer.

The move follows last week's removal from duty of Officer Cynthia Whitlatch. The white officer was placed on leave after it was discovered she had posted a number of racially fueled comments on Facebook regarding the Ferguson, Missouri shooting of an unarmed black teen. The posts came just months after she arrested a 69-year-old black man for walking with a golf club on Capitol Hill in what's become a highly embarrassing incident for the department.

"We're all entitled to our opinions. I'm sure that we have a wide spectrum of political opinions in this organiza-

tion, but the minute we put that uniform on and come to work we have to put our political agendas behind," said O'Toole.

The matter has been referred to the department's Office of Professional Accountability, which conducts internal investigations, said O'Toole.

The department has been working on a social media policy since last August, according to O'Toole, and has sent a draft to the team of federal monitors and the Department of Justice overseeing court-ordered reforms targeting excessive force and biased policing.

"This is all about the organization. This organization is working really hard and there's so many great police officers in this organization who are trying to get beyond the difficult times of the last few years," she said.

The department is working closely with the city attorney's office to protect the rights of officers while balancing the need to preserve professionalism, said O'Toole.

"We all have to be very mindful of what we post these days. I am myself. I'm very conscious of what I post on social media. There are no secrets anymore so I think we really need to apply common sense."

*From Mynorthwest.com
The post Seattle Police Chief Says Crackdown On Cops' Social Media Posts Needed appeared first on Labor Relations Information System.*

Biased Seattle Police Officers Can 'Go Someplace Else', Says Union Chief

The chief of Seattle's largest police union has told members to "go [work] someplace else" if they are not willing to police the city's racially diverse population without prejudice, marking a notable call for change from among the city's rank-and-file officers who have recently been accused of racial bias.

Ron Smith, president of the Seattle Police Officers' Guild, which represents 1,250 officers and says it is the largest police union in the US northwest, directed his views to officers in an interview with Seattle newspaper the Stranger: "You applied here and you have to treat people all the same. You have to serve the community."

Smith has recently defended Seattle officers accused of racially biased policing and has been critical of the city's efforts to reform disciplinary proceedings for officers accused of misconduct.

Last week, however, the union called on members through Facebook to be careful on social media after officers were caught posting racially inflammatory comments online, warning: "Times have changed and we must also change to adapt to societal expectations."

Asked by the Stranger to elaborate on those comments, Smith said: "If you don't like the politics here, then leave and go to a place that serves your worldview." He said this was a message that new recruits were now reminded of when they enrolled with the union.

"There are more than enough places across this country that are hiring law enforcement that have a different political landscape than here. And I don't know why [disgruntled officers] don't just go there," he added.

The comments mark a direct contrast with the way some of the country's other large police unions have responded to criticism of allegedly

racially biased policing in the wake of nationwide protests against police over events in Ferguson, Missouri, and New York last year.

Patrick Lynch, the chief of New York's largest police union, the Patrolmen's Benevolent Association, attempted to link the fatal shooting of two NYPD officers to such protests, describing "those that incited violence on the street in the guise of protest, that tried to tear down what New York City police officers did every day. We tried to warn it must not go on; it shouldn't be tolerated."

The Seattle police department was the subject of a 2011 US justice department investigation which found it had "engaged in a pattern of excessive force that violates the constitution and federal law" and which also "raised serious concerns" that the force had been engaged in "discriminatory policing".

Seattle police settled with the DOJ and signed a memorandum of understanding which pledged to improve training and community outreach.

But a number of recent incidents have raised questions about the commitment to this pledge. In January, Jesse Hagopian, a black schoolteacher and respected local activist, was pepper-sprayed as he walked home peacefully from a Black Lives Matter protest on Martin Luther King Day.

Last July, an elderly African American man, William Wingate, was arrested for using a golf club as a walking stick. His lawyers described his only crime as "walking in Seattle while black".

Both victims have filed lawsuits against the police.

*From The Guardian
The post Biased Seattle Police Officers Can 'Go Someplace Else', Says Union Chief appeared first on Labor Relations Information System.*

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All the hotels included in the tour have been selected for quality, and their location in the center of their respective cities. They offer easy walking distance to shopping, nightlife and attractions.

Traveling around Ireland on board luxury escorted coaches, you will see castles aplenty, country estates, beautiful towns and villages and scenery to make your eyes water. Evenings will be equally rich with joy as you experience the famed Irish hospitality at each stopping point. We have laid on three fantastically entertaining 'Dinner Shows' and every night will be marked by camaraderie and 'craic'.

We will be visiting top attractions such as King John's Castle, the Ring of Kerry, the Rock of Cashel, the Cliffs of Moher and many others. You'll even get a chance to kiss the famed Blarney Stone at Blarney Castle in Cork!

Most of all our tour is about sharing the experience with friends and like-minded souls. The Grand Tour we offer is a fantastic way to see as much of Ireland as it is possible to see in two weeks. It will be a truly memorable vacation and will provide a lifetime of memories.



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This year's theme is – The Irish and Technology in the Bay Area

Forwarded to the Journal by Olivia Canniffe

San Francisco, CA — The West Coast's largest Irish event celebrating Irish history and culture, the 164th Annual San Francisco St. Patrick's Day Parade, will take place on Saturday, March 14th at 11:30 am. The Parade will start at the corner of Market and Second Streets where over a hundred colorful floats, Irish dance troupes, and marching bands will wind their way to Civic Center Plaza. Building on the success of the last several years, the organizers of the Parade are expecting another memorable event.

The United Irish Societies is pleased to announce Bill Duggan as the Grand Marshal for this years Parade and Festival. "Bill Duggan, a native San Franciscan, has been serving the Irish community all his life and continues to do this with grace at his family owned mortuary business." said Liam Frost, President of the United Irish Societies. "The Duggan family place a big emphasis on family and community, and this is an integral part of the work they do." continued Frost.

This year the St. Patrick's Day Parade and Festival will showcase the Irish and their strong links with technology here in the Bay Area. In recent years the St. Patrick's Day Parade and Festival has regained its status as one of the biggest parades in our State. Featured groups from throughout the Bay Area's Irish community include schools, youth organizations, labor unions, cultural groups, as well as the San Francisco Fire and Police Departments. In addition, many of our local political leaders proudly march up Market Street.

Again this year, the Festival will be held at Civic Center Plaza, in front of City Hall. The Festival is full of flair, and offers all in attendance the opportunity to truly experience Irish culture. This year's Festival features cultural and exhibitor booths, a healthy selection of Irish food and beverages, Irish dancing, live music, both contemporary and traditional, and a multitude of activities for children such as pony rides, inflatable and mechanical rides and much more.

Over 4 million Californians are of Irish heritage and the Bay Area is home to about 1 million. "The Irish have always been a great part of our wonderful city, and we are rightly proud of our many contributions to the fabric of life here." commented Philpott.

Exhibitors and Sponsors include: ABC 7, Aer Lingus, BART, Crossroads Irish-American Festival, *The Irish Herald*, *The San Francisco Examiner* and more.

The San Francisco Saint Patrick's Day Parade is a great day out for everyone, Irish or otherwise. It is a time to celebrate and participate in the City's Irish culture. So mark your calendars for March 14th and celebrate with us. The Parade and Festival start at 11:30 am on the corner of Market and Second Street. For more information please visit www.uissf.org or like us on Facebook at www.facebook.com/SaintPatricksDaySF

San Francisco's 164th Saint Patrick's Day Parade

All S.F.P.D. members are invited and encouraged to participate in the St Patrick's Day Parade. This is the 164th Anniversary of the St Patrick's Day Parade in San Francisco. Let's continue this fine tradition with a good showing of members.

When: Saturday 03-14-15

Where: Market St/2nd St. @ 1100 Hours

Class A uniform for all non-commissioned officers and Class AA uniform for all commissioned officers. Gore-Tex jackets if rain is imminent.

Join the San Francisco Bay Area Law Enforcement Emerald Society.

Go to sfbaees.wildapricot.org

PARADE Commences: 11:30am at 2nd & Market Streets
 Route: Market Street to Civic Center Plaza via McAllister Street

FESTIVAL: Civic Center Plaza 10:00am to 5:00pm
 Free Admission to Music, Arts, Food, Fun, Community Activities

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SF Public Safety Building nears completion

New Southern Station Opens in March

Ribbon Cutting, HQ Move-in Slated for April

*Staff Report
Contributions by
Retired Capt. John Goldberg,
SFPD Client Representative
Building Design and Construction
Department of Public Works*

The new Southern Station and SFPD headquarters building is located in the booming Mission Bay neighborhood, on the east side of 3rd Street between China Rock and China Basin Streets. It is three blocks south of AT&T Park, two blocks north of the proposed site of the new Golden State Warriors Arena, and across the street from the sprawling new campuses of UC San Francisco Medical Center. Muni LRV Line "T" has a boarding platform directly in front.

A June 2010 bond funded the building. It will be completed within the \$243M budgeted for its design, construction, and furnishing. It is the first phase of a long-term plan to replace the Hall of Justice. The six-story Public Safety Building is designed to meet future growth in the Department, and can accommodate up to 320 SFPD administrative personnel, all Southern Station staffing, the new SFFD Station 4 truck and engine company, along with the SFFD/SFPD Arson Task Force. The site was initially designated for a Police and a Fire station, but key DPW planners determined that police headquarters could also be included in the design, and save the cost of an additional site acquisition.

The building is designed to be off

the grid for 96 hours. It has two diesel emergency generators, stored potable water, and a tank to hold effluent. There are also redundant systems for phone and microwave communication. It is ballistic and blast resistant, and is designed as a LEED Gold building, to be energy efficient. The building is designed to address many of the shortcomings of the aged Hall of Justice. It includes 20 meeting rooms of various sizes, along with a new Police Memorial.

Many innovative and state-of-the-art aspects have influenced the design and engineering of the building, from "green" rooftops to maximized basement parking. Extraordinary effort went into the design of space used for locker rooms, storage for evidence and supplies, parking, and accommodation requirements mandated by existing MOUs.

Other notable features are:

- The building's hot water system is heated by a large array of rooftop solar panels.
- Large steel bollards spaced every few feet protect the perimeter of the building. The bollards at the driveways can be lowered or raised when the garage doors are activated.
- The window shades are automatically lowered or raised depending upon the season of the year, and the intensity of the sun to provide natural light and save on cooling costs.

- The building employs "living rooftops" that use plant cover to cool the space below while generating fresh oxygen into the air and providing grey water for use to flush toilets.
- The building is seismically engineered and is structured around many steel piles drilled into the bedrock. Large rubber bushings are used at key structural joints to absorb shock and earthquake action.
- Monitored cameras cover all areas of the building, both interior and exterior. Visitors will have restricted

access to the upper floors.

- There is an outside terrace adjacent to the lunch room.
- As the City's newest building, it takes full advantage of current technology, including, computers systems, wireless technology, and VOIP phones, and an extensive layout of security cameras and door alarms.
- The building houses a disaster/emergency command and control facility capable of 4 continuous days of self-sustained operation.



Steel bollards separate the building from all public streets, and parking will be prohibited on the building perimeter.



Co. B Locker-room. Combination keypads secure each locker. The bench drawers can't be opened until unlatched from inside the locker.



The building's hot water comes from a rooftop solar array.

The tentative move for SFPD Co. B and Fire Station 4 are the weekend of March 28. Two weeks later, all of SFPD administration will make the move. This was a huge project, and many people went above and beyond to see it through to completion. At risk of leaving out so many key persons, among those who deserve particular kudos are:

The DPW Team:

Charles Higuera, Program Manager: He coordinates the entire ESER (Earthquake Safety and Emergency Response) Program that is addressing police and fire facilities, along with a new Medical Examiner Facility and AWSS (Auxiliary Water Supply System).

Samuel Chui, Project Manager. He coordinated the entire building project, including all of the furniture and fixtures inside the building. He is THE person that has made it all happen.

