

POA JOURNAL

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SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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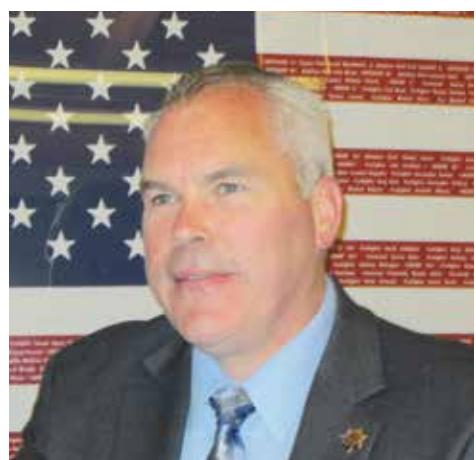
SAN FRANCISCO, MAY 2016



www.sfpoa.org

President's Message

All Storms Pass



By Martin Halloran
President, SFPOA

It has been busier than usual this past month, and certainly much stormier in terms of swirling media squalls and sporadic lightning strikes. The issues

are numerous and very pressing. Any one in and of itself would be enough to demoralize a weaker organization, but we are – fortunately or not, depending on your point of view – very experienced at heading off these storms. I must admit, however, that even I was starting to hunker down a bit until I read the letter reprinted on this page from Father Mike Quinn. After reading it, a bluer sky has opened, and I have put away my umbrella.

Inside this month's *Journal*, there are a number of issues that you should read about and ponder. But before you turn a single page, or glance at a single headline, do yourself a huge favor and read Father Mike's message. Your day will go much better after you do.

In fact, read it twice...
Slainte!

Dear POA —

Thank you for remaining positive and electing to continue engagement with the communities you serve so well. Perhaps if the potential of each young person is supported by the community, their family and the communities of interest there would be less crime in our City.

It is "better to light one light than curse the darkness" which is what you have done in providing educational opportunities for young people. It is far better than declaring days of honor for victims of societal neglect who happen to also be committing serious crimes. Keep on believing in people – Hopefully it will become infectious and we will all learn to trust and honor each other more!

With Admiration and Hope,
Fr. Mike Quinn,
SF Native & Priest

Editor's note: This uplifting message was sent to the POA in response to the Mission Graduates receiving the POA's Community Investment Grant. Read more on Page 19.

What's Inside this Issue?

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May is Memorial Month

Honor Our Country's Fallen Military and Law Enforcement Heroes





Left to right: Kilikai Ahuna, ABC 7's Vic Lee, POA Office Manager Cyndee Bates, Kaikea (Rocket) Ahuna, POA Legal Defense Administrator Paul Chignell, Dan Ahuna, Sergeant-At-Arms Val Kirwan and Kanoe Ahuna. Front, Kaiehu Ahuna. (See link to ABC 7 story below.)

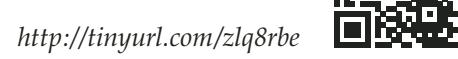
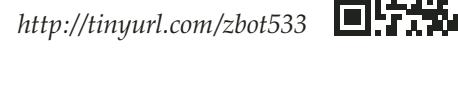
San Francisco Police Help a Family

To: All Members

Issues surrounding auto burglary, homelessness, mental health, and quality of life are more and more on the minds of San Francisco residents and visitors (NY Times). Even though the SFPD is understaffed by approximately 300 officers, the overall arrest rate by the department has only slightly dipped over the past few years. Unfortunately filing rates have dropped significantly in the District Attorney's Office over the same time period. Quality of life crimes, property crimes, and many narcotic violations are no longer being prosecuted largely due to Prop 47 which was co-authored by DA George Gascón.

Last week a family visiting San Francisco from Kuai were the latest victims of an auto burglary. The family was in the Bay Area so one of their teenage sons could get treatment at Stanford Hospital for a brain tumor (ABC7 News Story). The POA reached out to this family and offered them some help in replacing those stolen items (follow up story). The POA wishes this family well.

Martin Halloran
SFPOA President



Below are a few of the comments posted on the SFPOA's Facebook page regarding the Ahuna family.

Sally Casazza Congratulation well done Marty and SFPD.

Gladys Amigo God Bless SF Police and Thank You for your Job

Tina Nunes That's awesome. Thanks SFPD.

Humildad Belleza Amor God bless S.F. police officers

Vicky Kruchin That was such a wonderful thing you have done for that family. I wish them all well

Matilde Castillo God bless S.F. police Officers.

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.

General Membership Meeting Roll Call

Wednesday, April 13, 2016

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

The San Francisco Police Officers Association

POA JOURNAL

(USPS #882-320)

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Co. D	Joseph Clark, Scott Edwards	AIRPORT BUREAU	Reynaldo Serrano, Mark Trierweiler
Co. E	Matt Lobre, Jesus Peña
Co. F	Kenyon Bowers, Paget Mitchell	RETIRED	Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

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

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

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Minutes of the April 13, 2016 Board of Directors Meeting

1. President Martin Halloran called the meeting to order at 1203 hours.
2. Sergeant at Arms Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty.
3. Secretary Mike Nevin conducted roll call.
4. President Halloran thanked Michael Ferraresi (Co I) for his service on the board of directors. Mike recently transferred to Co A. A special election will be announced in the coming week.
5. President Halloran discussed Department Bulletin 16-050 (Warrant Arrests). Halloran spoke with the chief and voiced his concerns of no discretion for members who encounter people on low level warrants. He used an example of a victim who would be subject to mandatory arrest. During the discussion several representatives brought up recent examples of county jail refusals for certain warrant arrests. The department will consider making changes to the bulletin.
6. Retired Captain Paul Chignell, POA Legal Defense Administrator, made a presentation to the board. He provided updates on O.C.C. (current status, problem resolving, POA assistance on sustained cases); IA Administrative Division (current status, scheduling, sealing of discipline); IA Criminal Division (rights, procedures, reporting to POA); E.E.O. procedures (DGO 11.07, intake, city investigations). Contact Paul Chignell at the POA with questions or e-mail: paul@sfpoa.org.
7. Representative Jesus Peña (Co E) made a motion to approve the March 2016 Board Minutes. The motion received a second from Representative Jim Trail (Co H). The motion passed unanimously by voice vote.
8. President's Message. President Halloran discussed Chief Suhr's planned visits to stations/units. Department Bulletin 16-052 provides dates and locations.
9. President Halloran announced that members can obtain a free 3-year subscription to American Police Beat magazine. The POA is a founding member of the Public Sector Alliance. They publish the magazine. Contact your board representative if interested.
10. President Halloran said the POA is supporting an initiative on the statewide November ballot: The Death Penalty Reform and Savings Act of 2016. The POA has pledged financial support and signature forms were provided to representatives.
11. President Halloran discussed the recent officer-involved shooting in the Mission District.
12. Vice President's Message. Vice President Tony Montoya discussed the chief's visit to Mission Station (DB 16-052). He encouraged the board representatives to get questions from members in advance of the upcoming meetings.
13. V.P. Montoya provided an update on the use of force policy and the POA efforts.
14. V.P. Montoya explained that the POA has quickly formed committees for "meet and confer" on a new Department General Orders for C.I.T. and Social Media.
15. V.P. Montoya thanked Bayview Station for their exceptional effort in raising money for the USO Shower Program at SFO.
16. V.P. Montoya provided board representatives with pocket "Critical Incident" reference cards. These cards were made by Gregg Adam, POA Attorney.
17. A Facebook page has been recently established which posts unfavorable and disparaging remarks directed at DA Gascón. The SFPOA has no involvement with the Facebook page at all.
18. Treasurer's Report. Treasurer Valdez handed out the monthly expense report.
19. New Business. Representative Ray Allen (retired members) announced the VPOA donated another \$1,000 for the USO Shower Program.
20. Sergeant at Arms Val Kirwan announced an upcoming event sponsored by a local businessman supportive of the SFPD. The fundraiser will be held on Saturday, May 14. The cost will only be \$5 for lunch. All proceeds will be donated to a worthy cause (TBD). Kirwan will be sending out a flyer to the board and general membership.
21. The California Law Enforcement Memorial will be on May 1 and 2 in Sacramento.
22. Representative Chris Canning brought up a watch change issue but it appears it was within MOU provisions.
23. Old Business. None
24. Financial requests. None
25. The meeting was adjourned at 1324 hours.

Submitted by
Mike Nevin, Secretary

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

USO Shower Donations



BAY AREA

Thank you to everyone who is supporting the SFO USO shower program. I just wanted to make sure to thank the following people and organizations for their monetary donations. Thank you to the POA, the VPOA, Chris Martinez, Ross Laflin, Kirk Bozin, John Forbes, Matt Lobre, Mike Cunnie, Ray Shine, L. Sabau, and Jack Forbes.

As far as the station donations go, Co. D is currently in the lead at \$1400 in donations, then Co. C at \$1080.00. Co. B had a good showing with \$460, as did Co. A with \$367.00. Next up is Co. E. As you know, at the end of the year, the POA will be hosting a luncheon for the station/unit that raises the most money for this worthy cause.

The director of the SFO USO, Jim Pollock, wanted me to thank our members

on his behalf. Jim is overwhelmed with the show of support our department is giving this program.

Anyone else wishing to donate can email me at the email listed below for details.

Thanks again!
Sgt. Sean O'Brien #119
SFPD AFOB
119sean@gmail.com

Calendar of Events

Specially Scheduled Events

"OLD NARC ROUND UP" DINNER

Where SF Italian Athletic Club, 1630 Stockton St., SF
Date/Time Wednesday, May 4, 2016, 6:00 PM
Contact On-Line www.oldnarcs.org

FIRST RESPONDERS SOCIETY LUNCH

Where Italian-American Athletic Club
Date/Time Thursday May 5, 2016
Contact adrienroche@comcast.net

IRONMAN/IRONWOMAN COMPETITION

Where Gym, 850 Bryant, SF and the Lake Merced Range
Date/Time Wednesday May 11, 2016 0900
Contact See flyer page 34

MARINE CORPS LEAGUE GOLF TOURNEY

Where Oakmont Golf Course, Santa Rosa, CA
Date/Time Sunday, May 29, 2016 7:30 AM
Contact See flyer page 32

PAL GOLF TOURNEY

Where Sharp Park Golf Course, Pacifica, CA
Date/Time Thursday June 2, 2016 Noon
Contact See flyer page 33

"WOMEN OF SFPD" LUNCHEON

Where Paragon Restaurant, 2nd at Townsend Streets, SF
Date/Time Saturday, June 18, 2016 5:30 PM
Contact See Flyer Page 14

LAW ENFORCEMENT NIGHT GIANTS VS NATIONALS

Where AT&T Park
Date/Time Thursday July 28, 7:15 PM
Contact See flyer back page

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

Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

Where Scottish Rite Masonic Center, 2850 19th Ave, SF
Date/Time Second Tues. of Every Month, 11:00 am
Contact Larry Barsetti 415-566-5985 larry175@ix.netcom.com

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
Date/Time Second Tues. of Every Month, 1:45 pm
Contact Mark McDonough 415-681-3660, woaasfpolice@gmail.com

AMERICAN LEGION SF POLICE-FIRE POST

Where Park Station Community Room, 1899 Waller St., SF
Date/Time Second Tues. of Every Month, 4:00 pm
Contact Greg Corrales 415-759-1076

POA BOARD OF DIRECTORS MEETING

Where POA Building
Date/Time Third Wed. of Every Month, Noon
Contact POA Office 415-861-5060

RETIRED EMPLOYEES OF CCSF

Where Irish Cultural Center
Date/Time Second Wed. of Every Month, 11:00 am
Contact Reyna Kuuk 415-681-5949

RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range
Date/Time Contact Lake Merced Range for Dates
Contact Range Staff 415-587-2274

Close Encounters

There's a great deal of talk about the different options San Francisco police officers should have to handle critical incidents involving people armed with deadly weapons especially centered around the use of tasers. But that's all it is — talk.

It's actually appalling, as SFPOA President Marty Halloran stated, since his members are without the availability of tasers, there are going to be many times when the officers have no other choice to neutralize deadly situations other than going from "baton to bullet."

Unfortunately, the debate over tasers will go on and on at the Police Commission, as it has for the last several years, with no resolve. It's what is known in The City as "progressive politics"...a phrase we should probably change to "obstructive reckoning".

Meanwhile, a young man addicted to heroin landed himself in the gutter at 13th and Folsom Streets passed out because of an overdose. A witness nearby flagged down Officer Anthony Sharron and Officer Justin Dombrowski. Officer John Ishida and Officer Robby Willkom also responded when they heard the call. Officer Willkom, recently trained in the use of a medication that would rescue individuals in such a condition as the young man was suffering, went to work as noted in the incident report he filed later:

"I donned my personal protective gloves, grabbed the medical kit out of the trunk of my patrol vehicle, and went to assess John Doe. Doe was laying partially in the street and the gutter

limp on his back. He was snoring with irregular respirations. Doe's lips were cyanotic and his extremities were cold to the touch. While he had a carotid pulse I was unable to detect a radial pulse."

"I checked Doe's pupils with my flashlight and discovered they were approximately 2mm in diameter and he would not respond to any stimulus. Doe was also showing difficulty in maintaining his own airway. From my training and experience, I believed that Doe had overdosed on opiates based on the pinpoint pupils, irregular respirations, cold extremities, and cyanosis around his lips and face."

"I opened my medical kit and removed the Naloxone Hydrochloride (Narcan) and the intranasal atomizer. I delivered 1 milligram (mg) of Naloxone into the right nostril of Doe as he inhaled. I delivered the other 1 mg of Naloxone into the left nostril of Doe as he inhaled. I began to set up the one way valve mask to deliver rescue breaths to Doe when SFFD Medic79 arrived on scene and took over medical care. I notified the paramedics on scene that Narcan was delivered via intranasal atomizer. Medic 79 also administered 2mg of Naloxone via nasal atomizer. Doe slowly began to awake with manual stimulation, regained consciousness, and was able to maintain his own airway."

This was a narrative by someone you would expect to be a paramedic inside an ambulance or an emergency room doctor — but it's taking place on the street and the life-saver is a young police officer trained in the intricacies

of providing immediate medical care and saving a life.

Can the use of a taser be any more complicated than that? We don't think so.

* * * * *

A further addendum to last month's mention about the how The City is just getting jammed with an astronomical number of vehicle burglaries. Central Station officers are probably the hardest hit with these crimes but they captured 2 suspects who, no doubt, accounted for a great majority of the thefts that were occurring.

The incident involving the break-in of numerous cars took place at Pier 7 but Officer Joseph Marte located the escaping suspect vehicle with 2 aboard and gave pursuit. The car was abandoned on Clay Street at one point and Officer Anthony Graziano, Officer Rigiland Pena, and Officer Gregory Foote detained a suspect nearby. Security personnel from Embarcadero Two assisted in locating the other suspect and he was taken into custody by Officer Edward Browne, Officer Darla McBride, and Officer Kimberly Ng. All of the stolen property was found and identified, documented, and returned to the victims.

* * * * *

It's always a pleasure to read Captain Commendations prepared by Sergeant Sean Frost that are sent to our column. He starts the latest one out with:

"In the year 2015, Bayview Station officers led the City in firearms seized. Many of the people who possess firearms are not fool hardy enough to actually use them. On April 8, 2016, one suspect was fool hardy enough."

His memo of recognition goes on to describe how Officer Claudia Valle, Officer Kyle Wren, Officer Eric Eastlund, and Officer Christopher Leong conducted a felony traffic stop on a vehicle that was seen leaving the area where an individual had fired numerous shots while using the United States Post Office on Evans Avenue as target practice. The stop yielded a firearm, an ammunition box, and numerous shell casings. And, fortunately, another gun was taken off the streets of the Bayview District without harm to the officers who put their lives on the line for the people who live in their police community.

* * * * *

Also in the Bayview District it is commonly known that in the area of Missouri Street near Turner Terrace and Watchman Way there is an overabundance of shootings and robberies that plague the neighborhood. Officer Christopher Leong, Officer Eric Eastlund, and Officer Louis Hargreaves know the situation all too well. And that's exactly where they spotted an individual wanted in connection with a recent shooting. He spotted the officers as well and took off running. The officers won the race and procured a search warrant for the individual's residence where they found a fully-loaded, Glock 9mm and a Glock .40 caliber semi-automatic weapon.

* * * * *

There was a serial robbery suspect loose in the Bayview District mostly

centering his attacks in the area of Evans and Middle Point Road. The incidents in which he was involved ranged from attempted robbery, to robbery, and all the way to aggravated assault. The suspect beat one of his victims so brutally that he broke his hand and was now wearing a black cast along with the trademark clothing consisting of a black hooded sweatshirt, jeans, and very distinctive red tennis shoes. Officer Nicholas Hillard made the identification on the wanted felon and it turned out he was already on probation for the same crimes he was still committing. Officer Hillard, accompanied by Officer Eric Eastlund, Officer Christopher Leong, and Officer Louis Hargreaves found out the suspect had a court date within a few days. And, as he showed up with the same clothes he wore during all the attacks, the officers took him into custody.

* * * * *

Officer Eric Eastlund and Officer Louis Hargreaves observed an individual parked in a car on Napoleon Street who they had contact with in the past and who they knew was on felony probation with a warrantless search. This subject also had prior arrests for firearm-related offenses as well as an out-of-state shooting. Officer Eastlund approached the vehicle to make contact with the man in the driver's seat and, at one point, his right hand got caught in the door and the driver took off, dragging Officer Eastlund approximately 12 feet until he could free himself. The officers pursued the suspect along with Officer Claudia Valle and Officer Arnold Borgen. The officers ended the chase because of the unnecessary risk the suspect driver posed to others. Nevertheless, Officer Wendell Jones and Officer Stephen Gritsch, Tactical Division, later located the wanted suspect on 2nd and Market Streets at which time he was placed in custody.

* * * * *

You may have noticed that there were quite a few members from Co C who were recognized in this month's Close Encounter column and that is because, without fail, we receive a tremendous number of copies of Captain Commendations from the Commanding Officer at Bayview Station each month.

We rarely, if ever, receive copies from the other precincts.

Now we know there are much more important matters that the commanding officers from the other districts must attend to and we also understand that we're pretty much down at the bottom of their "to do" lists. But what better way to recognize the outstanding work of those officers who put their lives on the line than publishing their exploits in The Journal.

We are also aware of the fact that not everyone in San Francisco is going to read what we write. We don't care.

The only reason we do write Close Encounters is so that the most important people, the families of the officers who appear in this column, have the opportunity to read about their very own heroes!

Otherwise, you'd never know who they were because we know they'll never tell you themselves.



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Lieutenant Arvo Kannisto — Protector For All Seasons

By Paul Chignell,
Former President and Current Legal
Defense Administrator

San Francisco Police Lieutenant Arvo Kannisto, a man who protected the United States in World War II, protected San Francisco for thirty (30) years, and then protected a Santa Rosa hillside with an iconic cross for another thirty-five (35) years, passed away in January at the age of ninety-seven (97).

The Greatest Generation

Kannisto was a member of the "greatest generation", a man with traditional values, and a man of great compassion and amazing drive. This was a man who lived life to the fullest but with humility as well as humanity. He was the personification of San Francisco police officers of his generation — honest to the core and possession of many talents.

Arvo was born at the end of World War I in San Francisco of parents who immigrated from Finland. Arvo attended San Francisco State and was a star athlete. He was drafted into the United States Army and served as a military police officer and then as a combat officer. He left the military as a Lieutenant Colonel.

When the war was over, Arvo did what many military veterans from San Francisco were committed to doing — join the San Francisco Police Department as a career.

He served with distinction from 1947 until his retirement in 1977 as a lieutenant. He handled many assignments including running the night shift at Taraval Station in the early 1970s. Arvo and his family lived just a few blocks away from the station in the Parkside district.

Retirement

Arvo retired to the City of Santa Rosa along with his brother, fellow San Francisco Police Department Lieutenant John Kannisto. John was also a San Francisco native who was born in 1916, served his country in the United States Navy, spent thirty-two (32) years in the SFPD and then passed away in 2010 at the age of ninety-three (93). The Kannisto brothers were well known in the Police Department for their fairness and devotion to serving the citizens and visitors.

Arvo raised two sons, David, a Richmond police officer and Richard, a firefighter as well as a daughter Kathy,



Arvo Kannisto during WWII

devotedly raising her family. Arvo lived with his late wife Inez in their Santa Rosa home and then four (4) years ago married Terri Kannisto. Arvo met Terri when she sent him a note congratulating him on an event which has become part of the fabric of Santa Rosa and will keep the name Arvo Kannisto in the history of Santa Rosa for decades to come. He is affectionately known as the "Keeper of the Cross".

Loving His Country and Loving God

In 1981 Arvo Kannisto reminisced about his service in the United States Army in losing comrades to war. He also remembered flying over Rio De Janeiro in the 1960s and seeing the "Christ the Redeemer" statue that watches over the great City in Brazil.

Arvo was not to be outdone as the statue in Brazil is one hundred (100) feet tall.

He spied the steep hillside near his home north of Sonoma Highway and east of Calistoga Road. He then contacted the owner of the hillside and garnered permission to assemble and maintain a gigantic cross on the steep hillside. As reporter Chris Smith of the Santa Rosa Press Democrat wrote, the cross was a "sign of faith, hope and love".

Now in his 60s in the 1980s, Arvo Kannisto carried hundreds of stones many of them weighing one hundred pounds up the steep hillside assembling a gigantic cross one hundred twenty-seven (127) feet tall and sixty-seven (67) feet across. He then whitewashed the three thousand (3000) stones which made the cross visible from miles away nearly at the top of the hillside. In the ensuing thirty-five (35) years Arvo Kan-

nisto maintained the cross, laboriously repairing the damage carried out by vandals and bringing new stones up the hill when vandals rolled some of the stones down into the valley.

The cross has become a symbol of



Lieutenant Kannisto, 1971

faith and hope. Thousands have admired the cross from afar and Arvo Kannisto had become an iconic figure throughout Sonoma County as simply the Keeper of the Cross.

This former mountain climber and proud police officer carried tons of stones up the hillside and with meticulous care maintained the Cross from his early 60s until his death at the age of 97.

Smith, Padmore and Imhof

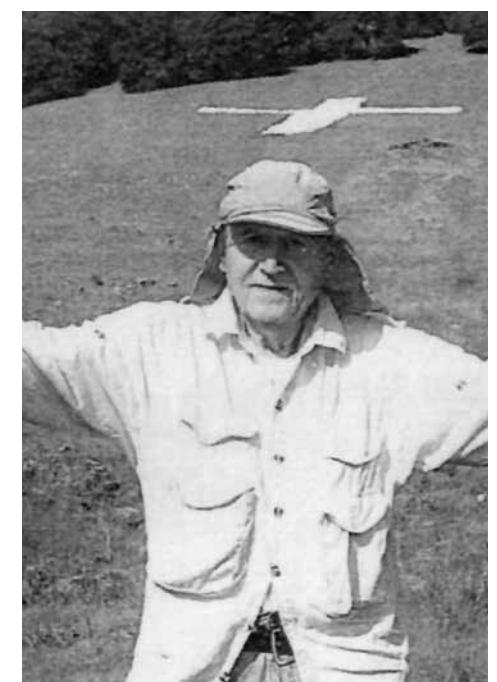
On April 9, 2016 a special memorial service was held in Santa Rosa for the recently departed Arvo Kannisto.

Reporter Chris Smith gave a magnificent eulogy for the man that he met when Chris had been curious about the origin of the large cross atop the

City of Santa Rosa. His rendition of the personality of Arvo Kannisto was right on the mark.

Officers Ray Padmore and Shawn Imhoff of the San Francisco Police Department journeyed from San Francisco in full dress uniform and displayed the traditional color guard for the service. The family was immensely proud of Ray and Shawn remembering one of San Francisco's finest.

In addition, members of the United States military performed military honors along with an instrumental "Battle Hymn of the Republic".



Arvo Kannisto, Keeper of the Cross

It was a fitting tribute to a great man. I remember Arvo as my first lieutenant at Taraval Station in the 1970s. I will now also remember him as the Keeper of the Cross.

God Bless his soul.

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SFPOA Responds to Statements by Supervisor Jane Kim

To All Members:

Once again, a member of the Board of Supervisors has made hateful, ludicrous statements about law enforcement rather than gathering facts about the most recent Officer Involved Shooting in San Francisco. Supervisor Jane Kim made these ignorant public comments when she was debating Supervisor Wiener on April 11, 2016. It appears to be a pathetic attempt to boost her state Senate campaign on the backs of those hard working men and women who risk their lives on the streets of San Francisco.

As always, the POA will not let these politicians unjustly vilify our members based on a false narrative. A letter (see below) has been sent to Jane Kim voicing the POA's objections to her statements.

Martin Halloran
SFPOA President

April 13, 2016

Supervisor Jane Kim
Board of Supervisors
San Francisco City Hall
1 Carlton B. Goodlett Place
San Francisco, CA 94102

Supervisor Kim:

Why do you persist in making disparaging and ill-informed statements about San Francisco police officers? I am advised that at a public debate you had with Supervisor Wiener on April 11, 2016, you stated words to the effect that "When the police shoot, when the police kill someone, this is government funded murder, essentially. We have decided, for whatever silly reason, that this is an unfortunate outcome of keeping our neighborhoods safer."

Your comments suggest you do not understand, or care to understand, the complexities of law enforcement dealing with individuals that are mentally unstable, especially those who are also under the influence of narcotics. We have repeatedly invited you to participate in "ride-alongs" or force option training at the Academy to give you an opportunity to understand an officer's perspective in some of these situations, but you have always declined to participate.

These are incredibly difficult situations which society asks our officers to deal with because no one else can or will. If you have suggested solutions or insight, we would welcome discussing them with you. But knee-jerk criticism of our officers, especially when you have no idea of their predicament, hardly moves the debate forward constructively.

Martin Halloran
SFPOA President

Inbox

"I think her comments will haunt her. I hope they do. They will haunt me. It's not what SF stands for. Shame on her."
— Joyce Book

you as an advocate. It's a shame that the City and County of San Francisco has such imbeciles on the Board of Supervisors."
— Jim Pera

"Please tell all your officers to vote for Scott Wiener if they can. He is rational as opposed to the hussy Kim."
— Peter Vaernet

"Marty — Thanks for crafting such a well-reasoned and appropriately tempered response. It reflects well on the Department — including us retirees, when outrageous statements by politicians are met with explanations, information, and invitations to see what our officers are doing and what they're up against..."

Thanks for doing the right thing and in what feels like the right way."
— Bob Rogers

"I pray for the police officers every day. Thank you for doing your job for protecting us. You do an amazing job...."
— Pauline Kennedy

"Marty — Keep up the good work. The rank and file is fortunate to have

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

Crime on the Rise in San Francisco

To: All Members

The dramatic rise in property crime and homelessness in San Francisco has captured the attention of media on a national level (see link below). Whether this is attributed to lack of social services, mental health issues, or George Gascon's Prop 47 law, which decriminalizes property and narcotics crimes, can be debated for days.

What is clear is that residents and visitors to our beloved City are being victimized at an unacceptable rate. The numbers don't lie. The officers in the SFPD are doing their best to combat this wave of crime while remaining understaffed. It is time for our elected representatives, including DA George Gascon, to take aggressive action towards these career criminals who are preying on innocent victims.