DPW has 4 people on site fulltime to ensure all of the construction is according to specifications:

- Jim Kennedy: Construction Manager
- Naomi Chow: Resident Engineer
- Mike O'Brien: Building Inspector/Resident Engineer
- Sunee Pradham: Assistant Resident Engineer

Palma You: Collections Manager and Curator, has helped to locate and preserve some of the Department's history. You will see it on display.

Over the years of the project, the Department has had a variety of folks that have contributed during the planning and construction process. If one person had to be singled out, it would be William Sanson-Mosier. Will is from the Department's Technology Division and the task to envision, select and coordinate the technology for the new building was monumental. Every member of the Department will benefit from Will's efforts.

The Department is grateful to the Mayor, Board and voters for supporting the Bond that provided funding for this project. It will serve the City for an entire generation.

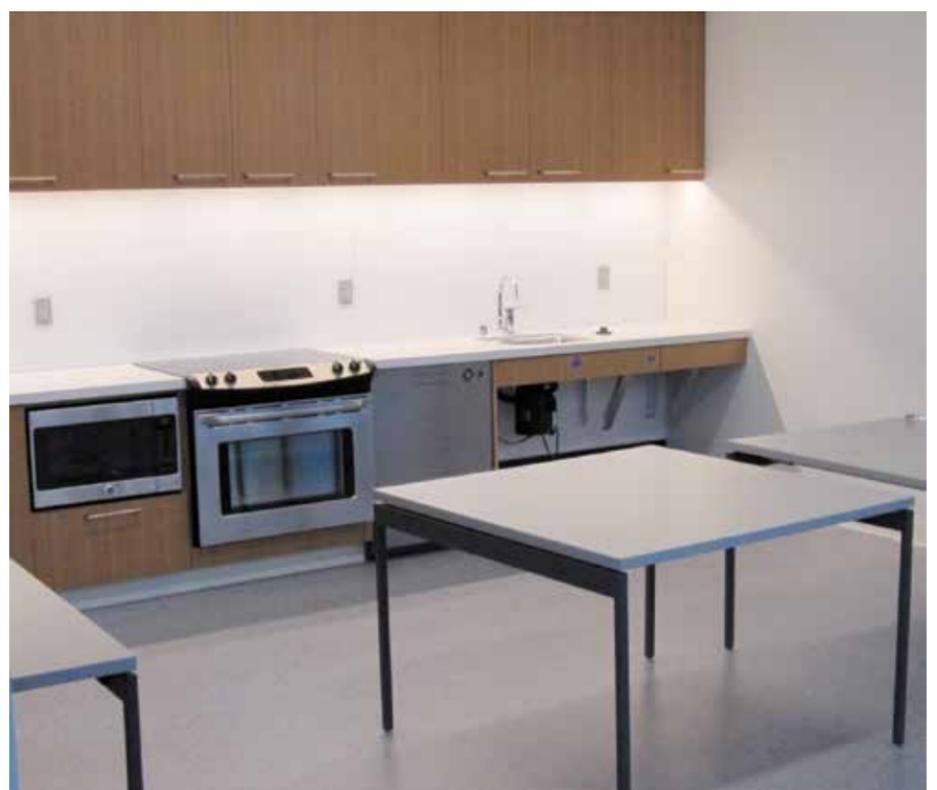


The Co. B holding cells. Door in back leads from the Sallie port. Windows on right side are the booking counter and Station Keepers office. Off the Sallie port is a separate holding area for Juvenile detainees.

The Co. B report-writing room is spacious and airy, and equipped with new furniture and computers.



The building gym.



The Co. B kitchen.



SFPD Plunges for Special Olympics

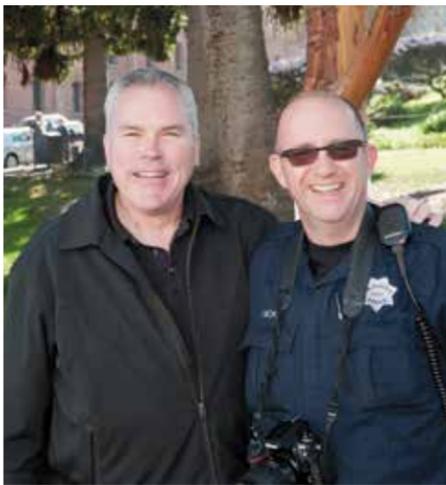
By Ray Padmore

Plunging in the San Francisco Bay may not be appealing to most, but for several members of our department, it was an opportunity to raise funds for Special Olympics Northern California. On Saturday, February 21, 2015 at 12:00 noon, Chief Suhr and members of the Department took the plunge

into the San Francisco Bay at Aquatic Park to raise much needed funds for Special Olympics Northern California. This annual event consisted of several teams of Law Enforcement Officers and participants from around the Bay Area, coming together for a very worthy cause, "Special Olympics." The funds raised at this event will allow Special Olympic Athletes around

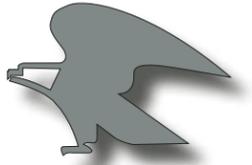
Northern California to attend year-round sports training and competition programs for children and adults with intellectual disabilities. A special thank you goes out to members of our department who participated in this event. Through our collective efforts, the San Francisco Police Department raised enough to sponsor over 160 Special Olympics

Athletes in 2015. If you are interested in participating in future Special Olympics events, please feel free to contact Officer Ray Padmore @ (415) 734-3614 or send an email with your participation interest to raymond.padmore@sfgov.org





POA MAIL



Dear SFPOA —

On behalf of the Bay Area Asian Sports (BAAS) Dragons and the SFPD members of BAAS, we would like to thank you for your generous gift of \$1000.00. Your commitment to helping our basketball community is sincerely appreciated.

Each year, BAAS Dragons advances towards its mission of building our own sports community center. We envision this facility will serve as our home base from which past and present players can come together through sports, a place where we can demonstrate the importance of education and team work. A place for our members to mentor each other to reach new heights, and to inspire the next generations of youth.

Our goal as BAAS Dragons is to continue to make a difference in the life of youths in the San Francisco Bay Area. With the help of donations from supporters such as you, we will continue forward with our journey.

Thanks again for your generous support of our efforts to raising funds for the land and construction costs for a new sports community center.

Best wishes,

- Officer Angel Poon — AFOB**
- Officer Charles Wong — AFOB**
- Officer Allan Wong — AFOB**
- Officer Tim Yee — Co. G**
- Officer Fred Kwan — Co. I**
- Officer Wayne Lok — Co. G**
- Officers Leanne and Ed Huang — Staff Services/Co. A**

Dear POA —

Thank you so very much for sponsoring and donating to the San Francisco Foster Youth Fund's annual wine event held back in October. The event was held at the Yacht Club next to AT&T Park and was a great success, raising funds for so many worthwhile extra activities for our city's foster youth and youth who are transitioning out of foster care and onto their own. Your support was invaluable and it made me and the entire Board so proud to see the POA logo on our banner of sponsors.

Many people at the event, especially law enforcement people, city attorneys, social workers and judges, all commented on how great it was to see the POA participating as one of our sponsors. It's such a worthwhile cause. We fund the little extras for our city's own foster kids, such as camp, sports participation, cheer-leading, music lessons, Karate classes, lap tops for our high school and college kids, help with college tuition, books etc. for our kids who are suddenly on their own at 18, housing costs, etc. And there are no administrative costs or staff — our Board, all volunteers, do it ourselves. All of the money we raise goes directly to our foster kids. Such a vulnerable population.

Marty, thank you so much for your support, and for what you do for the SFPD and POA members every day. I am so grateful to you.

Sincerely,
Holly Pera,
SFPD & SF Foster Youth Fund

the Crab Feed Program and will appear in the BACN newsletter (quarterly reaches 13,000 households), and on BACN's website and Facebook page.

Sincerely,
2015 Bay Area Crisis Nursery
Crab Feed Co-Chairs
Deborah Neil
Sandy Hathaway

Dear SFPOA —

On behalf of the Placer 10-35 Foundation and the family of Detective Michael Davis, we thank you for your support during this difficult time. Your kindness and generosity remind us that, even in the face of tragedy, we are truly blessed,

Thank you,
Placer 10-35 Foundation

Dear POA —

Thank you for the beautiful floral arrangement you sent to honor George. Our family very much appreciated your thoughts and prayers that accompanied your generosity. We also wish to thank Lt. O'Connor for coming to the services and playing the bagpipes, it was a heartwarming touch that we know George would have loved.

Sincerely,
Frances Jeffery

Dear POA —

Thank you for your recent gift to Alive & Free. Your support opens the doors of opportunity for our young men and women to follow their dreams to become leaders in their community.

We reach an important milestone this year, as we celebrate our 200th college graduate! I am calling it "Celebrating 200 and more..." This momentous occasion would not be possible without your investment in their success.

Once again, on behalf of our young people, thank you for keeping them Alive & Free.

Sincerely,
Joseph E. Marshall, Jr. PhD
Executive Director

Dear POA —

Thank you so much for donating to the Bay Area Crisis Nursery (BACN) 2015 Crab Feed Fundraiser.

These funds will go to providing a safe place for young children to live temporarily while their parents work on resolving serious problems or take a much needed stress break. By your participation, you are keeping children safe from abuse or neglect and keeping families healthy.

Your organization was listed in

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: January 27, 2015

To: **Lisa Lee, Public Safety Dispatcher**

From: Evora Heard, Employee Recognition Coordinator

Re: **Communications Dispatcher of the Month – February 2015**

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for February 2015 for your expeditious and compassionate customer service.

You received a call from a woman who was audibly ill. She advised that she was feeling bad, was dizzy, and did not know what was wrong but she speculated about whether she was having a heart attack or stroke. You immediately initiated a call for service with very limited information. The caller was apologetic because she was unable to answer your questions. You let her know it was Ok, and to do whatever she needed to do. Your compassion moved the caller to take time to personally thank you for all your help.



In her letter she said, **"I will be forever grateful for the quick action of all involved who responded."**

Lisa, your compassion, caring and speed with which you processed this call had a direct impact on her recovery. As such, your actions reflect favorably on you and our Division of Emergency Communications.

Your exemplary customer service is an outstanding representation of our Department's Mission Statement to provide service to:

1. The public,
2. Our partner agencies, and
3. The men and women of DEC.

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 February 2015
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen
- Philz Coffee Gift Card

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



Photo courtesy of Insp. Matt Perez

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New Legal Updates For Reverse Mortgages

By Keith Rockmael
POA Supporter

Many homeowners considering a reverse mortgage for themselves or perhaps their parents or grandparents may have seen aging celebrities such as Sally Field ("The Flying Nun", "Norma Rae"), Henry Winkler (The Fonz from Happy Days), Robert Wagner ("It Takes a Thief" and "Hart to Hart.") doing TV commercials expounding about the fabulous benefits of taking a reverse mortgage.

These smiling celebrities make the reverse mortgage sound like the best thing since the NINJA loans (No Income, No Job, and no Assets) but would a reverse mortgage be a good fit you or someone you know? Reverse mortgages allow homeowners 62 years old and up to tap into the equity of their home equity but they can be costly.

Before heading down the reverse mortgage driveway think about:

1. If you need additional funds, consider alternatives to reverse mortgages first. It may be possible to arrange a HELOC (Home Equity Line of Credit)
 - a. Explore eligibility for less expensive programs or benefits that offer monetary assistance or cost-cutting benefits, such as Supplemental Security Income (SSI) or Medicaid.
 - b. Explore family financing as an option.
2. If you decide to pursue a reverse mortgage do these things first:
 - a. Calculate the continuing expenses that come with a reverse mortgage.
 - b. See a HUD Counselor face-to-face and consult with your financial advisors.

Even if you meet with a HUD-approved counselor, meet with either a Certified Financial Planner (CFP) or Certified Public Accountant (CPA) before deciding on any reverse mortgage.

Take into account the number of reverse mortgages that have gone into default nationwide hit a record 9.4% in 2012, almost double the default rate on traditional mortgages.

Because of these numbers, consumer friendly California created new laws that began in January 2015 that require lenders to provide important information to potential borrowers. The laws also provide time to consider choices before being obligated on a new reverse mortgage.

Overview of the new reverse mortgage laws:

1. Requires reverse mortgage sellers to give prospective borrowers a self-evaluation worksheet before the required counseling session to consider key issues such as:

What happens to others living in a home with a reverse mortgage when the borrower dies or moves out, whether the borrower has sufficient assets to avoid a reverse mortgage default by keeping up with homeowners insurance, property taxes, and home maintenance.
2. Requires the counselor and the prospective borrower to sign the reverse mortgage worksheet guide.
3. Prohibits a lender from taking a reverse mortgage application unless the applicant has received from the lender a specified reverse mortgage worksheet guide.
4. Prohibits a lender from taking a reverse mortgage application or assessing any fees until seven days from the date of loan counseling.

Editor's Note: Keith Rockmael is a POA and real estate advocate and agent. He can be reached by email at Keith@Resourcerock.com

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News from the Credit Union

By Al Casciato

...Question(s) of the Month:

"Will the CU soon offer "Smart" credit cards? Are they more secure than a regular card?"

Yes! As of November 7, 2014, we have offered our Platinum Visa with chip card technology also known as "smart" cards. We are excited to be one of the first credit unions to offer this technology. Platinum Visa chip card contains an embedded microchip that encrypts card member information into a unique code that significantly increases transaction and account data security when used at a chip-enabled terminal, and makes counterfeit and fraud more difficult.

If you currently have a SFPCU Visa you will receive the chip card when your existing card is replaced upon expiration or for any other reason. You may also request a chip card if you would like one sooner. I suggest you do. Just call the 800 number and tell them to send you a new "Smart" card.

"Will the Disneyland discounts be available again this year?"

Yes! The "Get Away Today" Disney booklets should be arriving at you home shortly. If you planning to go soon call the CU or stop by a branch and pick up booklet.

"I'm getting real concerned about identity theft. Is there anything that I can do to monitor my own account?"

Absolutely, you can start by closely monitoring your account transactions looking for any unusual transactions. Especially small transactions as most thieves start by taking \$10 here and there followed by one big purchase once they know you are not paying attention. You can also visit www.annualcreditreport.com which allows you to get free annual reports from Equifax, Experian and TransUnion. If you order from each agency once a year, you could effectively check your credit history every four months. If you do get hacked or have your identity stolen be sure to file a report through the FTC Website: www.consumer.ftc.gov and click on the Privacy & Identity tab which will help you create an affidavit you can show and file with your creditors. Also contact the 3 credit agencies and they will work with you on placing 90 day credit alerts which, when submitted with a copy of a police report can be kept in place for up to 7 years.

...Complaints, Compliments and Suggestions:

If you have a complaint, compliment, find better rates elsewhere or have a suggestion about any matter at the CU please visit the website www.sfpcu.org and send us a note by clicking on "contact the Board and CEO" be sure to cc me at BOD_A.Casciato@sfpcu.org. Remember if you do find a better rate call us maybe we can match it. — It is worth a try.

...Membership:

Credit Union membership is open to all first responders and selected support personnel in the 9 Bay Area

Counties. To see a full list of eligible memberships visit www.sfpcu.org. The more members we have the better the services and products we can provide you.

...Annual Meeting:

I want to thank the 300 plus members who got up early to attend the annual breakfast meeting on February 21st. This year we had 4 active officers attend the whole event and 3 on-duties that came by to say hello. That beat last year's attendance of zero by 700%. Thank You.

...New Officers:

The Board has selected new officers for the up-coming year. **Michael Hebel** is the new president and becomes chair of the board; Al Casciato becomes vice-president and Steve Tachini board secretary.

...First Responder Photos Wanted:

The current CU calendar has been a big hit and already staff is starting to prepare for next year's calendar. Photography buffs and historians are encouraged to submit first responder photos.

Note: if you can submit a high quality original or copy for scanning that would be best. Also you can email a copy for consideration to BOD_A.Casciato@sfpcu.org and the production department will let us know if an original is needed.

...Current Promotions:

Platinum Visa Promotion Expires 04/30:

- 1.99% APR on Balance Transfers Offer and Double Rewards on purchases for NEW AND EXISTING Cardholders, no annual fee, no cash advance or balance transfer fees, reward points earned on all purchases (Note: they do expire after 3 years), personal identity theft coverage, price protection on purchases, travel accident insurance, warranty manager service, lost luggage reimbursement and more.

Vehicle Loan — available now:

- Rates as low as 1.74% APR and 90 days no payments.

Real Estate – available now through 06/30:

- \$599 Flat Fee for purchase or refinances <https://www.sfpcu.org/about-us/current-promotions/real-estate>

If you have anything you would like to share about any matter at the CU, please visit the website at www.sfpcu.org and click on Contact Us. If you have a question you would like to see in this column, you can contact me at alcasciato@stisia.com.

Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Vice-President and can be contacted at alcasciato@stisia.com... Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.

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Book Reviews

— by Dennis Bianchi

The Elephant's Graveyard

By D.C. Murphy
Reviewed by Dennis Bianchi

D. C. Murphy describes himself as a retired lawman. Part of that description was earned while working here in San Francisco as a police officer. Prior to working in San Francisco, he worked at the Mill Valley Police Department. There is also evidence that he has quite a bit of experience with music, both as a singer/songwriter, and aficionado of country music. Some of that evidence may be found on his Facebook page where he has been known to strum his guitar and sing a Waylon Jennings song or two. More evidence is found in his books, featuring *The Rooster*, a rather singular San Francisco Police Officer who resides in Mill Valley and is known by many of the local musicians who play and reside there as well.

The Elephant's Graveyard is not his first book. Mr. Murphy has reminded me that his books are of the *roman a clef* variety, defined as a novel that represents historical events and char-

acter under the guise of fiction. After reading *The Elephant's Graveyard* I'm not sure I can believe all these events were historically accurate. On the other hand, if you are looking for an escapist police story, propelled perhaps by jet fuel, or is it another round of Irish whiskey from a bar in Mill Valley, or one in San Francisco, this is a book for you.

The author's strong suit is spinning a yarn. Sean Patrick Murphy, the story's protagonist, was a new, young police officer in Mill Valley in 1971. Much of this back-story can be found in Mr. Murphy's first book, *Rooster: A Badge, Gun and Heartache*. This novel can stand alone, as the author provides enough material from the previous book to keep the reader aware of what has happened. Young Officer Murphy became deeply involved in the fight against drugs that were found far too easily in Mill Valley in the early 70s. This proliferation brought in Colombian drug bosses and gave rise to a local major drug pusher named Lance

Larkin and some corrupt police administrators and city officials. It took some time and work, but the Colombians and villain Larkin were driven out, officials punished, and Rooster became a San Francisco Police Officer. This one-man army heads up a task force of FBI and DEA agents, some local lawmen and goes after the Colombians and Larkin in Colombia after they kidnap Rooster's four-year old daughter. A plan is made and I don't want to give away how this novel ends.

In order to enjoy this book, one needs to suspend one's disbelief, similar to most thrillers. Once I just relaxed and let Mr. Murphy take me where he was going it was fine. Unfortunately, I found the dialogue to be stilted and stiff.

The author is clearly fond of his occupation as an officer. He is also a great fan of Marin County, Mount Tamalpais, (or as he calls it, The Sleeping Princess), and the places where a lot of great musicians have played over the years.



Dennis Bianchi

Towards the end, there is a great description of flying an airplane under stressful conditions. It is an accurate account as it turns out that the author is also a licensed pilot.

The Elephant's Graveyard is a moniker given to San Francisco's Tenderloin, which gets its share of attention in the book as a place where those who want to disappear can do so. I'm not sure about that, but as I indicated earlier, the book is a lot more fun to read once you let go of your beliefs and expectations and just listen to D. C. Murphy take you for a journey.

Ghettoside: A True Story of Murder in America

By Jill Leovy
Reviewed by Dennis Bianchi

The author of this excellent book, Ms. Jill Leovy, is an award-winning reporter for the *Los Angeles Times*. In 2007 she began the blog *The Homicide Report*, which documented every homicide in Los Angeles County for several years. The author had been assigned to the police beat of the Times beginning in 2001, and she continued in that capacity until 2012. After her first two years, she requested permission to "embed" with the Seventy-seventh Street Division, which was granted. She was given a desk in the detectives' squad room. Her focus from that point on was the South Bureau and neighboring Southeast stations. As she began to assemble data she was assisted by analysts within the Los Angeles Police Department, epidemiologists at the Injury and Violence Prevention Program at the Los Angeles County Department of Health Services, and the staff of the Los Angeles County coroner's office. She covered over one thousand homicides. Her research included: court hearings, interviews, funerals, libraries, and legal authorities. Her work, as presented in this book, is, I believe, important and timely.

A statistic that appears very early in the book should be startling: African-American men compose 6 percent of the American population and yet almost 40 percent of America's homicide victims. The author sets out to find out why this is a fact. Her findings are mixed but thought-provoking.

Although she touches on many different homicides throughout the books 386 pages, she focuses on one particular homicide and one outstanding homicide detective.

Wally Tennale is an African-American detective assigned to Robbery/Homicide. He refused to move out of his home in Watts, and insisted on bringing up his family in that neighborhood, in spite of its high incidence of crime and violence. He and his wife had success with this effort until their youngest child, 18-year old Bryant, was murdered. Bryant, not a member of any gang, was working hard

at pleasing his parents and trying to meet their hopes for him, but he wore a baseball cap of the wrong color and design, which led to a "wannabe" gang member to mistake him for an enemy and Bryant was shot in the head. He was one of 20 black men killed within a 30-day period in Los Angeles county that year. Homicide detectives are very busy in the Southeast section of Los Angeles County.

Fortunately for the Tennale family, Detective John Skaggs was assigned the case. In a police department filled with highly experienced and knowledgeable detectives, John Skaggs stood out. A tall white male in his early 40s, Detective Skaggs was a surfer in his off-duty hours, and while on duty dressed in a tailored suit with a crisp shirt and tie, he physically stood out working homicides in a primarily black neighborhood. And he stood out in his almost obsessive work habits and ethic. Several years ago, I had a conversation with Frank Falzon, one of the San Francisco Police Department's best and respected homicide inspectors. He said that to be successful at being a good inspector/detective one needed to be able to talk, to thoroughly enjoy talking. Detective John Skaggs says a most similar thing: "Skaggs learned to think of his job as persuasion: selling formal law to people who distrusted it and who were answering to another authority – shadow law. The pitch had to be convincing and relentless. Ghettoside detective work was 'ninety percent talking to people. Maybe a hundred percent,' Skaggs said." And Skaggs was relentless and never equivocated. As I read about Detective Skaggs and a few of his co-workers, I was also reminded of detective Harry Bosch, the protagonist of Michael Connelly's many crime thriller/police procedurals. Harry's motto has always been, "They all matter, or none of them matter." As a matter of fact, Michael Connelly has enthusiastically endorsed this book, recommending, "From the patrol cop to the president, everyone needs to read this book." I concur.

Ms. Leovy attempts to give an unflinching and balanced report of

the homicides she covers. As such, she will sometimes irritate almost all sides of the question from moment to moment. Some officers will seem negligent or uncaring. Some victims will be hard to have sympathy for. There is, however, one thought process that will sustain the homicide detectives she admires; all homicide victims deserve the best investigation possible. While describing the father of Bryant Tennale, she writes, "Along the way, Tennale learned the homicide detective's creed from an early partner standing over the body of a murdered prostitute, 'She ain't a whore no more,' he said. 'She's some daddy's baby.' Wally Tennale loved that philosophy... The murdered were inviolate. They all deserved the same justice. They were all some daddy's baby."