Martin Halloran
SFPOA President

<http://tinyurl.com/horcyok>



Inbox

We Support the SFPD

Hello Sir,

My name is Ms PJ and we have spoken before. I asked you for help in finding the correct person within SFPD to help with a drug dealer in our park. You did, they did and now we are drug dealer free. So thank you for that, first.

As a woman of color, I have to say, I have seen nothing except regard and respect for the many different people in our neighborhood, which is now called Hayes Valley. 35 years ago when I moved in, that wasn't what it was called.

It was prolifically over run by prostitution and drugs, I raised my sons in this apartment and we saw many times when our SFPD men and women were put in dangerous and life threatening positions. NEVER in all those years did I see one instance of racial injustice.

I have seen the equal division of justice. A drug dealer is a drug dealer regardless of color and a crime is a crime, regardless of color. I have seen so many instances of the SFPD going above and beyond to communicate with suspects, the countless times they were FORCED to defend themselves and us, the community.

I have seen the recent news. I would like to add my voice for our Men and Women in the SFPD as an informed citizen, to say, we have one of the finest Police Departments in the Country.

If someone disagrees, tell them to go to some other town, some other state and act like a fool and see if they are given anything close to the respect they would get here. I travel, they should try it, I am sure it would be an eye opener.

My continued and unwavering support for our SFPD.

Sincerely Submitted,
With Best Regards,
Ms PJ

Dear Sergeant Steger,

My husband and I met you and your wife while out to dinner in the Dogpatch neighborhood a few weeks ago. It was such a real and rare pleasure for us "civilians" to have a chance to meet and talk with an officer of the SFPD outside of some official setting- or the usual chaotic situation where police assistance is called upon. Having lived in The Mission nearly 20 years and involving myself daily in community-based nonprofits and neighborhood safety and quality of life improvement efforts, it was also

wonderfully inspiring to discuss these ideas with a police professional who is clearly passionate about The Mission as a community- and is so personally invested in forging solutions and relationships with the people who live here.

We are both aware of how violent crime, drug abuse and homeless encampments have escalated in The Mission over the past several years. My immediate neighborhood at 15th and Guerrero is witnessing the worst crime wave in twenty years. Violent muggings, burglary - even attempted kidnappings in the middle of the day are a fact of life for my neighbors- many of whom are elderly.

It was with great sadness that we learned of the shooting last week at the homeless encampment on Shotwell and 19th Street. We read stories in Mission Local where homeless campers state frankly that "everyone living on the street is armed" simply because they feel unsafe. Which is exactly why homeless encampments cannot be allowed to exist on the streets of San Francisco. As Supervisor Wiener notes, The City is not doing the homeless any favors by allowing them to live on the street and creating a social dynamic that increasingly puts the lives of private citizens, police officers and the homeless in dangerous and unmanageable situations.

While I did not witness the event, not for one moment do I believe that you acted with more force than was necessary in the situation last week that led to the shooting death of Mr. Gongora. I also wish to recognize that you have suffered a trauma with this event and its aftermath- and I extend my hope for your spiritual and professional recovery.

My husband and I, along with our neighbors, are deeply grateful that you made the choice so many years ago to devote your many gifts to police work. Your intelligence and good will literally shines like a beacon. We look forward to knowing you better and continuing to share ideas on how to make The Mission a great place for everyone to live and visit.

I hope you do not mind that I am copying Police Chief Suhr, and Mission District Captain Perea as well as Supervisor Wiener on this email. I feel strongly that the citizens of San Francisco who are closest to the problems we face together and are actually invested in solutions support one another. It is the right thing to do.

Thank you again for your service.
All the best,

Clair & Jeff Bright



Outbox

KCBS Public Service Announcement

SFPOA Supports Tasers for Officers

"All law enforcement officers are sworn to protect and save lives. Technology can help us do that better. San Francisco is only one of two major cities in this country that does not allow police to carry Tasers. Studies have proven that Tasers can save lives and reduce injuries to the public and officers. We have asked the Police Commission for Tasers twice before. Both times the Commission said no."

So San Francisco police officers have submitted another Taser policy to the Commission this year. So far it has been ignored — again.

Some politicians say that our residents don't want Tasers. We disagree. A recent survey reveals that 68% of San Franciscans favor Tasers for our cops. Like us, they want officers equipped with this less lethal option.

The Police Commission and City Hall should stop posturing and provide us with the necessary tools to save lives."



To listen to the aired public service announcement, scan here:

<http://sfpoa.org/audio/SFPOA60040516.mp3>

April 6, 2016

To All Members:

When the Department and the Police Commission introduced a draft Use of Force policy and new Taser policy they circumvented the "meet & confer" process outlined in the MOU and the City Charter. The POA has since formally lodged an official complaint against the department and the Commission.

Because of their unprecedented actions, in February 2016, the POA introduced a workable and practical Taser policy to the Police Commission. Our policy, among other things, called for all officers in FOB to be equipped with Tasers after they complete the Crisis Intervention Training. To date this policy has been completely ignored by the Police Commission.

In order to best serve the community our members must be afforded the use of state of the art equipment that will save lives. The POA issued a Press Release today showing polling numbers which indicate 68% of San Franciscans support the use of Tasers by the SFPD. The POA has also released a paid Public Service Announcement on KCBS stating our position. We hope our message resonates with those who can provide us with the necessary tools to do our job effectively and save lives.

Martin Halloran
SFPOA President

Inbox

"Long overdue. This needs to happen."
— Jeff McFall

of those who might otherwise die. It's just that simple."
— Chloe Jager

"Well said. Long overdue for a city like SF to not have the best equipment available to do their job at a safe and high level."
— Peter Durfee

"1 of 2 cities in the US who don't allow Police Officers to carry TASERS . What kind of special idiots are on the SF Police Commission?"
— Jim Gay

"It's one more tool to keep them alive! What they have to deal with these days, I say give them all they need to fight in this war! Every LEO deserves to go home at night."
— Diane Boyle

"Wow. Overwhelming support for the SFPD by the citizens. Maybe they are finally fed up with the decay of this fine city."
— Phil Henning

"And they still issue wooden batons. They want the cops as stone age as possible by denying 21st century less lethal options, but they would lose their minds if they were equipped with water hoses and nets."
— Jared Harris

"They deserve the best equipment that is available as well as the best leadership.... Replacing the Police Chief, the DA and the whole board of Supervisors would be a great start."
— Skip Richardson

"I can't believe this is up for debate! They need to be equipped with all the best equipment."
— Nancy Barrera

"Love your public announcements on the radio. Keep up the good work!"
— Calvin Pre

"Saw Marty last night told him it was great."
— Dan Hance

"TASER's in this day and age will give SFPD another option."
— Charlie J. Spruill III

"Next you are kissing the bad boys on the cheek!"
— Patrick O'Donoghue

"They deserve the best equipment that is available as well as the best leadership.... Replacing the Police Chief, the DA and the whole board of Supervisors would be a great start."
— Skip Richardson

"Yes! I can't understand how anyone would want to keep officers from having a much less lethal option available to them. They complain about deaths, but then don't let them have a tool that could very well save the lives

"Love your public announcements on the radio. Keep up the good work!"
— Calvin Pre

Interview with Ronn Owens KGO

To: All Members

On Monday April 11th, I had the opportunity to appear on the Ronn Owens radio show on KGO. I presented the POA's position on issues such as Officer Involved Shootings, Use of Force, and District Attorney George Gascon just to name a few. I also fielded questions from the general public. The entire interview can be heard by scanning the QR code or going to the below link and scrolling down the page.

Martin Halloran
SFPOA President

<http://tinyurl.com/zqrosld>



Inbox

Subject: KGO Interview

"Marty — I just finished listening to your interview with Ronn Owens on KGO and wanted to let you know that I thought you did a tremendous job on the show. I understand how difficult it is in the current political environment, so thank you for continuing to represent our union in a professional and dedicated fashion. You are doing a great job."

— Officer Tim Faye, Patrol Bureau Task Force

The POA rarely shares these videos but this one is absolutely chilling. This officer displayed an incredible amount of restraint. It further demonstrates the need for ALL officers to be equipped with Tasers in order to save lives.



<http://tinyurl.com/hwkkmht>

"Yikes! God bless this officer."
— Andree Brulhart

"Incredibly amazing job done by the officers. So hard to make those decisions in such a heightened stress situation."
— Johnny Elizabeth

"That guy is very lucky he is alive today."
— Maura Moylan

"Amazing. Thank you for sharing. For the life of me, I cannot understand how our Police Commission doesn't see the imperative need for Tasers. For all officers."
— David Ebarle

"This is the kind of video the whole country should see to know exactly what our officers are confronted with on a daily basis. Bless you all."
— Shirley Paine

"What they need is the support of their political leaders to not hamstring their efforts or disrespect the officers by declaring a "day of remembrance" for criminals."
— Ashley Nonstop

"I'm not going to be politically correct with this post tonight. Instead I'm going to be very blunt. Here goes.

I don't know what it's going to take for police officers in San Francisco to get Tasers.

Yesterday another person holding a knife was shot and killed by police.

It all started after there were reports of a homeless man walking around with a 13 inch knife.

After arriving on the scene, the police told him to drop to the ground. He didn't.

They told him to drop the knife. He didn't.

They then shot him several times with high powered bean bags. But they said he was still coming toward them. And at that point they shot

and killed him.

It was all over in about 30 seconds.

I don't understand why San Francisco and Detroit are the only major cities that don't use Tasers.

I know that Tasers aren't perfect. But I'd still rather be shot with a Taser than a gun. It's just not even a question to me.

I also thought that some of the comments we got from people on the scene were interesting.

Several told us that they thought the person who was killed didn't speak English. So maybe he didn't know what the officers were saying.

I have to be honest. I think that's ridiculous.

If someone is holding a 13 inch knife and police have their guns pointed at him and are yelling at him, I don't think you need to speak English to understand what they're saying. Just drop the knife.

We also had someone tell us that the victim was holding the knife but not in a "threatening" way. I would beg to differ. I don't think there is any way to hold a 13 inch knife that is NOT threatening.

Just the idea that someone is walking down the street with a 13 inch knife is, in and of itself, "threatening."

And if you don't believe me just picture yourself on a Bart train standing next to someone holding a 13 inch knife. Would you feel threatened? Would you feel scared? I sure would.

I hope the police commission will reconsider their decision and allow officers to have Tasers.

Someone's life could very well depend on it.

As always I'm totally open for discussion on this. I just ask that everyone keep their comments respectful."

— Frank Summerville
from KTVU

Cities Face A Body-Cam Dilemma

On Mar 09, 2016

American cities rushed to provide police departments with body cameras, spurred by public outcry over shooting incidents in Ferguson, Mo., and elsewhere. Having moved fast, however, cities are now running into friction, often from within their own ranks.

Opponents of the contract arrangements say officials may have cut corners by signing no-bid deals, by not testing options thoroughly or by becoming too cozy with vendors. Other cities, after hurrying into camera initiatives, have found unexpected costs, and some are pulling back.

Memphis decided it urgently needed body cameras to provide more police accountability. As with many cities, it turned to a familiar company, Taser International Inc., the stun-gun king, and last year reached a \$4.5 million agreement for 2,000 cameras.

Soon, Memphis learned its then-mayor's campaign manager had business relations with Taser through a consulting firm, drawing public criticism. City officials then concluded that processing the flood of footage would require it to hire far more staff than expected.

Jim Strickland, the new mayor who took office in January, put the Taser body-camera rollout on hold. "I believe in the use of body cameras," he said in an email. "But in the effort to do something good for our people and our officers, the process was rushed. We want to do this the right way."

The former mayor, A C Wharton Jr., said he hadn't known of Taser's financial dealings with his campaign manager, who said she didn't do anything improper. Taser, which cut ties with the firm, said it hadn't known the consultant was a campaign manager.

For U.S. police departments, body cameras have become the tool of choice in responding to demands for stronger oversight of officers. Police typically wear the small video cameras on their uniforms to record arrests, traffic stops and other interactions with the public.

Law-enforcement officials and civil-rights activists alike believe cameras will prompt better relations between police and citizens. The Justice Department has awarded about \$20 million to help police buy them.

Taser, of Scottsdale, Ariz., has an early lead in the market, and since the 2014 Ferguson shooting, demand has soared. Of the 50 largest local U.S. police departments, 24 have chosen a body-camera vendor, with 22 picking Taser, according to a Wall Street Journal count. Two cities chose cameras from Vieu, a unit of Safariland Group.

Jim Bueermann, a retired police chief of Redlands, Calif., and president of the Police Foundation, a research organization, said police chiefs are comfortable buying Taser's cameras because of their experience with its stun guns. Cities

are "just trying to save time and money through the process," he said.

Taser's camera strategy takes the cellphone-carrier business model. It uses hardware to sell subscriptions to Evidence.com, its service for storing and sharing body-camera footage. Taser said it has signed up roughly 5,000 of the 18,000 U.S. law-enforcement agencies to the service.

"We view Evidence.com as the iTunes of law enforcement," said Josh Isner, Taser's executive vice president of global sales.

In the contract's first year, Memphis agreed to pay \$576,000 for 2,000 body cameras and more than \$1.6 million to use Evidence.com, according to contracting documents.

Only after the agreement, said Mr. Strickland, Memphis's mayor, did city officials find they would still need extra staff to pore over hours of footage.

L.A.'s 'piggybacking'

Unexpected staffing costs also helped halt Taser's progress toward what would be one of its biggest body-camera contracts, with the Los Angeles Police Department.

Los Angeles was looking into body cameras before Ferguson, when the initiative gathered steam. The police department first purchased 860 Taser cameras with private donations, after testing different brands. A city proposal last year to expand camera use called for a five-year, \$31 million deal with Taser that would skip competitive bidding and expedite the deal by "piggybacking" on a contract by California's Kern County — taking a process already undertaken as the basis for its own.