There are too many powerful paragraphs to say that one is more important than another, but, in an attempt to prompt you to read this book, let me pass along a passage or two where she is making her point. Her point, as I understand it, is that the violence that is so prevalent in Watts and Southeast Los Angeles, arrived with black people from the Southern part of the United States. They had always been forced to settle their disputes themselves as the criminal justice system of that region had never treated them equally. There had always been a lack of response to the problems encountered by the majority of law-abiding people, so a form of "outside-the-law" developed, particularly among violent men. The media had no interest, and the police departments found it best to leave them to themselves as a result of racist attitudes. But, Ms. Leovy understands

the importance of proper policing.

"One of the primary reasons to have a legal system is to take certain people out of the picture. It is what justifies the immense power the police hold. If you don't incapacitate violent actors, they keep pushing people around until someone makes them stop. When violent people are permitted to operate with impunity, they get their way... No amount of 'community' feeling or activism can eclipse this dynamic. People often assert that the solution to homicide is for the so-called community to 'step up.' It is a pernicious distortion...[witnesses] need safety, not stronger moral conviction. They need some powerful outside force to sweep in and take their tormentors away. That's what the criminal justice system is for. It was what Skaggs was for, and he knew it."

While reading this book, I couldn't wait to share it with others and looked forward to writing this review. Surprisingly, it turned out to be difficult to write. There is so much here, all courageously and clearly explicated, that I had a difficult time deciding what to leave out. Her descriptions of interrogations is sometimes textbook. Her understanding of politicizing police work is accurate (in one scene she describes how scarce were materials and vehicles for homicide investigations, while at the same time number-crunchers, working for CompStat, have all the take-home vehicles they want). She is what we want all journalists to be, and I very highly recommend you pick up a copy of *Ghettoside* and start reading. You will likely have a hard time stopping.

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

New San Diego PD Contract Aimed At Easing Recruitment Woes

SAN DIEGO — San Diego and its police officers labor union announced on Friday a tentative agreement for compensation increases that aim to help reverse recent struggles with recruiting new officers and retaining existing staff.

The five-year pact doesn't include salary hikes until July 2018, but most officers would see large jumps in their take-home pay starting this July because the \$92 million deal includes sharp increases in benefits for veteran employees.

Those include thousands in higher stipends for uniforms, additional holiday pay and lower health insurance contributions.

"We've had a real crisis when it comes to recruiting and retaining some of our best and brightest police officers," Mayor Kevin Faulconer said at a Friday morning press conference in City Heights announcing the deal. "That ends today."

City officials said the deal increases compensation without violating Proposition B, a 2012 ballot measure that froze pensionable pay until 2018.

The deal's salary increases, 3.3 percent in both July 2018 and July 2019, would come after the freeze is lifted. They would be the first across-the-

board raises for a group of city workers in many years.

The raises would boost the pensions of police officers, but they wouldn't be large enough to increase the city's long-term pension liability, officials said.

City Councilwoman Marti Emerald, chairman of the council's public safety committee, called the deal a "miracle" for making the city's police compensation competitive without creating pension problems.

"It's more than just a sound bite," she said. "We're on our way to having a stronger Police Department and officers who plan on staying here for their careers."

The deal, which must be approved by union members next week and by the council after that, was praised for targeting veterans with the increased benefits, not providing them to all officers.

The majority of the additional benefits would go to officers with at least eight years of experience because that's the career stage when many have been leaving San Diego for other departments with higher pay, city officials said.

"The longer you stay with us, the more you're rewarded for staying with

us with extra compensation that will match our competitors," said Sgt. Jeff Jordon, vice president of the San Diego Police Officers Association.

The deal comes after an independent survey last fall showed San Diego police officers are at or near the bottom of the pay scale when compared to their counterparts in 18 other large cities and counties in California.

In both base pay and total compensation including benefits, San Diego officers receive roughly 20 percent less than the average for officers at the other law enforcement agencies surveyed.

Jordon said the proposed increases would move San Diego closer to the midpoint of those agencies and catch it up with the San Diego County Sheriff's Department, which has been blamed for poaching many city officers.

More importantly, he said, the deal targets employees most likely to leave the department, where recruitment and retention problems have created a large gap between the number of officers on staff and the number funded by the city budget — 1,834 versus 2,013 as of Friday.

"It's about being competitive step for step over the course of an officer's career," Jordon said. "We found that

we were competitive in the early years, but not as we progress on. So the targeted monies are for people beyond that seven- or eight-year mark where we begin to see separation."

He said about 65 percent of the department's officers have eight years of experience or more.

Police Chief Shelley Zimmerman said the new deal would bring stability to the department by reducing the number of officers leaving for other agencies.

She said 162 officers left during the fiscal year that ended last July, including at least 17 who left for other agencies. And 87 have left during the seven months of this fiscal year, including at least 16 who switched agencies.

Those numbers might be higher, but departing officers aren't required to say why they are leaving and many don't, Zimmerman said. She couldn't immediately provide statistics on how many of those leaving simply retired.

Some critics of calls for higher pay for San Diego police, including the right-leaning government watchdog group Transparent California, say the department's rate of attrition has been distorted.

Jordon called a recent Transparent California study flawed and said the only way to fix the attrition problem is with the better compensation included in the proposed contract.

Union president Brian Marvel said the new proposal would help.

"We believe it's a corrective measure and the department can go out and start pitching it to recruit officers, and maybe even bring back officers who left," Marvel said. "But time will tell."

Councilman Scott Sherman expressed more confidence.

"Quite frankly, now I think we have an opportunity to start trying to lure people to the San Diego police force from other departments," he said.

The salary hikes in 2018 and 2019 wouldn't increase pension liability because the city's pension system calculates yearly 3.3 percent raises into each employee's projected benefit, Jordon said, explaining that's why raises of that size were chosen.

Of the \$92 million that the deal would cost the city, only \$17 million would be spent on the salary increases in 2018 and 2019.

More than \$45 million would be spent on lower health care contributions and what the department calls flexible benefits, with \$37 million of that money reserved for officers with at least eight years of experience.

Another \$11 million would cover increases in uniform stipends for officers with at least eight years. And \$16 million would cover additional pay for working holiday shifts.

The remainder would pay for an equipment incentive for new recruits and bonuses for officers who work on helicopters.

Because the union's current contract isn't set to expire until 2018, the deal could be characterized as a two-year extension of that deal with extra benefits added during the first three years.

About \$30 million of the \$92 million in new compensation is included in the existing deal, so the proposed pact includes only \$62 million in new city spending.

*From The San Diego Union-Tribune
The post New San Diego PD Contract Aimed At Easing Recruitment Woes appeared first on Labor Relations Information System.*

Police Departments Issuing Body Cameras Discover Drawbacks

Wearable video cameras are fast becoming standard-issue gear for American police. The cameras promise a technological answer to complaints about racial bias and excessive force.

But in fact, the beneficial effects of body cameras are not well-established yet. And the police departments that rushed to buy them are now dealing with some unintended consequences.

The people who like body cameras always point to a study done in Rialto, Calif., in 2012. Researchers found that officers who wore cameras used force less often — incidents dropped by more than 50 percent. That settles it, right?

But one of the researchers who ran the study, Alex Sutherland of the University of Cambridge, says Rialto was not a definitive answer on the effectiveness of cameras.

"The Rialto study is one study. And it could be a fluke," Sutherland says.

"It's a small department," he says. "The police chief was kind of involved in implementation." Sutherland says that if these particular circumstances aren't present, then perhaps these cameras "wouldn't be as effective. But we just simply don't know that at the moment."

Some of the unanswered questions: Did the cameras make the difference, or was it the officers' verbal warnings about being recorded? How important was the camera's novelty — after all, this was three years ago; does the effect fade as people get used to the cameras?

Sutherland says we can't say anything definitive until more studies are done, in more places.

"If public money is being spent on this technology, the onus is certain to make sure that it's being evaluated as it's being rolled out, rather than deciding that it works and then that's that," Sutherland says.

And it's not just money that's at stake. The cameras may have other kinds of costs: They may affect police

morale and recruitment.

Eugene O'Donnell, a former police officer who now teaches at the John Jay College in New York, says he would never encourage a young person to take a job in a police department that requires cameras.

"Because the whole atmosphere there tells you right at the outset that if there's a bad ending, you're gonna be called a murderer, you're gonna get death threats in your home," O'Donnell says. "Who's gonna do the job?"

This argument doesn't make sense to the boosters of cameras, who say that officers who behave correctly have nothing to fear from video. But officers say it's more complicated. In private, and on their anonymous blogs, they talk about how civilians see these videos differently.

Take, for instance, the now infamous video of a state trooper shooting a man at a gas station in South Carolina last fall. It shows a man who was reaching for his ID — a completely unprovoked shooting, to a civilian's eyes. But when an officer watches that video, he sees it differently.

"I felt my stomach tense up because I've seen that — and this has nothing to do with whether the incident was justified or not — but, I've seen that kind of quick movement before, where people have emerged with a weapon," says San Francisco police Sgt. Adam Plantinga.

Plantinga is also an author, and he writes about the way police see the world — and what they're watching for in suspects.

Sometimes, Plantinga says, "they may wipe their hands on their pants, they may lower their head [or] lower their jaw to protect their neckline — sort of unconscious human behavior that means that there could be violence at any time."

To be clear, Plantinga supports the use of body cameras, but he hopes people will keep in mind that video

alone isn't always the whole story.

Finally, there's the body camera recording of the final moments of a rookie officer named Tyler Stewart in Flagstaff, Ariz.

Late last month, Stewart was out on a domestic dispute call when the boyfriend came out to talk. Stewart began to pat down the man's pockets. Moments later, the man killed Stewart, then himself — he'd had a gun hidden in his pocket.

Local media requested the video under the state public records law. The police complied, last week, with a version of the video that stops short at the moment the gun appears. Police Chief Kevin Treadway says officials drew the line there on the advice of lawyers, but he'd rather not have had to release it at all.

"I guess if you're asking me the question: Does the public right to know, in this particular case, outweigh the pretty significant trauma that showing this on the nightly news has for the members of the family? I have to say no," Treadway says.

Flagstaff tried to do things right with body cameras; it followed expert recommendations and laid out a clear policy in advance on how the video should be stored and who would get to see it. But officials weren't expecting the death of the camera's wearer.

"Even the model policies that we looked at didn't foresee this very specific kind of incident occurring," Treadway says.

It's believed to be the first time a police body camera has recorded the death of its wearer. Unfortunately, as the technology spreads, it won't be the last — giving police something else to think about, as they're told to put the cameras on.

*From NPR.org
The post Police Departments Issuing Body Cameras Discover Drawbacks appeared first on Labor Relations Information System.*

Community Policing and “Fixing Broken Windows”

By Jim Dudley, Director
San Francisco SAFE

Should police agencies be concerned with public nuisance incidents and other “small” types of criminal activity? There has been controversy recently in regards to the “Broken Windows” style of Community Policing. The idea was launched in an article written by George Kelling and James Q. Wilson in 1982 and many of the tenets apply today. The criminologists studied the effects of nuisance crimes in communities and determined that neighborhoods that refused to accept graffiti, blight, abandoned autos, broken windows and other offenses showed more resistance to those crimes and more serious crime as well. The community efficacy that



was built, the tendency to call police and other city agencies that could help address the problems sent a message that such offenses would not be tolerated.

In San Francisco, the practice of fixing broken windows and more importantly, keeping windows from being broken is a priority that is addressed every day. The San Francisco Police Department does a great job of reaching out to the community with dedicated foot and bicycle beats, School Resource Officers, Quality of Life Officers, and Graffiti Abatement teams. The Department is a 24/7 operation that responds to calls for service at any time of the day or night. There are various resources and means to reach out to the SFPD in person, by phone to the Emergency Communications Division or to Anonymous Tip-lines, through the Internet and via social media. The SFPD is supported by staff at SAFE who assist by facilitating community meetings, neighborhood watches, Community Policing Advisory Boards and with help in

coordinating community events.

Community efficacy is created when neighbors are brought together for the sake of the well-being of the neighborhood. Communications are opened when neighbors are brought together to share experiences and address common goals. Goals may be towards eliminating graffiti and blight, to creating e-mail and phone trees to warn other neighbors of suspicious individuals or solicitors. This is especially effective in addressing fraud and scam artists who knock on doors or ring doorbells to gauge whether anyone is home before attempting a burglary or theft. Recent examples of theft cases by fraud include people posing as utility workers. Two individuals may knock on the door wearing reflective vests or a hard hat, perhaps carrying flashlights with an explanation that they are there to inspect phone lines, gas or electrical lines, cable or plumbing. Once inside one accompanies the lone resident to one end of the home while the other pilfers the bedroom bureaus liking

for cash, jewelry or small electronics. A good neighborhood watch will be suspicious of such attempts and will warn neighbors and call 911.

There are many allies in preventing crime, nuisance, and problems in the neighborhoods. City agencies and departments such as the Department of Parks and Recreation, Department of Parking and Traffic, the City Attorney Code Enforcement representatives, Department of Public Works, the Fire Department and others can address problems related to their jurisdiction. Many representatives attend the monthly district Police Captains meetings or can be arranged to attend. The old adage of “There is safety in numbers” surely applies when it comes to looking out for our neighborhoods. Get involved by attending your local Neighborhood Watch group by checking out the San Francisco SAFE website at www.SFSAFE.org or by calling (415) 553-1984. Together we can address the needs of the community and stop the small problems from becoming large ones.

Baltimore Mayor Pushes For Reductions In Police Bill Of Rights

BALTIMORE, MD — As Baltimore’s mayor presses for state legislation that would give police leaders broader powers over lawbreaking officers, the city’s police commissioner says he doesn’t want to get involved in the General Assembly battle.

“Part of my responsibility is to enforce the laws, policies and rules. I don’t get to make them,” Commissioner Anthony W. Batts said Wednesday at a news conference at police headquarters. “I try to focus on how we implement them.”

Batts declined to say whether he would testify before a legislative committee exploring changes to Maryland’s Law Enforcement Officers Bill of Rights.

“If I’m subpoenaed to something, I don’t think I have a reason to say yay or nay; they’re directing me to come down to talk on those issues,” he said, adding: “Well, let’s see if I get called.”

Mayor Stephanie Rawlings-Blake delivered three proposed bills Wednesday to Del. Curt Anderson, chairman of Baltimore’s House delegation in Annapolis, who will sponsor the measures. One of her suggestions is a new felony charge for officers accused of assaults that are now considered misdemeanors.

The proposals follow a Baltimore Sun investigation that highlighted dozens of cases of alleged police brutality in recent years — as well as demonstrations in Baltimore and across the nation to protest the deaths of unarmed men killed by police.

Proposals to weaken Maryland’s Law Enforcement Officers Bill of Rights, which provides procedural protections for officers accused of misconduct, have sparked opposition among the more than 20,000 officers represented by the Fraternal Order of Police across the state.

Baltimore police union president Gene Ryan called the proposals “unconscionable” and urged officers to unite in opposition.

“The current Law Enforcement

Officers Bill of Rights does not exist to allow ‘bad’ cops to escape punishment,” he said. “In fact, the exact opposite is true.”

Organizations representing police leaders across the state also have urged caution in changing the law.

A joint statement from the leaders of the Maryland Chiefs of Police Association and the Maryland Sheriff’s Association said any review should be done as a comprehensive study of the entire law, not as piecemeal legislation that could erode officers’ rights.

“The law must both effectively respond to police misconduct and protect those dedicated law enforcement officers who are unfairly targeted,” the statement said. “Citizens and other public employees are entitled to due process before the government takes negative action against them, and our law enforcement officers deserve nothing less.”

Batts, who was joined by other top police leaders at the news conference, answered questions for about 40 minutes. Outside of news conferences tied to specific events, it was the first time in about two years he has sat down with reporters for a broad question-and-answer session.

Questions touched on homicides, officer deployments and agency policies. As the U.S. Department of Justice conducts a collaborative review aimed at reforming the city’s Police Department, Batts stressed that he committed to transparency when he took over in 2012.

“We’ve been doing that, and we’ll continue to achieve that,” he said.

In recent months, Batts has criticized the state law’s restrictions on his disciplinary power. At a news conference last fall, he said the law prevented him from taking swift action when an officer was caught on a city surveillance camera beating a man at a bus stop. Batts called for changes to the law, which blocks officers from being suspended without pay unless charged with a felony.

Rawlings-Blake’s proposals would

give more power to Batts, as well as to sheriffs and police chiefs across the state.

She called for allowing the police commissioner to more quickly discipline an officer who avoids conviction in court through a probation before judgment ruling in a felony or serious misdemeanor case. The mayor’s measure would remove the officer’s right to an internal hearing before the commissioner sets a final punishment.

Another bill would allow the Civilian Review Board to hear a wider variety of complaints against all officers inside city limits, including those on state forces such as the Maryland Transit Administration Police.

Anderson said he would like Batts to testify before state lawmakers, but it would anger the city’s 2,800 officers.

“Having the mayor be the point person is just as good as the police commissioner,” Anderson said. Batts “is stuck between a rock and a hard place.”

Kevin Harris, Rawlings-Blake’s spokesman, said she “will do whatever is necessary” to move the legislation forward and will evaluate any requests that legislators make for Batts to testify.

Anderson said the mayor met Wednesday with House Judiciary Committee Chairman Joseph F. Val-

lario Jr., a Prince George’s County Democrat, to discuss the bills. Vallario “didn’t jump on board” with the legislation, but the meeting was a starting point, Anderson said.

Police unions hold political power and typically donate thousands of dollars to elected officials during each election cycle. The Baltimore police union donated \$1,000 to Rawlings-Blake in December.

But police, along with fire and other labor unions, blasted the mayor’s proposals across social media this week.

“Close the political contribution funds to all who sign on then because they certainly are no friend,” tweeted FOP Lodge 34, which represents Maryland Transportation Authority officers.

Harris said the proposed changes do not take away an officer’s due process. The mayor is willing to work with unions, but officers should be treated like other residents when it comes to misconduct, he said.

“We have to be just as diligent about protecting the rights of everyday citizens as we do about making sure officers have due process,” Harris said.

*From The Baltimore Sun
The post Baltimore Mayor Pushes For
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Congress and the Fight over Funding Shortfalls in the Social Security Disability Insurance Program

By Edwin K. Stephens,
The Stephens Group

Fear always springs from ignorance.
Emerson—*The American Scholar*
He who commits injustice is even more wretched than he who suffers it.

— Plato

Will the new 114th Congress be successful in changing the rules on denying Social Security Disability benefits to the over 11 million people that receive disability income?

Answer: It is highly unlikely.

Social Security Disability Insurance Fund under Attack

On 1/05/15, the new 114th Congress adopted a procedural rule that could force lawmakers to tackle the Social Security disability program when the program is projected to run out of reserves, triggering automatic benefit cuts by the end of 2016. The House approved rule that would deny a payroll tax reallocation from the Old-Age and Survivors Insurance Trust Fund (OASI), which divvies out benefits to retired workers and survivors of deceased workers, to the Social Security Disability Insurance Trust Fund (DI).

On 1/07/15, Stephen Ohlemacher of the Associated Press noted that Rep. Tom Reed, R-N.Y., said that he sponsored the procedural rule that blocks Social Security Disability Insurance benefits, to prevent Congress from “raiding” the retirement fund to prop up the disability program.

About 11 million people get disability benefits, nearly 40 percent more than a decade ago. By comparison, about 48 million people get Social Security retirement or survivor benefits. Unless Congress acts, the trust fund that supports the disability program will run dry sometime during the last three months of 2016. At that point, the program will collect only enough payroll taxes to pay 81 percent of benefits. That would trigger an automatic 19 percent cut in benefit payments. The average monthly payment for a disabled worker is **\$1,943**, or a little less than **\$24,000** a year.



Social Security is supported by a 12.4 percent tax on wages up to \$118,500. Half is paid by workers and half by employers. Most of the payroll tax — 10.6 percent of wages — goes to the retirement fund. The remaining 1.9 percent of wages goes to the disability fund. Social Security's retirement trust fund is projected to run dry in 2034. At that point, it would only collect enough payroll taxes to pay about 78 percent of benefits.

Social Security has more than **\$2.7 trillion** in reserves, but the retirement program has been paying out more in benefits than it collects in payroll taxes since 2010. The disability program has been paying out more than it collects since 2005.

If the retirement fund and the disability fund were combined, they would have enough money to pay full benefits until 2033, giving lawmakers more time to address their long-term finances.

Congress Reacts to Social Security Proposed Rule Change

Congress has on 12 previous occasions redirected payroll tax funds to prop up the disability fund as an easy fix. Congress could have redirected payroll tax revenue from Social Security's much larger retirement program, but the procedural rule blocks such a move, unless as part of a larger plan to improve Social Security's finances, by either cutting benefits or raising taxes.

Rep. Paul Ryan, R-Wisconsin said, “We just want to make sure we improve the integrity of the Social Security trust fund all across the board.” Advocates for older Americans say the rule could be used to help pass through benefit cuts, especially because House Republicans have opposed raising taxes.

Mr. J. David Cox, president of the American Federation of Government Employees said, “This is a blatant attempt on the first day members take office to sneak a rule into the process that virtually guarantees devastating cuts for beneficiaries of the Social Security disability system.”

New House rules govern the chamber for the next two years. The 36-page set of rules passed by a vote of 234-172, with all Democrats opposed and almost every Republican in favor. On page 32 is a provision that allows any representative to raise a point of order if the House tries to pass a bill redirecting tax revenue from Social Security's retirement fund to the disability fund. The House could vote to overcome the objection, but that could be difficult, with almost every Republican supporting the rules package.

Will Social Security Get a 20% Haircut?

If the Social Security Disability Insurance Trust Fund is permitted to run out of reserve cash by next year, and there are not changes being made to the current payroll tax allocations, then those people who receive Social Security disability benefits will see their benefits automatically fall by 19%. With an average family benefit for disabled workers of \$1,943 as of December 2013, this means a nearly **\$370** monthly benefit cut if nothing is done.

There are three popular fixes that have been proposed to assist in this looming crisis. While it remains to be seen what lawmakers will eventually propose to provide a long-term solution to fix the Social Security system, the American public has spoken.

The American public realizes that changes need to be made sooner rather than later, and that doing nothing is not the correct course of action. It is more evidence that the House of Representative's early actions are unlikely to stick. Instead, respondent offered their three most popular ideas to fix Social Security:

- Raise the earning cap
- Raise the full retirement age
- Change the cost-of-living adjustment

The interesting aspect of these selections is that none of them bridges the current money shortfall by more than 30%, so even more would need to be done in order to keep both trust funds at their current full retirement

benefit level.

The White House's Proposed Solutions to cure SSDI's Shortfalls

President Obama's \$4 trillion budget blue print for fiscal 2016 has the following recommendations to cure the shortfall in the Social Security Disability Insurance program.

Shore up the SSDI Trust Fund. Currently, employers and their workers each pay a total of 6.2 percent of their wages to the Social Security system: 0.9 percent is allocated to SSDI and 5.3 percent to OASI. Under President Obama's approach, neither the overall tax rate nor the solvency of the combined trust funds would be affected. Instead, it would allocate a few tenths of a percentage point of payroll tax revenue from the OASI fund to the SSDI fund, so that both trust funds would be sustained until 2033.

Test early intervention strategies to keep people in the workplace. This proposal would experiment with early intervention approaches to help people with a potentially work-limiting disability to remain in the workforce. Those methods would include providing supportive services to those with mental impairments giving employers incentives to retain workers with disabilities, and incentivizing states to better coordinate the services that they provide.

Provide a Mandatory Funding Stream for Continuing Disability Reviews. President Obama believes that the government can save the SSDI program **\$32 billion** over the coming decade by bolstering a program that reviews cases every **three to seven years** to determine whether a beneficiary's medical condition has improved.