Los Angeles procurement officials said the city uses piggybacking in "commodities," or goods, about 10% of the time but said they don't keep figures on contracts for services like the Taser deal.

Some council members questioned why the city didn't conduct its own competitive bidding. Kern's Taser deal was for 30 cameras, while the LAPD intends to buy more than 6,000.

"Why are we piggybacking on the Kern County contract?" an aide to Los Angeles City Council President Herb Wesson, a Democrat, wrote in a December email obtained through a public-records request.

Mr. Wesson and other council members put a hold on the deal late last year over this and other concerns, said Vanessa Rodriguez, a spokeswoman for Mr. Wesson. Chief among them was the total cost of adopting the cameras. On top of the \$31 million that would go to Taser, the police department requested \$26 million for smartphones, data plans and other technology for the rollout. Police officials said they would need to hire 122 people to handle the video.

The city is going back to the drawing board to reduce costs. "Balancing the need for swiftness in the community" on

cameras, said Ms. Rodriguez, "is ensuring that the city is acting appropriately and doing all the due diligence."

Taser referred inquiries on the contract to the city.

Steve Soboroff, a Los Angeles police commissioner who spearheaded the body-camera effort, said the city was set to get a better deal than Kern County and had negotiated a clause requiring Taser to lower its price if it did elsewhere.

"We did everything legally to do this as expeditiously as possible to not satisfy contract experts but to save lives and create transparency on both sides of the camera," he said. "This was not done for the critics. This is not the Academy Awards."

No-bid risk

Mike Purdy, a government-contracting consultant who has worked with Washington state and cities such as Seattle, said no-bid deals expose cities to potentially overpaying and can raise the specter of favoritism and inappropriate influence.

"Agencies that do not bid products, especially highly visible and political products such as police body cameras," he said, "run unnecessary risks that can cause them problems in the long run."

Chicago took an approach similar to Los Angeles's piggybacking. City officials didn't hold competitive bidding before reaching a five-year contract in January with Taser that city records value at up to \$10 million. The contract to buy roughly 2,000 body cameras and up to 800 stun guns came after police shootings that led Mayor Rahm Emanuel to fire city Police Superintendent Garry McCarthy.

Days after Chicago released a video showing a black teenager, Laquan McDonald, being shot dead by police, Mr. Emanuel announced it would expand a pilot program using Taser body cameras. Adam Collins, a spokesman for Mr. Emanuel, said the expansion stemmed from a desire for more transparency around such shootings.

The city based its procurement procedure on a deal New Jersey made with Taser, using an approach Chicago officials call a "reference contract," which they said they use for a range of products and can save time and money. According to New Jersey records and Taser, the state has a 2012 contract with the company for police supplies. State records show New Jersey has spent about \$230,000 on Taser products since then. Taser said the state hasn't bought any of its body cameras.

Chicago police spokesman Anthony Guglielmi said Taser was the best fit for the department's existing equipment and that a police team tested other brands, concluding Taser worked best. "Financially it made sense," he said, "and technologically it made sense."

In Baltimore, where riots last year followed Freddie Gray's death in police custody, officials recently chose Taser cameras. The city first tested the technical quality of various cameras without viewing price tags. After Taser scored highest, the city unsealed the company's price.

Howard Libit, a spokesman for Mayor Stephanie Rawlings-Blake, said Baltimore will now negotiate with Taser over its bid of \$12.8 million, which he said was within the range officials anticipated.

"In the grand scheme of procurements we do, it is an uncommon practice," he said of the sealed pricing and technical testing. "There was a great desire to make sure that the technology was rigorously tested to ensure it was

going to work and deliver on what was needed for police and prosecutors and the citizens of Baltimore."

Taser's Mr. Isner said even where no-bid contracts were awarded, Taser cameras were often first pitted against competitors'. "We're happy to compete and we believe the product's merits prove itself," he said.

Ranked rivals

Fast-tracked city deals have rankled Taser's rivals, who say in some cases they could have offered comparable products at lower costs.

Washington, D.C., which approved a no-bid contract with Taser late last year, said it also tested products from Vieu and Wolfcom.

Wolfcom chief executive Tiffany Wang said the capital's police department didn't perform training and didn't install software necessary to upload video from the cameras. "We were very perplexed," she said. Vieu said Washington police bought equipment and scheduled training for a field test but canceled the sessions.

The police department said an evaluation team "tested the other cameras as well," but chose not to conduct a widespread test with other vendors because officials concluded Taser had the only adequate solution for annotating video in the field and for cloud-based storage.

New Mexico's attorney general is investigating former Albuquerque Police Chief Ray Schultz and the city's Taser body-camera contract. The state auditor found Mr. Schultz took a consulting job with Taser while chief and helped secure a roughly \$2 million no-bid city contract with Taser in 2013. The move came after a rash of police shootings in the city led to a call for body cameras.

As part of the investigation, a state grand jury is looking into Mr. Schultz's role in helping Taser win the Albuquerque contract, according to court subpoenas. Mr. Schultz declined to comment, referring to recent remarks he made in the Albuquerque Journal that there had been "due diligence" to buy the best body-camera system.

A Taser spokesman, Steve Tuttle, said the company has cooperated with authorities. A spokesman for New Mexico Attorney General Hector Balderas wouldn't confirm or deny the grand-jury probe.

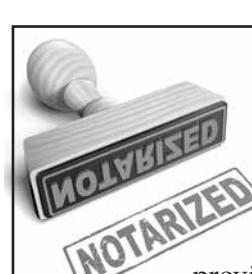
As part of Memphis's 2015 agreement, Taser signed an \$880,000 contract with a marketing firm headed by Deidre Malone, the campaign manager for Mr. Wharton, who was running for re-election as mayor.

Mr. Wharton, who lost to Mr. Strickland, said he didn't know Taser had hired the firm until after the contract was signed, declining to comment further. Ms. Malone said her consulting deal was based on her firm's qualifications and nothing else. Taser's Mr. Isner said: "Obviously, we wished that turned out a little differently."

Mr. Strickland, a city councilman before being elected mayor, said after taking office this year, he realized "there was no discussion at city council or in the community of the full cost and amount of manpower this was going to need."

"Obviously, all across the country people are realizing the importance of body cameras," he said. "But I don't feel any pressure in Memphis to roll them out before they're ready to be rolled out."

The post Cities Face A Body-Cam Dilemma appeared first on Labor Relations Information System.



New SFPOA Member Benefit (Retired and Active)

By Martin Halloran, President

The San Francisco Police Officers Association now provides Free Notary Public Service to all members, active and retired.

This service is available Monday through Friday during normal business hours at 800 Bryant Street, 2nd Floor.

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SACRAMENTO
SAN FRANCISCO

April 1, 2016

VIA E-MAIL

Martin R. Gran
Special Projects Advisor
San Francisco Public Utilities Commission

Re: Body Worn Cameras: Tuesday's Meet-and-Confer

Dear Martin:

Thank you for Tuesday's meet and confer. It was a good, frank, discussion about the impact of the new policy.

The POA has been clear that we support our officers wearing body worn cameras—but we want a smart, practical policy governing its use. That being said, the POA is increasingly concerned its labor rights are being infringed by the Commission's decision to "vote first, meet and confer later."

Three examples come to mind.

Gag Order on the Chief

In discussing section F, which concerns the circumstances under which police officers may review video footage when subject to interrogation by the employer, the City's negotiating team refused to allow the Chief of Police to provide his opinion, as Department head, on what he considers would be the best practice for the Department.

Earlier this week, we reminded the City (based on the non-cooperation shown at the first session) of its obligations under state labor law to freely exchange information. Putting a gag order on the Chief to prevent him discussing his opinions hardly seems consistent with that. It suggests that the City does not want to vigorously discuss this policy.

Both the POA and the City need the membership to support this change. Informing them that the Chief was not permitted to discuss his views will not install confidence in them.

Does anyone know what the policy actually means?

The City also refused to make Commissioner Hwang available for the next negotiating session. We asked for his attendance because he wrote the policy version that was adopted. Because that version is ambiguous in key parts, it is critical that both sides understand Commissioner Hwang's intentions.

Recall that a different version of the policy was thoroughly vetted for many months through stakeholder and community meetings. That version was dissected within an inch of its life; whereas the current version was submitted out of the blue, less than 48 hours before the Commission's vote took place on December 2, 2015, without any vetting or discussion beyond what took place at that meeting.

We ask the City to reconsider its refusal to allow Commissioner Hwang to discuss his policy.

Who has authority?

The POA is concerned about whether the Police Commission has delegated sufficient authority to the City to freely negotiate matters within the scope of bargaining raised by the policy. As we discussed, while the Police Commission's focus in implementing body worn cameras was relatively narrow, the POA's perspective on the impact of the proposed policy on officers is significantly broader.

Take the POA proposal about the compensability of time spent by officers using body worn cameras. Is the City authorized to agree to such a proposal or must it consult the Police Commission about each and every such proposal? That is likely to extend unnecessarily this process. Please confirm the City's position before the next meeting.

Two final points: The POA would like to invite members to observe the discussions at our next meeting since it is at the POA. We want this process to be transparent to our members. And would you please send a copy of the final proposed policy in Microsoft Word to Janine at janine@majlabor.com.

Very truly yours,

MESSING ADAM & JASMINE LLP

Greg McLean Adam

cc: Greg Suhr, Chief of Police

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LAPD's Plan to Equip Officers With Body Cameras Postponed

April 18, 2016

LOS ANGELES, CA — A \$58-million plan to equip nearly every Los Angeles police officer with a body camera by the end of 2016 is being postponed due to cost.

The department doesn't expect to receive the remaining 7,000 body cameras until fall 2017, if not later.

However, Mayor Eric Garcetti says that's unacceptable and wants to outfit LAPD officers with those cameras as soon as possible.

turned on and off by the officer, and the officer is required to have the body camera on anytime he or she is investigating a crime or an incident.

The use of body cameras has become prominent in the wake of controversial police shootings across the country. LAPD hopes the cameras will help build more trust in the community.

"All we're after is one thing and that is clarity and the truth. These on-body cameras aren't the ultimate, but they sure are a great tool," said Steve Soboroff, who heads the Police Department's

"The body cameras have a 12-hour battery life and hold 5 and a half hours of footage. The footage is downloaded to Apple's iCloud service every single time an officer returns to his or her station."

"Los Angeles' police reform agenda cannot step backwards. This is something that civil rights activists have been calling for, that our police union supports and that our police officers have been testing. It's kind of like buying a whole bunch of cars and then saying, 'Well, maybe we should have a different kind of car or bicycles even.' We need to have a standard camera on all our officers," Garcetti said.

If and when the cameras are distributed, the department will become the largest police force in the country to use the body cameras on a wide scale.

The body cameras are manually

civilian oversight board. "They're an up-close video and audio. Many times if there's five officers, it will be from five different angles. If there's two officers, it'll be from two different angles. It should make things a lot clearer."

The body cameras have a 12-hour battery life and hold 5 and a half hours of footage. The footage is downloaded to Apple's iCloud service every single time an officer returns to his or her station.

City Councilman Mitch Englander says he plans to submit a formal proposal to the city council this week encouraging the LAPD to start the bidding process over.

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Shannon R. Lamb, pictured on the right, is the wife of San Francisco Police Officer Alan Lamb

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SFPOA Proposed Use of Force Policy

To: All Members

When the Department and the Police Commission introduced a draft Use of Force policy in February 2016 the POA was caught by surprise since we were never consulted on the draft language before it was released.

Due to this MOU violation, by the department, the POA was forced to immediately react. We convened a Use of Force Committee made up of frontline cops and supervisors. The POA also retained noted subject matter experts in use of force policies. We then consulted with personnel from the POST to obtain the most up to date information on use of force policies. Meetings were then held with representatives from the Oakland POA, the San Jose POA, and the Los Angeles police union as they are all negotiating revisions to their use of force policies. Finally, we conducted an extensive review of the department's draft use of force policy and the PERF 30 Guiding Point Plan.

All of this work resulted in a POA proposed Use of Force policy (click here to read) that was crafted by the Use of Force Committee and our subject matter experts. The POA draft use of force policy is based on best practices from POST but yet it still incorporates much of the language from the department's draft policy and the PERF 30 Point Plan. We believe that this will be a model that other agencies will eventually adopt. On Wednesday April 6, 2016, I presented the POA Use of Force policy to the Police Commission in open session. The POA is asking for the Commission and the Chief to use our version during the official negotiations which have yet to be scheduled.

Many thanks to the Use of Force Committee chaired by Tony Montoya and co-chaired by Mike Nevin. Additional thanks to POA consultants Blake Loebs and Don Cameron. All of these participants worked tirelessly under strict time lines to produce a high quality finished product.

Martin Halloran
SFPOA President

San Francisco Police Officers Association Proposed General Order

USE OF FORCE¹
Rev. 4/6/16

USE OF FORCE¹

The San Francisco Police Department's highest priority is the safety of the residents and visitors to San Francisco and the men and women who protect them. Officers shall demonstrate this principle in their daily interactions with the community they are sworn to serve. The Department is committed to using communication and de-escalation principles before resorting to the use of force, whenever appropriate. The Law Enforcement Code of Ethics requires all sworn law enforcement officers to carry out their duties with courtesy, respect, professionalism, and to never employ unreasonable force. These are key factors in keeping the public safe and safeguarding the public's trust. The purpose of the policy is not to restrict officers from using reasonable force to protect themselves or others but to provide general guidelines that may assist the Department in achieving its highest priority.²

I. GENERAL USE OF FORCE POLICY

Peace officers are authorized by the U.S. Constitution and the laws of the State of California to use reasonable force to effect an arrest, to prevent escape, to overcome resistance, in self-defense, or in defense of others while acting in the lawful performance of their duties. Reasonable force is a legal term for how much and what kind of force a peace officer may use in a given circumstance. The proper objective for the use of force by a peace officer in any enforcement situation is to ultimately gain and maintain control of the situation or individual(s) encountered.