Stop “Double Dipping” Into Government Coffers. President Obama proposes to offset an individual's entitled SSDI benefit in any month that they receive state or federal unemployment insurance benefits, a proposal also featured in last year's budget.

It is clear that the American public is in favor of preserving the popular Social Security entitlement program. However, the American public is also aware that changes will need to be made by our public officials and policy makers in order to keep Social Security solvent. But, Social Security is often considered the “political third rail” to a political party or a politician's career if draconian methods are done to eviscerate this long-standing entitlement program.

The writer of this essay is convinced that cooler political heads will prevail and that there will be compromises on both sides of the political isle to see that the manner and intent of Social Security as a social safety net for millions of Americans will be maintained.



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More Towns Turning to Part-Time Police

HAMILTON TOWNSHIP, NJ — Municipalities continue to use part-time officers as an affordable way to add manpower to their police departments, but critics point to safety concerns of officers and say this cannot be the future of policing in New Jersey.

The trend of hiring Class II police officers has gained momentum over the last five years as police departments and municipalities faced budget hits and layoffs. Hamilton Township, Galloway, Egg Harbor, Little Egg Harbor, Vineland, Lower and Middle townships and Atlantic City have all turned to cost-effective, part-time manpower once used only in shore towns to beef up police during the busy summer months.

Hamilton Township will soon hire another round of Class II police officers in addition to the three who are employed in the department, officials said.

Mayor Roger Silva said hiring the part-time Class II officers for the 49-member force is a much more affordable option than adding a fully sworn police officer at full-time status. Silva pointed to the down economy and said all governments are trying to do more with less, including police protection.

Silva's youngest son, Christopher Silva, 31, is a police officer in Mullica Township and started his career in Hamilton Township as a Class II officer.

"Look, we understand the opportunity for Class IIs. There are a lot of people who go that route. Look at the shore towns they rely on them heavily and they do a great job," Silva said.

Officials stress the hiring of full-time, fully sworn police officers has not stopped in municipalities like Hamilton Township. Instead, as the department loses full-time officers through attrition, the openings are filled with a new fully sworn officer, said Detective Frank Schalek.

There are instances with Class II officers do move into a full-time position, but that is dependent on them successfully completing the department's hiring process for a full-time officer, Schalek said.

Unlike full-time officers making larger incomes, Class II officers are paid at an hourly rate that ranges from an average of \$14 to \$18 an hour. Another savings for hiring part-

time manpower is that it includes no taxpayer-funded health benefits or pension payments.

In Hamilton Township, similar to many other municipalities, the duties of Class II officers are prisoner transports, prisoner processing and courtroom security, said Schalek.

Hamilton Township began hiring Class II officers in the early 2000s, said Schalek. Full-time police officers in the department earn an a salary of \$30,600 while in the academy. After graduation, the salary is increased to \$40,800. Class II officers start at \$14.10 an hour and max out at \$17 per hour, Schalek said.

As part-time employees, Class II officers are not entitled to health insurance or union representation, Schalek said.

But help wanted advertisements for law enforcement positions these days in New Jersey do not offer immediate full-time status.

Hamilton Township Police Class II Officer Chris Bell said it is easier to obtain a part-time position because there are more available Class II jobs than there are full-time positions.

Bell, who holds a bachelor's degree in criminal justice, said he is hopeful he will be selected to become a full-time fully sworn police officer in Hamilton Township and he's not worried about his prospects in law enforcement.

"At age 22, I feel I have plenty of time to find full-time employment," he said.

In recent years, neighboring Egg Harbor Township also turned to hiring Class II officers.

"It is a more affordable option especially when you're in a tight budget year. We have not stopped hiring officers at a full-time status, in fact, we have an officer right now in the academy for full-time status," said Egg Harbor Township Mayor James "Sonny" McCullough.

McCullough said the township uses Class IIs for assignments that don't necessarily require a full-time officer for, like duty in the municipal court. In 2011, Vineland and Atlantic City said they would use the manpower to handle lighter duties, freeing up regular officers for other jobs.

Thomas DePaul, director of the Cape May County Police Academy said two Special Law Enforcement Officer

(SLEO) classes go through the academy each year and a class of 59 recruits will graduate in May. Over the next several months he said about 300 new recruits will come for testing for another class that starts in May.

DePaul said it's common to see shore towns with the need for officers turning to part-time manpower, but now the trend is being seen in departments in year-round communities on the mainland. Including 15 SLEO recruits in the academy from Atlantic City, this year, the academy could graduate about 150 SLEO officers, DePaul said.

Egg Harbor Township Police Detective Ray Theriault, the president of Mainland Local PBA 77 who represents Hamilton Township Police Department, said over the last five years his department has hired about 7 Class II officers — and the same number of full-time officers during this period.

"Towns are now using this as a kind of a proving ground to gauge a person before they would hire them full-time, but the problem is (the officers) will do anything to get the job. It's not just a safe situation for them. They get abused by the departments because they know they want the job and they will do whatever they want them to do," Theriault said.

DePaul said the Class II hiring trend that has gained momentum over the last five to six years. The job serves as an audition for the part-time officer as the municipality is making an investment of 25 to 30 years in an officer once they are hired full-time.

"Towns are able to supplement manpower with so many part time officers, it's cheaper and they get a lot of specialized training. You get to see what this officer is capable of, how they handle their training and how they perform under pressure," he said.

Class II officers are given similar powers as full-time police officers, but they cannot take their weapons home with them unless approved by the chief of the department. These part-time officers do not possess police powers during their off-duty time, Theriault said.

In Hamilton Township, if a Class II officer is killed or injured in the line of duty they do qualify for life insurance which is 1½ percent of their annual base salary through the state's Defined Contribution Retirement Program,

Schalek said.

"Placing full-time officers with part-time officers is not only dangerous for them but dangerous for us too. Some of these Class IIs are retired officers, but for the most part it's younger officers who are trying to prove themselves any way they can," Theriault said.

While not paid nearly as much as regular officers, Class IIs can face the same dangers on the job as their full-time counterparts.

Cliffside Park Special Police Officer Stephen Petruzzello was struck and killed by a vehicle last month while on duty.

"Officer Petruzzello was tragically killed in the line of duty and the family essentially receives nothing. No pension benefits and a very limited life insurance benefit, if any. The town received very cheap labor at the expense of a young man's life," State Policemen's Benevolent Association President Patrick Colligan said.

"Couldn't that happen to anybody? It could happen to you or me or someone walking on the street. It's not just the policemen who are hired part time and are at risk for something like this to happen," Silva said of Petruzzello's death last month.

Colligan said the Class II program has worked well in shore communities for years and the union understands the need in those communities as the population soars in the summer months and an increased law enforcement presence is needed, but its unchecked expansion has raised many issues.

But he called the expansion of the program into other communities "a ticking time bomb."

"If a community is willing to take the risk on policing in their community with a short-term budget fix and take advantage of officers with much less training and experience then they will live with the legal, financial and emotional consequences for that decision for a long time to come. The next tragedy is right around the corner," Colligan said.

From The Press Of Atlantic City The post More Towns Turning To Part-Time Police appeared first on Labor Relations Information System.

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PAL CORNER



McFarland USA

On a recent, brisk February morning SFPAL friends and family gathered at the UA Regal Cinema at the Stonestown Galleria to enjoy a special screening of the new inspirational film from Disney Studios, *McFarland USA*, starring Kevin Costner.

The crowd gathered in the lobby and loaded up on popcorn and soda pop from the snack bar before settling into their seats. Following a brief introduction from Chief Greg Suhr and SFPAL President Captain David Lazar,

the lights went down and the projector started to roll.

McFarland USA chronicles the true story of high school coach Jim White and the kids from a predominately Latino small town who find themselves linked, like it or not, in an effort to achieve a goal no one thought they could reach.



Lt. Milanda Moore and Deputy Chief Lyn Tomioka were on hand to wish the SFPAL Seahawks Cheer and Dance Team good luck as they prepared to leave for Las Vegas to take part in the JAMZ Youth Cheer Competition.

The SFPAL audience clapped and cheered several times throughout the uplifting story. Afterward, nearly everyone in attendance commented on how inspiring and motivating the film was.

SFPAL would like to thank the UA Regal Cinema and Walt Disney Pictures for providing the group with a sneak peek of what is sure to be one of the year's most heartwarming films. *McFarland USA* is set for general release on February, 20th.

Seahawks Cheer & Dance Team Compete in Las Vegas

On Saturday, January 24, the SFPAL Seahawks Cheer and Dance Team participated in the JAMZ Youth Cheer Competition in Las Vegas where they finished fourth! Congratulations to the girls, their coach, Teanna Tillery

and their mentor, Lt. Milanda Moore for all of their hard work and dedication. It's great to see those efforts reap rewards. The entire SFPAL family is proud of their accomplishment!

In other news, the SFPAL Sandlot Program blasted off with another event hosted by the Mission Station, Monday, January 26 at Garfield Playground, while the SFPAL Conditioning Program got underway Tuesday, January 26 at the same location. Everyone at PAL as well as the community is excited to see these two wonderful programs get rolling again in 2015!

Remember to keep up to date with SFPAL events and activities by checking in at www.sfpal.org, and be sure to visit our Facebook page (www.facebook.com/SFpoliceactivitiesleague) for up-to-the-minute news and photos featuring the San Francisco Police Activities League.

"ALERT" to the Rescue



L to R: Joe Engler, Sally McDonnell, Dave Flynn, Carol Kunkle, Beth Gregory, Hilmi Balwi, David Bolaffi, Edward Whitmore, Jennifer Fung, Hulyan Tan, Quhua Huang

By Mike Biel

and needed a lot of attention.

As you all know, San Francisco Police Activities League (SFPAL) runs athletic and leadership programs for youth throughout the city. Our mission is to connect police officers with kids in the communities they work. These programs serve as the conduit to making those connections and provide thousands of city kids a fun and safe activity. The equipment for the various athletic leagues and teams such as baseball, football, and soccer has been kept in a public storage facility. Over the years, these storage spaces have become overcrowded and unmanageable. They were a disaster

Recognizing this as a problem, Lieutenant Joe Engler (a PAL Board Member) made correcting it a priority. He reached out to the Police Department's ALERT volunteers to assist him in this endeavor. Last month, a team of ALERT members, led by Lieutenant Joe Engler came together to help clean-up, reorganize, and inventory the PAL storage lockers. With the help of the ALERT members and Lt. Engler's leadership, our equipment and storage rooms are in tip-top shape. We all owe Lt. Joe Engler and the ALERT volunteers a heartfelt "Thank You" for taking on this task and doing a great job.

SFPAL President Rick Bruce Leaves Legacy of Service

Captain David Lazar Takes Leadership Role

By Mike Biel

The Board of Directors of the San Francisco Police Activities League would like to take this opportunity to express their deep gratitude for the outstanding service and dedication of outgoing SFPAL President Captain Rick Bruce (Ret.).

Captain Bruce's countless hours of hard work and his ability to encourage and motivate others on behalf of the program will be deeply missed. SFPAL will be forever in his debt.

The Board would also like to announce the appointment of Captain David Lazar to the SFPAL President's chair.

Captain Lazar brings great energy and leadership to his new role as president after devoting much time and effort to ensure that the mission of putting kids and cops together in classrooms, gymnasiums and playgrounds is being fulfilled in the City.

SFPAL is proud and honored to have worked with Captain Bruce and looks forward to the future growth and success of our programs under the guidance of Captain Lazar.

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Mission Station Officers Team with SFPAL

By Mike Biel
SF PAL

The SFPAL Sandlot and Conditioning Programs have been a successful addition to Mission Station Officers' youth engagement commitment to kids in the Mission District. Dedicated Officers like Sergeant Eric Washington, Officers Mike Mayo, Avery Parker and David Ashwanden have been leading the way with PAL programs at Garfield Playground. The kids have enjoyed playing soccer, kickball, and football with officers and PAL coaches. The SFPAL has plans to roll out similar programs at other District Stations in the near future.