1. Fourth Amendment "objective reasonableness" standard

The United States Supreme Court decided Graham v. Connor, 490 U.S. 386 (1989), which established that a peace officer's use of force would be judged under the Fourth Amendment using an "objective reasonableness" standard.

The Supreme Court balanced a subject's Fourth Amendment right to remain free from unreasonable seizure against the government's interest in maintaining order through effective law enforcement.

The Court's determination of the objective reasonableness of a use of force is fact specific and based on the totality of circumstances confronting the officer at the time force was used. The determination of reasonableness recognizes that peace officers are often forced to make split-second judgments in circumstances that are tense, uncertain, and rapidly evolving. The reasonableness of a particular use of force is judged from the perspective of a reasonable officer on the scene, not with 20/20 hindsight, and without regard to the officer's underlying intent or motivation.

When a use of force intrudes upon an individual's liberty interest, it is measured by the type and amount of force employed. The type of force used and foreseeable injury resulting from it must be objectively reasonable in light of the facts and circumstances confronting the officer. An officer is not required to choose the "best" or "most" reasonable action as long as the officer's conduct falls within the range of conduct that is reasonable under the circumstances. Officers may use the degree of force reasonable and necessary to protect others or themselves, but no more. If exceptional circumstances occur which are not contemplated by this order, officers should use any force reasonably necessary to protect themselves or others; however, they must be able to articulate the reasons for employing such force.³

A. Graham Factors

When balanced against the type and amount of force used, the Graham factors used to determine whether an officer's use of force is objectively reasonable are:

- the severity of the crime at issue
- whether the suspect posed an immediate threat to the safety of the officers or others
- whether the suspect was actively resisting arrest
- whether the suspect was attempting to evade arrest by flight

Of these factors, the most important is whether the individual poses an immediate threat to the officer or public.

B. Other Factors to be Considered

The reasonableness inquiry is not limited to the consideration of those factors alone. Other factors which may determine reasonableness in a use of force incident may include:

- availability of other reasonable force options⁴
- number of officers/subjects
- age, size, gender, and relative strength of officers/subjects
- specialized knowledge, skills, or abilities of subjects
- prior contact
- injury or exhaustion of officers
- access to potential weapons

- environmental factors, including but not limited to lighting, footing, sound conditions, crowds, traffic, and other hazards
- whether the officer has reason to believe that the subject is mentally ill, emotionally disturbed, or under the influence of alcohol or drugs
- whether there was an opportunity to warn about the use of force prior to force being used, and, if so, was such a warning given
- whether there was any assessment by the officer of the subject's ability to cease resistance and/or comply with the officer's commands

C. Reasonable Officer Standard asks:

- would another officer
- with like or similar training and experience,
- facing like or similar circumstance,
- act in the same way or use similar judgment?

2.

Sufficiency of Fear

An officer's subjective fear alone does not justify the use of force. A simple statement of fear for your safety is not enough; there must be objective factors to justify your concern.

- It must be objectively reasonable.
- It must be based on the facts and circumstances known to the officer at the time.

3.

The Use of Force Should Be Proportional

The level of force applied must reflect the totality of circumstances known or perceived by the officer at the time force is applied, including imminent danger to officers or others. Proportional force, however, does not require officers to use the same type or amount of force as the subject. The more immediate the threat and the more likely that the threat will result in death or serious physical injury, the greater the level of force that may be objectively reasonable and necessary to counter it.⁵

4.

California Law Regarding Use of Force

California Penal Code section 835a states that: "Any officer who has reasonable cause to believe that the person to be arrested has committed a public offense may use reasonable force to effect an arrest, to prevent escape or to overcome resistance."

A peace officer who makes or attempts to make an arrest need not retreat or desist from his efforts by reason of the resistance or threatened resistance of the person being arrested; nor shall such officer be deemed an aggressor or lose his right to self-defense by the use of reasonable force to effect the arrest or to prevent escape or to overcome resistance."

II. IMPORTANCE OF EFFECTIVE COMMUNICATION AND DE ESCALATION

EFFECTIVE COMMUNICATION⁶

1.

A major goal of law enforcement is to gain voluntary compliance without resorting to physical force, and effective communication can be the key to gaining voluntary compliance. Communication involves both command presence and words resulting in improved safety and professionalism. In fact, vast majority of law enforcement responsibilities involve effective communication. Effective communication is the most basic element of the use of force. In particular, effective communication may enable a peace officer to gain cooperation and voluntary compliance in stressful situations (e.g., confronting a hostile subject). Communication with non-compliant subjects can be very effective when officers are able to establish a rapport, use the proper voice intonation, ask questions and /or provide advice to defuse conflict and achieve voluntary compliance before resorting to force options.

2.

If a subject is not endangering the safety of the public or an officer, fleeing, or destroying evidence, officers should, when feasible, employ de-escalation techniques to decrease the likelihood of the need to use force during an incident and to increase the likelihood of voluntary compliance. Where feasible, in considering the totality of the circumstances, officers should consider the possible reasons why a subject may be noncompliant or resisting arrest. A subject may not be capable of understanding the situation because of a medical condition; mental, physical, or hearing impairment; language barrier; drug interaction; or emotional crisis, and have no criminal intent. These situations may not make the subject any less dangerous, but understanding a subject's situation may enable officers to calm the subject and allow officers to use de-escalation techniques while maintaining public safety and officer safety.

III. COMMUNITY POLICING

Community members want police officers to possess the skills necessary to subdue violent and dangerous subjects. Officers should use these skills to apply only the amount of force that is objectively reasonable under the totality of circumstances known to the officer. Force should never be used to punish subjects. In the American criminal justice system, punishment in the form of judgment is the sole responsibility of the courts.

IV. DUTY TO RENDER FIRST AID/NOTIFICATION OF EMERGENCY MEDICAL PERSONNEL⁸

Officers shall render first aid when a subject is injured or claims injury caused by an officer's use of force unless first aid is declined, the scene is unsafe, or emergency medical personnel are available to render first aid.

Officers shall arrange for a medical assessment by emergency medical personnel when a subject is injured or complains of injury caused by an officer's use of force, or complains of pain that persists beyond the use of a physical control hold, and the scene is safe. If the subject requires medical evaluation, the subject shall be transported to a medical facility.

V. PERMISSIBLE CIRCUMSTANCES FOR USE OF FORCE

1. Officers May Use Reasonable Force Options In The Performance Of Their Duties In The Following Circumstances:⁹

- A. To prevent the commission of a public offense.
- B. To effect a lawful arrest or detention and/or to prevent escape.
- C. In self-defense or in the defense of another person.
- D. To prevent a person from injuring himself/herself. However, an officer is prohibited from using deadly force against a person who presents only a danger to himself/herself and does not pose an imminent threat of death or serious bodily injury to another person or officer.

2. An Officer's Force Options Are Largely Dictated by The Subject's Actions

Force options are choices available to a peace officer to overcome resistance, to effect arrest, to prevent escape, to defend self or others, and to gain control of a particular situation. What constitutes reasonable force is in large part dependent on the subject's actions.

A. Categories of Subject's Actions

Situations confronting peace officers may change rapidly. Therefore, officers must continually reevaluate the subject's action and must be prepared to escalate or deescalate as needed. But, in general, as subject's actions can be broken down into five categories:

- Compliant: Subject offers no resistance .
- Passive Non-Compliance: Does not respond to verbal commands but also offers no physical form of resistance.

- Active Resistance:** Physically evasive movements to defeat an officer's attempt at control, including bracing, tensing, running away, verbally, or physically signaling an intention to avoid or prevent being taken into or retained in custody.
- Assaultive:** Aggressive or combative; attempting to assault the officer or another person, verbally or physically displays an intention to assault the officer or another person .
- Life-Threatening:** Any action likely to result in serious bodily injury or death of the officer or another person.

B. Types of Force:

Types of force include: non-deadly force; non-deadly intermediate force; and deadly force.

- Non-deadly force:** force that poses a minimal risk of injury or harm .
- Intermediate force:** force that poses a foreseeable risk of significant injury or harm.

Case law decisions have specifically identified and established that certain force options such as pepper spray, probe deployment with a TASER, impact projectiles, canine bites and baton strikes are classified as intermediate force likely to result in significant injury. Intermediate force will typically only be acceptable when officers are confronted with active resistance and a threat to the safety of officers or others.

Deadly force: force with a substantial risk of causing serious bodily injury or death. The circumstances in which deadly force may be used is discussed in detail below. The following force options, including but not limited to vehicle intervention (Deflection) 10 and the use of firearms. are considered deadly force.

C. Tools and Techniques for Force Options

The following tools and techniques are not in a particular order nor are they all inclusive.

- Verbal Commands/Instructions/Command Presence
- Control Holds/Takedo'Arns
- Impact Weapons
- Electronic Weapons (Tasers, Stun Guns, etc.)
- Chemical Agents (Pepper Spray, OC, etc.)
- Police Canine
- Vehicle Intervention (Deflection)
- Firearms
- Personal Body Weapons
- Impact Projectile
- Carotid Restraint Control Hold

D. Force Options Chart

The following chart illustrates how a subject's resistance/actions can correlate to the force applied by an officer:

Subject's Actions	Description	Possible Force Options
Compliance	Subject offers no resistance	<ul style="list-style-type: none"> Mere professional appearance Nonverbal actions Verbal requests and commands Handcuffing and control holds
Passive non-compliance	Does not respond to verbal commands but also offers no physical form of resistance	<ul style="list-style-type: none"> Officer's strength to take physical control, including lifting/carrying Pain compliance control holds, takedowns and techniques to direct movement or immobilize
Active resistance	Physically evasive movements to defeat an officer's attempt at control, including bracing, tensing, running away, verbally, or physically signaling an intention to avoid or prevent being taken into or retained in custody	<ul style="list-style-type: none"> Use of personal body weapons to gain advantage over the subject Pain compliance control holds, takedowns and techniques to direct movement or immobilize a subject
Assaultive	Aggressive or combative attempting to assault the officer or another person, verbally or physically displays an intention to assault the officer or another person	<ul style="list-style-type: none"> Use of devices and/or techniques to ultimately gain control of the situation Use of personal body weapons to gain advantage over the subject Carotid restraint
Life-threatening	Any action likely to result in serious bodily injury or death of the officer or another person	<ul style="list-style-type: none"> Utilizing firearms or any other available weapon or action in defense of self and others to stop the threat Vehicle intervention (Deflection)

3. Verbal Warning

If feasible, and if doing so would not increase the danger to the officer or others, an officer shall give a verbal warning to submit to the authority of the officer before using any intermediate or deadly force option.¹¹

VI. DEADLY FORCE

The use of deadly force is the most serious decision a peace officer may ever make. Such a decision should be guided by reverence for human life (including the officer's life and others that may be in imminent danger) and used only when other means of control are unreasonable or have been exhausted.

Deadly force is force applied by a peace officer that poses a substantial risk of serious bodily injury or death.

Reverence for all life is the foundation on which the use of deadly force rests. The authority to use deadly force is a serious responsibility given to peace officers by the people who expect them to exercise that authority judiciously.

1. When an Officer May Use Deadly Force

A. To Protect Self or Life

An officer may use deadly force when the officer has the objective and reasonable belief that the subject's actions pose an imminent threat of death or serious bodily injury to the officer or another person, based upon the totality of the facts and circumstances known to the officer at the time.

Imminent threat: means a significant threat that peace officers reasonably believe will result in death or serious bodily injury to themselves or to other persons. Imminent danger is not limited to "immediate" or "instantaneous." A person may pose an imminent danger even if they are not at the very moment pointing a weapon at another person .

Serious bodily injury: means a serious impairment of physical condition, including, but not limited to, the following: loss of consciousness, concussion, bone fracture, protracted loss or impairment of function of any bodily member or organ, a wound requiring extensive suturing, and serious disfigurement. (California Penal Code section 243(f)(4).)

B. Use of Deadly Force on Fleeing Subject

Deadly force may be used on a fleeing subject only where:

- The officer has reasonable cause to believe that the person has committed or has attempted to commit a violent felony involving the use or threatened use of deadly force;
- The suspect poses a threat of serious physical harm to the officer or to others if the subject's apprehension is delayed
- The use of deadly force is reasonably necessary to prevent escape;
- Where feasible, some warning should be given before deadly force is used under these circumstances.

VII. DISCHARGE OF FIREARMS: PERMISSIBLE CIRCUMSTANCES¹²

1. When An Officer May Discharge A Firearm:

An officer may discharge a firearm in any of the following circumstances:

- In self-defense when the officer has reasonable cause to believe that he or she is in imminent danger of death or serious bodily injury .
- In defense of another person when the officer has reasonable cause to believe that the person is in imminent danger of death or serious bodily injury. However, an officer may not discharge a firearm at a person who presents a danger only to him or herself, and there is no reasonable cause to believe that the person poses an imminent danger of death or serious bodily injury to the officer or any other person.
- To apprehend a person when both of the following circumstances exist:
 - The officer has reasonable cause to believe that the person has committed or has attempted to commit a violent felony involving the use or threatened use of deadly force; AND
 - The officer has reasonable cause to believe that a substantial risk exists that the person will cause death or serious bodily injury to officers or others if the person's apprehension is delayed.
- To kill a dangerous animal. To kill an animal that is so badly injured that humanity requires its removal from further suffering where other alternatives are impractical and the owner, if present, gives permission.
- To signal for help for an urgent purpose when no other reasonable means can be used.

An officer may generally not discharge a firearm as a warning.

2. Reasonable Care

To the extent practical, an officer shall take reasonable care when discharging his or her firearm so as not to jeopardize the safety of innocent members of the public.

3. Moving Vehicles

The following policies shall govern the discharge of firearms at or from a moving vehicle or at the operator or occupant of a moving vehicle:

- At a Moving Vehicle. An officer shall not discharge a firearm at a moving vehicle with the intent to disable the vehicle.
- From a Moving Vehicle. An officer shall not discharge a firearm from a moving vehicle unless the officer has reasonable cause to believe there is an imminent danger of death or serious bodily injury to the officer or to others.
- At the Operator or Occupant of a Moving Vehicle. Discharging a firearm at the operator or occupant of a moving vehicle is inherently dangerous to officers and the public. Disabling the operator will not necessarily eliminate an imminent danger of death or serious bodily injury. Further, a moving vehicle with a disabled operator may crash and cause injury to innocent members of the public or officers. Accordingly, it is the policy of the Department that officers are prohibited from discharging their firearm at the operator or occupant of a moving vehicle except in the narrow circumstances set in this subsection. An officer shall not discharge a firearm at the operator or occupant of a moving vehicle except under the following circumstances:
 - If the operator or occupant of a moving vehicle is threatening the officer with imminent danger of death or serious bodily injury by means other than the vehicle itself.
 - If the operator of the moving vehicle is threatening the officer with imminent danger of death or serious bodily injury by means of the vehicle, and the officer has no reasonable and apparent way to retreat or otherwise move to a place of safety.
 - In defense of another person when the officer has reasonable cause to believe that the person is in imminent danger of death or serious bodily injury.
 - To apprehend a person when both of the following circumstances exist:
 - The officer has reasonable cause to believe that the person has committed or has attempted to commit a violent felony involving the use or threatened use of deadly force; AND
 - The officer has reasonable cause to believe that a substantial risk exists that the person will cause death or serious bodily injury to officers or others if the person's apprehension is delayed.

In reviewing incidents involving the discharge of firearms from a moving vehicle or at an operator or occupant of a moving vehicle, the Department will consider the totality of the circumstances, including but not limited to whether the officer or others were in imminent danger of death or serious bodily injury and whether the officers who were present employed tactics consistent with Department approved training.

VIII. UNREASONABLE FORCE

Unreasonable force occurs when the type, degree, or duration of force employed was not objectively reasonable under the totality of the circumstances as evaluated using the standards and authorities described in the previous chapters.

Malicious assaults and batteries committed by peace officers constitute unlawful conduct. (California Penal Code section 149.) When the force used is objectively unreasonable, the officer can face criminal and civil liability, and disciplinary action.

IX. DUTY TO INTERVENE¹³

Where an officers have a reasonable opportunity to do so, officers shall intercede when they know, or have reason to know, that another officer is about to use, or is using, unreasonable force under color of state law. Officers shall promptly report any use of unreasonable force and the efforts made to intercede to a supervisor.

¹ The following policy proposal includes language from the Peace Officer Standards and Training (P.O.S.T.) learning domain (LD) #20 (Use of Force) that was last revised in October 2015. It includes SFPD (both current and draft policy) and POA proposed language. Unless footnoted, all material derives from P.O.S.T. LD #20.

² POA

³ This last paragraph is SFPD current policy

⁴ Not in same listed order as POST. This was moved to the top of list.

⁵ See *Bryan v McPherson*, 608 F.3d 614 (9th Cir. 2010)

⁶ Edited are based on Seattle's Use of Force Policy.

⁷ This section is a combination of POST and SF proposed revisions.

⁸ This section is a combination of POST and SF proposed revisions.

⁹ SFPD draft language

¹⁰ POA and SFPD language

¹¹ SFPD, not POST. Specifically, DGO 5.05

¹² POA

¹³ This entire section is current SFPD policy

¹⁴ SFPD draft language

Digital Footprints — Electronic Evidence

By Chris Canning,
Board of Directors – Investigations

Electronic information is interwoven in the fabric of the lives of most in society. Lawmakers across the country are proposing and passing statutes intended, among other things, to govern law enforcement agencies' access to electronic communication information. As of January 1, 2016, the *California Electronic Communications Privacy Act* (CalECPA) became the state authority governing law enforcement agencies in California (enacting Penal Code sections 1546 – 1546.4). Law enforcement must be aware of the provisions and particulars of CalECPA.

Electronic evidence can be extremely useful in an investigation. While not necessarily a "silver bullet", electronic evidence can help investigators understand and/or establish an individual's patterns, establish particular timelines, provide photo or video evidence, establish a link between individuals, and indicate geo-location information. Electronic communication essentially creates digital DNA; once it's created it always exists – it's just a matter of finding it. While there are many nuances related to investigations involving electronic communication, a basic understanding of electronic evidence can be useful in various contacts with suspects, victims, and persons of interest. This article isn't intended to circumvent current policies and procedures related to search and seizure protocols; refer to relative DGO's, current law, field supervisors and inspectors for information and direction relative to specific cases.

Cell Phones/Mobile Devices

There are various makes and models of electronic communication devices. Each device is assigned a unique number – an International Mobile Equipment Identity (or "IMEI") number, similar to a vehicle's VIN number. Cell phones can be used to store large quantities of data: contact lists, call logs, text message content, photos and videos, emails, songs and other electronic data. Electronic data is typically categorized into files. In some cases, files track the origin of data including when the data was either modified or accessed (i.e. some smart phones identify the type of phone used to take a digital photo and track the date/time/location the photo was taken). If older phones are replaced with a newer device, data from the old device can be transferred to the new device. In some

cases, metadata (information specific to particular files) can transfer from the old device to the new device. Regarding communication with others, text messages and email chains contain phone numbers and email addresses the cell phone in question had communicated with on a particular date and time. This can lead to further avenues for investigation.

A search warrant is required to access a cell phone, unless the owner of the device provides consent to law enforcement to view and/or extract electronic data contained in the device.

a number of variables such as proximity to the cell phone, amount of demand from other users (cell phones), physical obstructions (mountains, buildings, etc), and issues with malfunctioning network equipment. Calls can be dropped when mobile devices travel outside the capability of a network tower and there is not another tower with the ability to transmit the conversation between the cell phone and the network.

In order to avoid dropped calls or dead zones and to track the demand of their network, service providers seek to maximize coverage by having numerous

...applications maintain detailed profiles of their users and sell the information to companies who are interested in purchasing such information, likely for advertising purposes. Such information can provide a treasure trove of evidence in an investigation.

Law enforcement has access to tools that can extract cell phone data (contact lists, text messages, digital photos, videos, phone logs, etc). Information relative to the device (timeline of functions used, powering on/off times, etc) can also be determined in some cases. However, even with a search warrant, if law enforcement's tools are unable to bypass security features of a cell phone, law enforcement will be unable to access information stored in the device. As was the recent experience in San Bernardino, newer devices are using encryption technology that makes it difficult for law enforcement to bypass some password-protected devices.

Service Providers

Cell phones require a network to communicate. Most devices utilize a system of cell towers. Similar to how police radios require "repeaters", cell phones require a large network of towers to receive and transmit digital signals containing cell phone communication. Cell phone towers are set up similar to how a water sprinkler system is set up to water lawns – where water coverage overlaps other sprinklers. As cell phones travel across a network, they utilize different towers while communicating. Whenever a phone call is made or received, the optimal network tower is utilized. The optimal network tower can be determined by

towers provide overlapping coverage to mobile devices. Service providers typically maintain lists of cell towers and the physical location of the cell towers. If investigators have information about a specific phone number, they can obtain information in the form of business records that can be important evidence. Business records contain information such as subscriber (customer) information and usage records. Usage records will indicate the date/time/duration of particular phone calls, other phone numbers with whom the subscriber was communicating, and network towers accessed during the duration of particular phone calls. Some usage records can also include the location of Wi-Fi connection points utilized. Information relative to a cell phone's location during a specific date and time can be valuable evidence. Service providers store such information in order to bill their customers for usage-related fees (total minutes used, roaming fees, etc). Service providers typically don't store text message content.

Applications

Most electronic communication devices utilize individual programs commonly known as "applications". Similar to how video games would work in video game systems, applications utilize smart phones as the system to operate

their particular program. Some applications, especially social media platforms, have their own communication system. Such systems can include text-message based communication; it is possible for communication to be stored on the application's server. Some applications even allow users to utilize particular functions on their cell phone (i.e. digital camera, video, location-based functions) while posting content on the application. This is important to applications because it allows them to gather, sort, and store important information relative to a user's profile. Unlike network service providers who sell access to a cell phone network for communication, applications maintain detailed profiles of their users and sell the information to companies who are interested in purchasing such information, likely for advertising purposes. Such information can provide a treasure trove of evidence in an investigation. A search warrant is required in order for law enforcement to access available information.

Cloud-Based Storage

Another consideration for electronic evidence is cloud-based storage services. Some consumers choose to store their electronic data utilizing a cloud-based service instead of a physical storage device. A cloud-based service essentially allows customers to use a web-based storage "cloud" to keep electronic data (documents, photos, videos, text message content, etc). The electronic data is stored on servers that are maintained by the cloud-based storage company. Data saved in a storage "cloud" is determined by the customer. Once both the cloud-based service provider and customer (linked to a specific criminal investigation) are identified, a search warrant is needed for law enforcement to access available information.

Conclusion

As technology advances, courts are required to interpret how electronic evidence relative to an investigation should be seized. Case law is ever evolving. Specific laws (much like CalECPA) are typically not enacted too frequently. While lawmakers labor to keep up with technology, law enforcement should be aware of available electronic evidence and the proper methods of obtaining such evidence. It is critical that law enforcement identifies, understands, and obtains all available evidence important to an investigation.

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Police-Fire Post 456 News

By Greg Corrales

Corporal Robert Perry Graham was born in San Francisco on December 19, 1930. He was raised in San Francisco and enlisted in the Army. He died of starvation in a Korean prisoner-of-war camp on May 30, 1951. His remains were found in Korea in 2015. His remains arrived at SFO on April 6, 2016 and received an SFPD escort to Duggan's Serra Mortuary. On April 8 District 8 Commander Nelson Lum and I attended Corporal Graham's funeral. It was well attended by numerous veterans. Corporal Graham's niece and nephew attended the funeral. They were born long after their uncle's death, but knew of him via family lore. Of all the people attending the funeral there was only one person present that had known Bobby Graham. Former SFPD Stu Flynn was a buddy of Graham's as a youngster. At the conclusion of the service, SFPD and numerous peninsula police departments provided a very impressive escort to Holy Cross.

While writing about Corporal Graham, I happened to have Sixty Minutes on the television. They broadcast a segment about a yearly program San Francisco's Marines Memorial Club hosts for Gold Star (lost a family member in the military) families. I attended one of the programs several years ago. It is a wonderful program and very powerful, too powerful for me. Meeting all those parents is heartbreaking. If you missed it, I encourage you to "on demand" it. It is the April 24 airing of Sixty Minutes.

Lucca the German shepherd is an American hero. The retired U.S. Marine dog became the first American canine to receive the Dickin Medal – Britain's highest award for valor by a military animal. Lucca completed 400 patrols in Afghanistan and Iraq over six years of service, and is credited with 40 confirmed finds of insurgents, explosives, and ammunition. There reportedly wasn't a single human casualty during any of her patrols. On March 23, 2012, Lucca lost her leg and suffered burns while on patrol for bombs. She found a weapons cache in a poppy field that day, as well as an IED which was successfully cleared. Later, however, a second IED detonated as she was searching for other weapons. No humans were injured in the blast. Lucca was evacuated from Afghanistan to Germany for treatment, and then moved to Camp Pendleton to complete her recovery. Today, Lucca is enjoying retirement in California. She spends her days visiting schools and attending community events. Lucca has become a symbol of hope for many, meeting the public at military outreach events.

I, like many, was disappointed, dismayed and disgusted by the recent revelation of the profligate spending by the top administrators of the Wounded Warrior Project. Thankfully the Wounded Warrior board fired CEO Steve Nardizzi and COO Al Giordano on March 10. Now the board has selected Retired Maj. Gen. Charles Fletcher to step in as interim chief operating officer so he could – in the words of the board chairman – "restore trust" in the Jacksonville-based



charity after scathing reports highlighting criticism of how it spends its donors' money. Wounded Warrior's annual revenue shot up from \$18.6 million in 2007 to \$342 million in 2014, the most recent year for which financial reports are available. Board Chairman Anthony Odierno told The New York Times a month ago that donations had fallen in wake of news coverage in late January, but he did not say by how much. Gen. Fletcher initiated a "bottom-up review" examining how Wounded Warrior spends its money, whether it's the most efficient way to accomplish a goal, and whether it sends the "right message" in terms of public perception. He said that helping veterans remains the ultimate mission for Wounded Warriors Project. Let's hope so!

A 92-year-old homeowner armed with a handgun fired a shot and scared off an ax-wielding man trying to burglarize his San Jacinto, California, residence. World War II veteran Joseph Milspaugh told KNBC-TV that he heard a noise coming from his backdoor and quickly armed himself with his handgun. When he went to investigate he saw a man smashing an ax through one of his windows. "I let off a shot and he took off," Milspaugh told the news station with a laugh. "He left his ax. He left his hat and everything else after that." The incident occurred around 11 a.m., according to the Riverside County Sheriff's Department.

"As the homeowner approached the door, he suddenly saw an exterior glass window of the home shatter, followed by the suspect attempting to crawl into his home through the window," the Sheriff's Department said in a statement. Milspaugh told KCBS-TV that he had a clear shot, but decided not to fire directly at the intruder. "I didn't want to do that," he told the station. "I'd be in trouble." Sheriff's officials are now looking for the would-be burglar.