Yoga Benefits Body and Mind

By Kristine "Muktidevi" Demafeliz, 35
Administrative Assistant,
SFPD Airport Bureau
Recent Graduate of the 2014 Fall
TT Program from the Integral Yogaâ
Institute, SF

What Would You Like People To Know About You That Is Relevant To Yoga?

My name is Kristine "Muktidevi" Demafeliz and I am a recent graduate of the 2014 Fall Teacher Training Program from the Integral Yogaâ Institute which is located in the heart of San Francisco. I received the spiritual Sanskrit name "Muktidevi" from the TT staff when I received my diploma, which means the "Goddess of Liberation". Also for the past 11½ years, I have spent my career as an Administrative Assistant and Personnel Liaison with the SFPD Airport Bureau. I have also had the opportunity to be a Management Assistant in the Fiscal Unit as well as an Executive Assistant to a Police Commander during my time at the bureau.

I have a DEEP passion for yoga. I have been a yoga practitioner for almost 7 years and within that time, I have 2½ years of unofficial teaching experience. This past fall was a perfect time in my life to enroll into the institute's TT program. It sure was a life changing experience and was definitely a time-tested journey. I am very happy to have fulfilled one of my dreams... to becoming a Certified Yoga Teacher.

I would also like to mention that...

I have Multiple Sclerosis. I've had it for 17 years now; and I must say that the benefits of yoga have helped me tremendously on more than just a physical level but also with my mind, spirit, and heart. The practice of YOGA is so powerful that it can truly heal one's soul and/or possibly even save one's life.

Describe Your Formal Training In Yoga And Your Experience To Date. Include A Description Of The Program That You Recently Completed.

On December 16, 2014, I completed the 2014 Fall Basic Yoga Teacher Training which is a 200-hour certification program. It is a 3-month intensive program which required 14 hours per week of class study and hands-on training, homework, reading, drop-in classes to familiarize ourselves with the yoga tradition we are studying, and getting together with fellow classmates to do group practice sessions.

The program was truly AMAZING and was definitely a life-changing experience. The certificate I have obtained will allow me to teach "Integral Yogaâ Hatha — Level I Beginners". In my own personal practice, I normally take Level I/II classes and in time, I see myself wanting to gain more knowledge and experience in other areas of yoga teacher training such as the Intermediate Level II program, Thai Yoga Therapy Practitioner training, Yoga for Stress Management, as well as other areas that are relative to my interests.

Describe The Particular Type(S) Of Yoga That You Practice And State Why You Chose Same.

The three styles of yoga listed below are the types of yoga that I practice on a daily basis. Depending on my energy flow of the day, I can choose a style of yoga that coincides with how I'm feeling mentally, and on a physical level.

Integral Yogaâ Hatha —

Is the tradition of yoga that I studied and now certified to teach. I really appreciate this style of yoga, as it is more "spiritual in nature". Integral Yogaâ Hatha is a COMPLETE practice which consists of chanting (which uplifts the spirit in the room), the Pranayama practices (which are the breathing techniques), there are the Asanas (which is the physical portion of the practice), there is a guided deep relaxation, and a brief meditation towards the end of the class.

Hatha Flow —

This style of yoga allows for the practitioner to gain the skills of linking the breath with movement. Students also learn how to refine postures and move beyond their limitations of the mind and body. This is similar to a basic Hatha class, but one can develop the skill for a more flowing sequence.

Vinyasa Flow —

Vinyasa flow is a more cardiovascular, fast-paced practice. Similar to Hatha flow, but slightly more intense, which builds heat, endurance, flexibility, and strength. With this combina-



tion of intensity, a practitioner is also able to improve concentration.

What Do You Think Are The General Benefits Of Yoga?

Yoga can benefit anyone on so many different levels. It can help calm and still the mind, which allows for one to cope with life situations easier and to also handle stress in healthier ways. It is a good way to keep the body healthy and strong by doing the daily Asanas (physical practice) by stretching the muscles throughout the body, serves as a general tonic for the entire system, and being able to aid with digestive issues. Also, one is able to access a connection within the Self to allow for inner peace during difficult situations in life. Yoga can help "awaken" that state of inner peace in any individual if one really engages in a yoga practice.

Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Seals Win Winter League

CCHECK IT OUT: The SF Seals softball team won the SF City Winter League championship for 2014/2015 in the "open C" category on Monday Feb. 16th when they defeated the Wiseguys by a score of 27-4. This is the version of the Seals run by **Nelson Ramos** (FOB) that competes during the spring and summer leagues on Tuesday nights and the winter league on Monday nights (which is different from the Seals run by Northern Station's **Mike Tursi** and **Dave Colclough** that competes in weekend tournaments around the bay area and sometimes out of state). As far as this version of the Seals, the team is represented mostly by department members with some civilians mixed in to better represent the community when playing their games at Jackson Playground in Potrero Hill.

As far as that championship game, it was pretty easily won as the bats were alive throughout the contest. Making the playoffs was easy as well when the team posted a 7-win, 1-loss record during the regular season. It was the semi-final playoff game played that same night before the championship game that was hard. Being behind throughout the game to a team called



the Outlaws, the Seals found themselves losing by a score of 15-6 going into the bottom of the 7th inning. This is when the hitting really came alive as the team was able to score 10 runs for an exciting come-from-behind 16-15 victory.

Besides Ramos, other cops on the team include: **Mike Alexander**, **Kevin Worrell**, **Chris Olson**, **Ray Biagini**, **Niko Hawes**, **Dennis "Doc" O'Connor** and myself. The civilians were: **Eddy Alvarado** (Nelson's brother-in-law married to Maria), **Rich Navarro**, **Manny Guvera**, and **Hang Tang**. This combination of ball players was the perfect mix for a successful season. The team was awarded a 1st place plaque (that will be displayed at the POA building) along with snazzy first place sweat shirts that has the City League Championship emblem

on them. Congrats to the SF Seals for representing the department in a good light as usual and for a job well done!

Department Softball

Speaking of softball, the SF Police Softball League will be starting soon. Word from Commish **Kevin Worrell** is that the season should be starting the third week of March on the 18th and the 19th. The league will have thirteen teams competing during a ten game regular season schedule. Twelve of the thirteen teams will be in the playoff tournament which will be double elimination; this is what was done last season. What Worrell is doing differently this year is adding a C Division championship in addition to the usual A and B Divisions championship games. I imagine with this added game that there will be even more "sand bagging" going on by some teams as usual — it will be interesting to see.

As far as the teams competing this season, they include: the Central Diners, Southern Station, the Bayview Pit Bulls, the Mission Diablos, the Northern Bull Dogs, the Northern/Mission combo team (NMs), the Park/Taraval combo team, Ingleside Station, the Tenderloin Rats, Task Force, the Airport Checkers, SF CHP, and



the SF Sheriffs. The league fees will be \$325.00 per team and game balls provided by the league. There will be at least one scheduled double header during the season with other "twin bills" possibly added depending on rain outs and make ups etc. As far as fields are concerned, Westlake Fields in Daly city are no longer in the rotation with Jackson Playground, Silver Terrace and Balboa Park still in. Another field that possibly could be added would be Kimball or maybe Rossi. My favorite field that hasn't been used in years is West Sunset with the "green monster" in left. Hey Commish: what about using that one again?

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

Department Basketball Update

By Commissioner Steve Coleman,
Bayview Station

With a week to go in the regular season, the Central Diners and Taraval "One and Done'ers" have clinched the top two seeds of the postseason tournament. As I congratulated Ryan Jones for his Central Diner's #1 seed, he told me "It doesn't matter, it's a whole new ballgame in the playoffs". The longtime Head Coach and General Manager knows all too well what a deep field the league has yet again. Teams that will be seeded low such as the Southern Bee's, Mission Diablos, Bayview Pit Bulls, and the Northern Bulldogs are capable of knocking off any team on any day. The last time Central had a team this loaded was back in the 2010 season when they finished 11-4, but lost to the Chippies (SF CHP) in the Finals. During a recent conference call with the teams head coaches and general managers, every team manager felt they had a shot to win the championship this year. It's always tough to predict what's going to happen, but I'll give it a shot. Although it's their first season back in the league in years, the Taraval Trash Talkers will win this season's championship in a close game to upset Task Force in overtime 36-35. Recent championship games have been low scoring affairs, with the games coming down to the final moments. This is the first time

SFPD Basketball Standings

through 2/11

TEAMS	W	L	GB
Central	7	0	
Taraval	6	1	1
Task Force	4	2	2 1/2
Northern	4	3	3
Ingleside	3	3	3 1/2
Bayview	3	4	4
Southern	2	5	5
Mission	2	5	5
CHP	0	8	7 1/2

I've stuck my neck out on the line for a team and made a prediction at the end of the season so I'm expecting big things!

Good luck to all the teams in the playoffs. I know there will be tough competition, so expect to watch hard nose play between the teams. Everyone is invited to come out and watch the Finals on Thursday March 5th at 10 am at Saint Mary's Gym, with the banquet being that same date at Firenze by Night. 1429 Stockton St. \$55 a head includes dinner and table wine, brochette appetizer, gratuity, and more.

Letters to Sports Editor

Hi Nick,

Thank you so much for the awesome article which you wrote about our son Mike in the POA paper recently! I was expecting a little article, based on our emails and us getting you things late. When Jim brought the article home on the weekend, my jaw dropped. It definitely wasn't little. It is such a thorough outline of Michaels path and his experience. I enjoyed reading the whole thing! I liked how it mentioned to going to high school in "The City." That was such a great experience for him to do this being a "suburb kid"; liked the mentioning of each bowl game over the years, the opportunities he had with Community Service in the program and last but not least liked how you noted some of Mike's words about the last game of the season and how in the big scheme of thing that will not put a dent in his perception of the amazing experience he has had and the bonds he has formed. Teamwork and commitment can bring amazing results. Thank you so much for the recognition you and the POA gave to Michael with this article! It really means a lot to Mike and our whole family!

Thanks again and Best Regards,
Lorrie Garrity

Hey Nick,

In response to Steve Coleman's "hoops update" and his nickname for our team: It's not "Trash Talking" if you can back it up!! My young "Hogs" can run the court. I've got them running on the beach and lifting every night on 7M. Other teams need to continue to watch out for us as we will continue to "bring it"...



The Taraval basketball team's locker room

Sgt. Joe Salazar,
Taraval Station Mid

IRONMAN 2015

Wednesday, 05-20-2015 @ 0900 hours, 5th Floor Gym at 850 Bryant St

1ST EVENT: BENCH PRESS 1000 POINTS

10 points per repetition to 100. The bar must touch the chest and be raised to full arm extension. The weight lifted will be 100 pounds for men and 60 pounds for women. Three, five second pauses in the lockout position will be permitted.

***For IRONMAN competitors who choose to lift 225 pounds. 40 points per repetition. Max points = 25 reps. The bar must touch the chest & be raised to full arm extension.

2014 TOP SCORE: Antonio Landi (25X225), Edward Yu (82X100), Val Altamirano (88X60)

2ND EVENT: PULL-UPS 1000 POINTS (WOMEN HAVE THE OPTION OF DOING THE BAR HANG OR 25 PULL-UPS 1000 POINTS)

20 pts. per pull-up to 49 (In honor of Officer Isaac Espinoza). A pull-up consists of a participant gripping the bar with the hands facing outward at shoulder width; feet shall be together; arms extended fully; the body will rise until the chin is touching the bar; the body will then descend and the arms will lock out, feet shall not touch the floor. (Kipping is allowed) Women: hang from the bar, with hands facing outward; 3 points per second. OR: 40 pts. per pull-up

2014 TOP SCORE: Nathan Manalang (49), Joseph Obidi(49), Michael Palada(49), Edward Yu(49), Dien Ha(49), Lori Peltier (3:27)

3RD EVENT: SIT-UPS 1000 POINTS

5 points per sit-up in a 3 minute period. A sit-up consists of lying supine, legs bent, hands touching behind the head. Raise body and touch both elbows to both knees then lower body until back touches the mat.