It is my sad duty to report that Police-Fire Post 456 member Sol Weiner has transferred to Post Everlasting. I first encountered Sol in the early 70s. I was sitting in court waiting for my case to be called when Sol began testifying regarding an arrest that he had made. Sol was in the SFPD Pornography Detail at the time. As I listened to him testify I was astonished and awed. For further details you will have to contact me. Rest in Peace Sol!

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on May 10, 2016. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gcl207@comcast.net. God Bless America!

"Some politicians say that our residents don't want Tasers. We disagree. A recent survey reveals that 68% of San Franciscans favor Tasers for our cops." Martin Halloran, President, SFPOA

Chief's Corner

It is hard to believe that the month of May is upon us! As you know, this month brings a multitude of events to our city and an increase in tourism. I would like to extend my heartfelt thanks to all of you for the incredible work you have been doing and will continue to do, despite the negative publicity. I challenge and encourage you to continue to hold your heads high and to live and practice the ideals of our "Not On My Watch" pledge:

I pledge to serve the people of San Francisco faithfully and honestly without prejudice.

I will not tolerate hate or bigotry in our community or from my fellow officers.

I will confront intolerance and report any such conduct without question or pause.

I will maintain the integrity of the San Francisco Police Department and safeguard the trust of the people of San Francisco.



I will treat members of the community as I would hope to be treated myself.

I will pursue justice with compassion and respect the dignity of others.

For those who would suggest there is any place for the stain of intolerance, I pledge, Not on My Watch.

Be Safe Out There!

Greg Suhr

Chief of Police

San Francisco Police Department

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184th Academy Class 20 Year Reunion

This September, the 184th Academy Class will celebrate our 20th year in the SFPD.

To celebrate the milestone, a class reunion is being planned. If you were a member of the class and want to attend the event, please contact any of the following:

- Sgt. Jon Kasper, Jon.kasper@sfgov.org 415-845-9722
- Sgt. John Ferrando, Jf197@sbcglobal.net 650-438-1218
- Off. Val Kirwan, val@sfpoa.org, 415-310-8353

SFPD Cadet Rushes to Aid of Dying Motorcyclist

Staff Report

In the early afternoon of March 5, 2016, SFPD Cadet Grace Alongi was driving southbound on I-680 in Walnut Creek heading to work after classes at Diablo Valley College. She saw a northbound vehicle suddenly swerve out of control, hit the center divider, and spin into another vehicle. A motorcyclist traveling directly behind then crashed into those two tangled cars. That impact flung pieces of the motorcycle into Cadet Alongi's vehicle. She swerved out of lane #1 when she saw the motorcyclist being thrown into her lane of travel.

Cadet Alongi slammed on her brakes and stopped in the center divide approximately 50 yards away. She immediately ran back to victim while screaming out to passing motorists to call 911.

Cadet Longi immediately started rendering aid to the motorcyclist by applying pressure to his head injury. She could see how serious his injuries were, but was able to remain calm and employ her cadet training. She got the victim talking by having him say his name and continued to reassure him that help was on the way. She was soon assisted by an off-duty firefighter, and the two rendered aid until paramedics arrived approximately 10-15 minutes later. Unfortunately, the victim was pronounced dead at the hospital approximately one hour later.

Cadet Alongi was in the SFPD's first Cadet Class and entered the Academy



on February 21, 2015. The 19-year old plans to complete her application to the SFPD for the position of Police Officer on her 20th birthday this May. The way she handled herself in this stressful situation was exemplary. She has reached out to the victim's family and reassured them that their loved one was comforted before he passed. They sent her photos of the victim to help her see and remember him in a different light, instead of the way she saw him. That has been very healing for them all.

"To say I am proud of Grace is an understatement," said Officer Candy Hilder. "What she did and the bravery she showed is beyond her years. We here at the Special Victims Unit are so lucky to have her. She will make an amazing police officer someday. I can't wait to see her in her Class A Uniform with that silver star on her chest."

Police Union Says 'Enough Is Enough' With Rampant Violence

On Apr 04, 2016

a shootout with Rochester Police Friday night.

Mazzeo is now calling for immediate action.

"We need resources to stop this violence. For too long there's been nothing more than a shell game going on in the city by moving police officers around and giving the appearance that we have enough. We don't have enough cops on the street," said Mazzeo.

Mazzeo said Officer Ferrigno is lucky that backup responded almost immediately.

"We don't need to go through an experience that this city experienced a year and a half ago. Enough is enough, and it's time to stop," Mazzeo said.

The suspect that was shot is in the hospital in stable but critical condition.

Officer Ferrigno is on administrative duty pending an internal investigation.

Rochester Police and the District Attorney's office are working together on the investigation and expect charges to be filed.

From WHAM

The post Police Union Says 'Enough Is Enough' With Rampant Violence appeared first on Labor Relations Information System.

"Even officers in top condition are not immune to the rapid drain of physical prowess and cognitive faculties resulting from sustained hand-to-hand combat."
-Force Science News. Read more, Page 26.



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SFPOA Produces TV Commercials

A remarkable set of videos highlighting the work and bravery of our members

By Cynthia Brown
Reprinted from American Police Beat
April, 2016 issue

Marty Halloran says it best.

"We are now in an era where we have to take the responsibility to promote our own profession," Halloran explains. "We cannot rely on the media or the politicians to defend us and get the real message out about what police do for their communities. In times of controversy, which we are experiencing now, reporters and politicians will betray us if it means bigger ratings and more votes."

The POA hired the public relations firm Paul Kinney Productions based in Sacramento to do the job. Halloran explains that each spot cost between \$3,500 to \$5,000 depending on the complexity of the story and how many locations were required for the shoot.

The biggest expense was airing the videos. To date, the POA has spent between \$60,000 and \$75,000 per video to air them on local and cable television. The response has been overwhelmingly positive.

"We've received a lot of calls and emails and there wasn't a negative comment among them," Halloran continued.

"Even comments on Facebook were supportive and that is very unusual."

There was another outcome as well. Members of the San Francisco POA, who footed the bill for this extraordinary effort to educate the community, were thrilled with the outcome and grateful to see such positive stories about their work airing on cable and network television.

You can view the videos online at www.sfcitycops.com.

Just a few of the videos in the series: San Francisco Police Officers: They Work to Make Your Day



- **Lifesaver:** On July 4th Officer Matt Lobre runs into a building engulfed in flames and pulls out a badly burned woman who was close to death. Once he got the woman outside the EMTs took over and Matt collapsed from smoke inhalation. Both he and the woman recovered and he was back at work a few days later.
- **Baghdad to Bayview:** This video features Officer Montgomery Singleton, who served Iraq on the dangerous streets of Baghdad. When he returned home and went back to his job at the San Francisco Police Dept. he requested an assignment in one of the roughest areas of the city.
- And our favorite – **The 24-Hour Shift.** This video features the story of two cops – man and woman – who patrol the city's notorious Tenderloin District. It turns out these two active, successful cops are partners both on the job and off. Irene and Brian Michaud are married.

A Lesson in Bias

By Scott Edwards
Mission Station POA Representative

About a year ago, I wrote a column posing the question as to whether we (police officers) have a right to privacy. I held (and still hold) that we do, and that private communications (such as texting) between private individuals is — and should be — private. I also talked a bit about the difference between the use of offensive words in a private conversation and engaging in biased-policing. Apparently, some City officials still don't get it, so today, free of charge, I present a lesson in this difficult to understand subject.

Let me use the example of "Jeff." Jeff works for the City and hates a particular group of people. Now that, in and of itself, is not an issue — everyone is allowed to harbor personal likes and dislikes. But Jeff likes to use his politically-sensitive position to disparage that group in the public forum. He regularly opines about how members of that group are poor workers, engage in unethical and even criminal behavior, and are undeserving of the public's trust. And because of the nature of Jeff's comments, the work of that entire group (as well as the individuals that Jeff unfairly accuses of misconduct) is harmed.

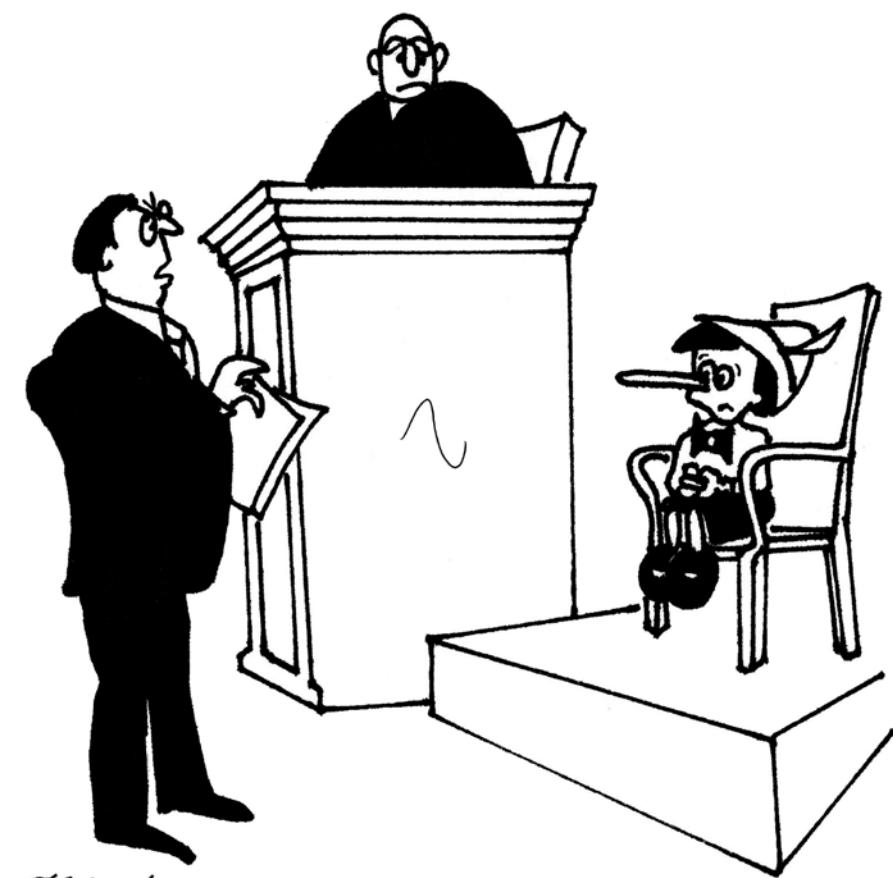
And here is the first part of the lesson: Jeff's hatred for this group is a PREJUDICE, which is okay because everyone has prejudices. However, when Jeff begins speaking out in public against the

whole group because of the controversial actions of a few members, and uses his political power to try to harm the good works of the group, Jeff is engaging in DISCRIMINATION, and discrimination is wrong.

What Jeff doesn't seem to understand is that not all speech (and I use this term in the 1st Amendment sense) connotes behavior. To use an example from my previous article: if I laugh at a racist, sexist, or homophobic joke in a movie, my laughter at the "offensive" humor does not make me a racist, sexist homophobe. Likewise, my using racist, sexist, or homophobic words in private conversation does not mean that I engage in bias-based policing. In fact, one of the first lessons taught in POST's course on Bias-Based Policing and Culture Sensitivity is that we all have prejudicial thoughts; it is only when we act on those thoughts in the scope and course of our employment that we are potentially engaged in a discriminatory act.

Of course, we, as police officers, already know this, and we understand that we are absolutely allowed to have both private lives and senses of humor (even offensive ones). So I invite Jeff (and perhaps his friend Malia, who betrays her own prejudices when she refers to an exchange of texts between an Asian officer and a Latino officer as evidence of a lack of diversity in the police department) to take the same POST course we've all taken. Maybe then they could speak intelligently on this subject.

Ironically, High Court Rules Judicial Profiling Not The Same As Racial Profiling



"I DON'T CARE WHAT YOUR URINE ANALYSIS AND POLYGRAPH TESTS SHOW. I SAY YOU'RE LYING."

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Deputy Union Accuses Santa Clara Sheriff of Leaking Internal Info to Preserve Political Prospects

On Apr 01, 2016

SAN JOSE, CA – Sheriff Laurie Smith came under more fire over her handling of Santa Clara County's troubled jails when the union for her rank-and-file deputies accused her Monday of sharing details about internal investigations of deputies with the head of a jail-reform commission after a high-profile inmate brawl earlier this month.

In a letter to County Executive Jeff Smith and County Counsel Orry Korb, the Deputy Sheriffs' Association asked the county to investigate Smith on allegations that after the brawl, she sought to preserve her re-election prospects by trying to dissuade commission chairwoman LaDoris Cordell from recommending Smith be stripped of her command, which the commission ended up doing anyway.

Most of the letter is based on characterizations made in a March 4 email Cordell, a retired judge, sent to several county supervisors, officials and select media, as she and the sheriff clashed over how readily preventable the jail fight was.

"Unfortunately, Judge Cordell's allegations, if true, would demonstrate that, beyond her public theatrics, Sheriff Smith is more concerned about being re-elected than trying to address the issues with the county jails that have been identified by the commission and

the community," the union letter stated.

Smith fired right back. She is no stranger to harsh criticism from the deputies' union, which called for the investigation even though jail officers are represented by a different union.

"Their accusations are untrue, I am focused on implementing meaningful reforms throughout our jail. I would've hoped that instead of slinging mud trying to protect the status quo, the union leadership would offer some ideas for improving custody operations," Smith said in a statement. "Clearly, the reforms are headed in the right direction if those that want to cling to the past are on the attack."

The commission was formed last year in the wake of the August beating death of mentally ill inmate Michael Tyree, leading to the swift arrest of three correctional deputies who were later charged in his death. –

The controversy stems from a March 3 brawl in the maximum-security housing pod at the Main Jail on Hedding Street in San Jose. The fight involved more than 30 inmates who had been released to a common area for mandated recreation time.