2014 TOP SCORE: Andrew Meehan (166), Carmen Walsh (112)

4TH EVENT: PISTOL SHOOT 1000 POINTS

From the 50 yard line; 20 shots (10 right handed and 10 left-handed). The participant may use the barricade for support. Department issued handguns only (.40 cal Sig Sauer). 10 minute time limit for all 20 rounds.

2014 TOP SCORE: Joe Emmanuel (865), Lyn O'Connor (805)

5th EVENT: 4.7 MILE LAKE MERCED RACE 1000 POINTS

Start/Finish at the Lake Merced Range parking lot. 27 minutes = 1000 points. Subtract 1 point for each second over 27 minutes for men and 30 minutes for women.

2014 TOP SCORE: Justin Bugarin 29:40, Leah Rothstein 33:21

CATEGORIES: A person may compete in as many categories as he or she is eligible for.

1. TEAM OPEN (5 persons, either sex, from the same unit)
2. TEAM SENIOR (5 persons, either sex, 40 and over, from the same unit)
3. MIXED DOUBLES (male/female, split the events. one does 2, partner does remaining 3)
4. IRONMAN OPEN (any age. all five events)
5. IRONMAN SENIOR (40 and over)
6. IRONMAN SENIOR/MASTERS (50 and over)
7. IRONWOMAN OPEN (any age. all five events)
8. IRONWOMAN SENIOR (40 and over)
9. IRONMAN 200 LB AND OVER OPEN (Clydesdale) (any age, all five events)
10. IRONMAN TWO MAN TEAM. one does 2, partner does remaining 3)

There will be IRONMAN 2015 commemorative T-shirts, a luncheon, and a raffle following the competition.

Please register via email with the following information:

Name: Team Name / Station :

Category: Age: Sex: T-shirt size:

EMAIL: Justin-Paul.D.Bugarin@sfgov.org

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Others included in this reservation (must be paid in full to ensure reservation)

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- \$400 Driving Range Sponsor
- \$2,500 Tournament Sponsor (includes a foursome)

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Please send reservations in by June 15, 2015



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

2008 BMW 128i automatic, black with light interior, less than 24,000 miles, excellent condition, great luxury commuter with 28 MPG highway. Full warranty through 2012, maintenance coverage (oil changes, wipers and brakes) through 2014, BMW assist through 2012. \$24,500 OBO. Contact Rob Kobold at 408-310-0618

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

Boat For Sale

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

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

4 GOODYEAR TIRES AND RIMS from a 2012 FX-4 Ford Truck. Less than 500 miles on the tires. M&S SR-A P275/65r18. \$600 for both OBO. Please contact Ariana for pictures or interested 415-940-5379.

Motorcycle For Sale

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

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

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

Vacation Rental

\$1250/2BR - LAKE TAHOE. One week Friday Aug. 7th depart Friday Aug. 14th. 2 bedroom, 2 bath unit on the Lake. Pool and spa. Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach of clear blue Lake Tahoe. Local marinas offer rentals and buoy rentals for watercraft parking. Hiking, golfing, tennis close to the resort. \$1250.00 Contact: Mike Coffey at mike2200@hotmail.com

\$1250/2BR - LAKE TAHOE. Seven nights beginning August 23 depart on 30th. 2 bedroom 2 bath unit on the lake. Pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach of clear blue Lake Tahoe. Local marinas offer rentals and buoy rentals for watercraft parking. Hiking, golfing, tennis nearby. \$1250.00 Contact: Mike Coffey at mike2200@hotmail.com

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

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

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

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

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

Vacation Rental

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

Wanted

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

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

Free Classified Advertising Available for POA Members

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

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in three consecutive issues. An ad may run for three additional issues upon request of advertiser.

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

Like Us

www.facebook.com/SFPOA



Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

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

Find words associated with St. Patrick's Day for the month of March.

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

BROGUE	IRISH
CELTIC	JIG
CLOVER	LIMERICK
DUBLIN	LUCK
EMERALD	PATRON
GAELIC	SAINT
HARP	SHAMROCK
HIBERNIAN	TRIFOLIUM



Pictured above are members of the San Francisco International Airport Solo Motorcycle Unit Officer Armando Maracha. Sgt. Eddie Hagan, Officer Harold Vance, with members of the elite Marine Helicopter Squad One during the recent visit of President Obama to San Francisco.

Marine Helicopter Squadron One (HMX-1), is a United States Marine Corps helicopter squadron responsible for the transportation of the President of the United States, Vice President, Cabinet members and other VIPs. A Marine helicopter that has the President aboard uses the call sign "Marine One". In addition to its VIP transport role, it is also tasked with operational test and evaluation of new flight systems for Marine Corps helicopters. Nicknamed "Nighthawks", they are headquartered at Marine Corps Air Facility Quantico, Virginia, and maintain detachments at Naval Support Facility Anacostia in Washington, D.C. and Joint Base Andrews Naval Air Facility in Maryland.

Support Continues for the USO Hot Shower Program at SF Airport

By Val Kirwan
Airport Bureau



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

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

It is never too late to help in this effort. The POA's cost per voucher is \$5.00. If you would like to sponsor a fresh shower for a military man or woman in transit, contact the POA Office at 415-861-5060, or Sgt. Sean O'Brien at the Airport Bureau, 650-821-7171.

Note: The following letter of appreciation was sent to me by Sgt. Sean O'Brien, who requested that we print it in the POA Journal. — VK

Thank You to USO Supporters!

By Sergeant Sean O'Brien
Airport Bureau

My recent fundraising efforts on behalf of the SFO USO have been a great success.

I would like to say thank you to the Veterans Police Officers' Association for their donation of \$500, which enabled me to purchase 100 shower vouchers for service members and their families.

On February 11, VPOA Secretary Ret. Lt. Larry Barsetti came to SFO with VPOA members Ret. D.C. Mindy Pengel and Ret. Sgt. Mickey Griffin and presented the shower vouchers to the USO with myself and SFPD AFOB Cmdr. Ali. The three VPOA members got the VIP tour of the facility and got to see, first hand, the appreciation of the USO. While there, Ret. Sgt. Mickey Griffin, also a USO volunteer, told me



Artika Singh of Allen Pineda Dental

that the USO was running low on personal hygiene items. Specifically, toothbrushes and toothpaste. I mentioned this to SFO Airserve employee Artika Singh.

As well as working at SFO, Artika works full time as the office manager at Allen Pineda Dental in San Francisco. Artika contacted her supplier at SF Dental Supply. SF Dental Supply then donated 100 toothbrushes, 100 travel size toothpaste tubes, and 144 travel size mouth washes. So another big thank you goes out to Artika and SF Dental Supply.

Lastly, thank you to D.C. Denise Schmitt who, after hearing that the VPOA donated \$500, promptly wrote me a check for \$500 for the USO.

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

Thank you!



FROM L-R: Sgt. Sean O'Brien, USO Director Jim Pollock, Ret. D.C. Mindy Pengel, Ret. Lt. Larry Barsetti, Ret. Sgt. Mickey Griffin, and Cmdr. Mikail Ali



Gity and Mike Hebel with Mayor Ed Lee at a POA hosted fundraiser supporting the Mayor's reelection campaign. The event was held at the Paragon Restaurant, on Tuesday, February 24.

**** IMPORTANT TAX INFORMATION ****

California's Professional Peace Officers

WE TAKE CARE OF OUR OWN

Fallen Officers Not Forgotten

Always Have. Always Will.

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

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

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

FORM 540

California Peace Officer Memorial Foundation Fund	408	100
110 Add code 400 through code 419. This is your total contribution.	110	00

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

CALIFORNIA PEACE OFFICERS' MEMORIAL CEREMONY — MAY 4, 2015
CPOMF is a 501(c)(3) non-profit charitable organization. Federal Tax ID #95- 4350983
For more information please visit our website at www.camemorial.org

POA Sponsors Shopping Trip for Family Displaced by Mission District Fire



On Tuesday, February 17, 2015, several SFPOA members escorted the Gonzalez family to a local Target Store to assist them in replacing items that were lost in the fire. The shopping trip was sponsored by the San Francisco Police Officers Association.

It was 13-year old Alessandro Gonzalez, and his dog "Buddy", that were rescued by members from Mission Station on January 30th. The family has finally been placed in housing where Alessandro can be reunited with his dog.



Since the family lost everything in the fire, the POA is helping them set up their new home with some basis essentials (sheets, blankets, dishes, food and toys for Buddy, and a new TV and computer).

Posing with the Gonzalez family are, left to right, POA Board Representatives Tom Harvey, Jody Kato, Joe Clarke, Jesus Peña, and POA President Martin Halloran.

PHOTOS BY VAL KIRWAN

POA Steps Out Against Human Trafficking With Shoe Leather and Money

By Deputy Chief Denise Schmitt
Airport Bureau

Like most of you who have spent time policing the streets, I have met more than my share of people involved in the crimes of buying and selling human beings for sexual activities. For most of my career, the approach to these crimes was to identify the most visible participants, (i.e.: Pimps, Johns and Prostitutes) and enforce infractions and misdemeanors against them. With tremendous effort and focus of resources, Vice/Narcotics would sometimes make a strong Felony case against a particular Pimp. Generally, help for these mostly young girls and women trapped in this life did not exist and we saw the same women working a circuit for years as they piled up a stack of citations and bench warranted repeatedly.

In the last several years a nationwide movement to understand that

the victims in these cases cannot escape this life of sexual slavery without support has gained momentum. The realization that the "nuisance crime" of prostitution is actually a component of the greater crime of Human Trafficking has created an opportunity for Law Enforcement to help stop a cycle of abuse and violence. The victims of this crime are often horribly abused throughout their lives. They come from every age group and neighborhood. Once placed into this life of slavery, escape is nearly impossible and requires tremendous emotional, practical, and social support.

On Tuesday, February 3, 2015, the San Francisco International Airport held a fundraising event to raise awareness of Human Trafficking and much needed funds for *Freedom House*, a 501 (c)(3), non-profit which provides long-term support and two safe houses in San Mateo County for victims fighting to escape slavery. The members



The SFPD Airport Bureau participants. The group includes sworn, non-sworn, active and retired members, PSAs, and K9 "Gilbey".

of the San Francisco Airport Bureau, along with a team of officers from the City jumped at the chance to walk a mile throughout the Airport as part of "SFO Unites Against Human Trafficking." Each SFPD participant raised or donated a minimum of \$100, and our combined PD efforts netted over \$4500 for *Freedom House*. In addition, the SFPOA Community Services Committee made a generous donation of \$1000, enough to provide a month of food for 5 survivors escaping slavery.

The walk was followed by a reception where a survivor of Human Trafficking and *Freedom House* graduate related her story of the critical role that Police Officers played in her rescue from over a year and a half trapped as a sex slave. The difference that one police officer made in her life by looking her in the eye and telling her he was taking her somewhere safe was

impressive. Without that intervention, this young woman would still be trapped in a life where she was moved from hotel to hotel and sold repeatedly every night. The Director of *Freedom House*, Jaida Im, expressed to me just how overwhelmed she and her team were at the support from SFO and from the San Francisco Police Department specifically.

In total, "SFO Unites against Human Trafficking" raised \$150,000 for critical and comprehensive work of *Freedom House*. My sincere thanks to the POA and its members for walking and supporting the walk so generously. Your whole hearted support of this extremely difficult work makes a huge difference in the lives of these victims.

To learn more about *Freedom House*, visit their web site at www.freedom-house.org.

PHOTOS COMPLIMENTS OF
SFO MEDIA RELATIONS



Freedom House Director Jaida Im accepts donation from SFO Director John Martin on behalf of the participants, donors, and sponsors.



The SFO volunteer committee participants. Standing next to John Martin is Airport Commission Secretary Jean Caramatti who was most instrumental in the organization and sponsor solicitation of the event.



SFO Director John Martin (center) was among those leading the group of walkers through the airport terminals.