But the timing of the fight raised some eyebrows given that a day earlier, Smith bypassed county bureaucracy to purchase 12 surveillance cameras for the facility at Costco, using her personal credit card. (She was later reimbursed.) Hours after their installation, at least

one of the cameras recorded much of the brawl in question.

One of the scandals the Sheriff's Office has had to weather included texts exchanged among guards that made racist slurs...

Cordell promptly questioned why black and Latino inmates with a history of tensions were allowed to have their rec time together that afternoon, which many, including Smith, took as an implication that the fight might have been induced. That prompted Smith to lash out at Cordell, calling her remarks disgraceful and reckless.

Cordell responded with an email that detailed a private meeting at a Palo Alto restaurant the morning before the brawl. In that meeting, Cordell asserted that Smith pleaded with her to soften the commission's criticism on Smith's performance. Cordell wrote that the sheriff showed Cordell correspondence from the correctional officers union and DSA to prove they were "after" her

— the unions have long been critical of Smith — along with illicit text messages Smith purportedly said were authored by deputies under investigation.

One of the scandals the Sheriff's Office has had to weather included texts exchanged among guards that made racist slurs against blacks, Vietnamese, Latinos and Jews and led to the president of the correctional union being placed on leave. At least 10 correctional deputies are on leave in connection to assorted investigations.

It was the text-sharing claim that appears to have incensed the union and spurred their actions Monday. How much traction their request will have remains to be seen. Korb declined comment on the union letter.

Cordell said that even with the commission disbanding — Saturday marked the end of its six-month term — members must keep pressure on officials to ensure a similar brawl does not occur again.

"That melee happened under our watch," Cordell said, referring to the commission. "It is our duty to find out what policies and procedures were in effect that could have led to it ... If not, we dishonor the memory of Michael Tyree."

*From The San Jose Mercury News
The post Deputy Union Accuses Santa Clara Sheriff Of Leaking Internal Info To Preserve Political Prospects appeared first on Labor Relations Information System.*

Police Threaten Boycott of City Watchdog Hearings

On Apr 07, 2016

PORTLAND, OR — Portland Police Chief Larry O'Dea is demanding that the city's civilian police review committee crack down on audience behavior following a meeting that featured shouting, jeers and water thrown in a volunteer committee member's face.

The letter penned by O'Dea essentially threatens a boycott of public hearings held by the Independent Police Review division. That would represent a significant new low in relations between the two agencies since the watchdog group was founded in 2001.

"I can no longer support having my employees participating in this environment unless and until steps are taken to address my serious concerns," O'Dea wrote to IPR director Constantin Severe on March 31.

At Wednesday night's meeting of the IPR's Citizen Review Committee, audience members repeatedly interrupted to yell criticisms of the Portland Police Bureau and of Capt. Mark Kruger personally as the Drugs and Vice Division manager argued on behalf of one of his officers.

The committee came down on the side of the audience, voting 5-2 to challenge the bureau's dismissal of a complaint of unprofessional behavior. But following the vote, one of the police critics threw water in the face of a committee member at the end of the meeting.

Severe, in an interview, said his office will address what he called a new level of poor audience behavior shown at the meeting. "That has never happened before," he said. "That's unacceptable."

"We're looking at trying to institute some kind of safety plan so that everybody has the opportunity to be heard in a respectful environment," he added.

One police critic, Charles Johnson, gave Kruger Nazi salutes and spoke with a fake German accent.

Camera grab

The meeting focused on a video recording of an incident from last October in which vice cop Scott Groshong got out of a bureau SUV outside Central Precinct to engage with Robert Lee West, who frequently films police. YOUTUBE – Officer Scott Groshong's grasp of an activist's camera caused the city police review committee to recommend discipline.

According to the video, Groshong walked straight up to West and his camera, grasping it by the lens as if to block it from filming. "Sir, I'm sorry, how can I help you?" he can be heard saying. Then, apparently recognizing West, he said, "Oh, you know who you are? I know who you are," smiled, spun around, got back in the truck and drove away.

West, who describes himself as the videographer for the group Film the Police 911, told the committee that he devotes considerable time to seeking out police officers and filming them. He said he's posted roughly 3,000 videos in the last two years. Police arrested him on March 30, the day before the hearing, saying he'd interfered with police work by sneaking behind police lines to film an arrest.

At the meeting, Kruger defended Groshong, saying it wasn't clear he grabbed the camera. Portland Police Association

President Daryl Turner contended Groshong tried to block the camera from invading his personal space.

But committee members and Severe, the IPR director, disagreed, saying it was Groshong who invaded West's space to grab the camera. Capt. Derek Rodrigues of the bureau's internal affairs unit sided with Severe, saying the camera grab was poor form by Groshong.

Audience members jeered Kruger as he spoke, alluding to past controversy over his admitted interest in Nazi German history. One police critic, Charles Johnson, gave Kruger Nazi salutes and spoke with a fake German accent.

It was Johnson who, at the end of the meeting, threw water in the face of a committee member, James Young, who said he lacked sufficient evidence to challenge the bureau's decision to not discipline Groshong.

While committee members reminded the audience of ground rules prohibiting personal attacks, that did not go far enough, said Turner, the union president, in a March 31 email sent to his members.

"The CRC chair, the city auditor, several city attorneys in attendance, and the director of IPR allowed the volatile conduct and abuse to continue with little interference or intervention," he wrote. "It is unacceptable that with all the city officials present, not one stopped this meeting to remove the offending participants before things escalated to the point of near assault."

Turner urged his members not to attend the meetings.

Strained relations

Relations between IPR and the Portland police have been strained in recent years, even as the civilian review process has gained in power and seemingly become more aggressive. The committee's

vote to challenge the bureau is the fifth of its kind for 2015 complaints, according to IPR.

Dan Handelman of Portland Copwatch, who was at the meeting, has tracked the city's police oversight system for decades. He said that while he personally didn't condone the audience behavior, he feels the police response is overblown.

"The worst thing that happened did not happen to a police officer," he said. "The behavior before that was disruptive and there was some name-calling and stuff, but that's not dangerous."

Handelman said the union has never encouraged members to attend meetings. He thinks the police response is being exaggerated to undermine the committee's work.

"I think they were looking for an excuse to say that they don't want to send their (officers). It's unfortunate that because there were people speaking out of turn, they got their excuse."

City Auditor Mary Hull Caballero, who oversees IPR, also sat in the audience during the hearing. She said in an email later that she shares the concerns about how things went.

The city is trying to figure out how to deal with disruptions in light of a recent federal ruling that limited public agencies' ability to bar people from public hearings, she said.

"A handful of people in the audience were determined to disrupt the proceedings," Caballero wrote. "It was distressing that the meeting ended with one audience member assaulting a volunteer because he disagreed with his vote."

*From The Portland Tribune
The post Police Threaten Boycott Of City Watchdog Hearings appeared first on Labor Relations Information System.*

Scholarship Announcements

Bay Area Law Enforcement Assistance Fund Memorial Scholarship Program

The Bay Area Law Enforcement Assistance Fund (BALEAF), established in 1999, provides support for law enforcement families who have had members killed in the line of duty, seriously injured, or experienced a catastrophic event/illness or loss of life.

The BALEAF Memorial Scholarship Program provides Financial Assistance to Law Enforcement Families who wish to pursue a course of study beyond high school.

Each year, the BALEAF Memorial Scholarship Program will remember our fallen heroes. For 2016, we will be honoring three Police Officers who have died in the Line of Duty from the San Francisco Bay Area.

Officer Barry Rosekind of the San Francisco Police Department, who died in the line of duty in 1957. He is survived by his wife "Marilyn Rosekind", who is one of the Founding Members of BALEAF and a past President of the Board of Directors and his son "Mark" Rosekind".

The "Barry Rosekind" Memorial Scholarship will award Five Scholarships for \$1,000 each, open to all eligible applicants.

In partnership with the San Francisco Police Credit Union, the BALEAF Scholarship Program will remember and honor two additional Police Officers who have recently died in the line of duty in the San Francisco Bay Area.

Officer "Scott Lunger" of the Hayward Police Department, who died in the line of duty in 2015. The Scott Lunger Memorial Scholarship will award one scholarship in the amount of \$1,500 for Hayward PD applicants only.

Officer Michael Johnson of the San Jose Police Department, who died in the line of duty in 2015. The Michael Johnson Memorial Scholarship will award one scholarship in the amount of \$1,500 for San Jose PD Applicants only.

Eligibility

Scholarship applicants must be an eligible dependent of a sworn or non-sworn employee (active, retired or deceased) of a Law Enforcement Agency within the nine Bay Area Counties (San Francisco, San Mateo, Marin, Santa Clara, Alameda, Napa, Solano, Sonoma, Contra Costa).

Eligible dependents include spouses, children, adopted children and stepchildren

General Information

Scholarship Awards maybe used for

Accredited Business/Trade School

Accredited Two (2) year college

Accredited Four (4) year college/University

Scholarship recipients will be determined based on the information provided in the required essay and may be, if necessary, awarded based on a "Lottery" Selection. Scholarships are awarded on an annual basis and will not be based upon sex,

sexual orientation, age, race, creed, national origin, or religious preference.

Applicants seeking financial assistance are limited to the receipt of one scholarship award per year. Applicants can reapply each year, however they are limited to a maximum of two scholarship awards.

Scholarship funds shall be spent for educational needs and are subject to the terms and conditions in this Announcement and Application.

Scholarship Awards are paid directly to the institution on behalf of the scholarship recipient and may be expended only for tuition, required texts, and associated fees.

The BALEAF Scholarship Program is funded by donations from member law enforcement officers and community sponsors and will be limited to the first 100 applicants.

The application process will require:

Registration on-line, requesting an application at baleafscholarship@baleaf.org.

Completion and return of a signed application via email.

Completion of the required Essay on a Law Enforcement topic to be determined.

Application Requirements

Applicants must be enrolled in the fall semester of the forthcoming school year.

Applicants must be a full time student carrying a minimum of 12 units per semester or six units per quarter.

Applicants must maintain a minimum grade point average of 2.0 or higher

Scholarship Applicants must provide copies of their most recent transcripts

Student ID Number and proof of enrollment must be provided before scholarships are awarded.

On-line Registration, request an application at baleafscholarship@baleaf.org

Completed/signed application form submitted by due date. Upon completion and approval of your application, the applicant will receive information as to the required Essay

Completion of required Essay by due date.

Timeline

On-line registration and a completed Application with current School Transcripts must be received by April 30, 2016

Scholarship Essays submitted by May 25, 2016

Scholarship winners will be announced June 22, 2016

Applicants are reminded to make sure that the acceptance of a BALEAF Scholarship does not adversely affect any other Financial Assistance they maybe receiving. Questions or general inquiries maybe addressed to baleafscholarship@baleaf.org

San Francisco Police Officers' Association Announces Annual Jeff Barker Scholarship Awards Program

The SFPOA is about to embark on its annual scholarship awards for your college bound dependents by offering a series of scholarships to dependents of SFPOA members, both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent's application.

Qualified applicants will be limited to 2016 High School graduates with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2016.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2016 fall college semester.

Applications are available at the SFPOA office located at 800 Bryant St. 2nd Floor, San Francisco, CA 94103 (415)861-5060.

Pick up your application or mail the attached request for an application to the SFPOA.

Completed Applications must be returned to the SFPOA no later than May 13, 2016.

Request For Barker Scholarship Application

Scholarship Applications must be returned to the SFPOA no later than May 13, 2016. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

Name and Rank of SFPOA member who qualified you as a scholarship applicant:

ASSIGNMENT: _____ EXT. #: _____

Active: _____ Retired _____ Deceased _____

Your relationship to the SFPOA member who qualifies you as a scholarship applicant _____

NOTE: This is not a scholarship application. It is a request form only.

*Applications must be obtained from the
SFPOA at 800 Bryant St. 2nd Fl, San Francisco, CA 94103*

San Francisco Police Officers' Association Announces Annual Mayor/Police Chief Frank Jordan & Wendy Paskin-Jordan Scholarship Fund

The SFPOA is about to embark on its annual scholarship awards for college bound dependents and enrolled college students by offering a scholarship to dependents of noncommissioned officers of the SFPD both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent's application.

Qualified applicants will be limited to 2016 High School graduates and actively enrolled college students with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2016.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2016 fall college semester.

Applications are available at the SFPOA office located at 800 Bryant St. 2nd Floor, San Francisco, CA 94103 (415)861-5060.

Pick up your application or mail the attached request for an application to the SFPOA.

Completed Applications must be returned to the SFPOA no later than May 13, 2016.

Request For Jordan Scholarship Application

Scholarship Applications must be returned to the SFPOA no later than May 13, 2016. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

Name and Rank of SFPOA member who qualified you as a scholarship applicant:

ASSIGNMENT: _____ EXT. #: _____

Active: _____ Retired _____ Deceased _____

Your relationship to the SFPOA member who qualifies you as a scholarship applicant _____

NOTE: This is not a scholarship application. It is a request form only.

*Applications must be obtained from the
SFPOA at 800 Bryant St. 2nd Fl, San Francisco, CA 94103*

POA donation supports patriotic service

Boy Scouts Dispose of Tattered US Flags

By Val Kirwan,
POA Sergeant-at-Arms

The SFPOA proudly flies the flag of the United States on the top of our building, 24-7. In accordance with the US Flag Code, the flag is properly illuminated during all hours of darkness with a dedicated light. The flag is replaced as soon as it shows signs of any tearing or color fading.

The United States Flag Code (4 USC Sec 8 Para (k) Amended 7 July 1976) states: "The Flag, when it is in such condition that it is no longer a fitting emblem of display, should be destroyed in a dignified way, preferably by burning."

Certain United States government and other organizations offer services to dispose of the flag with proper ceremony for no charge. The American Legion, Veterans of Foreign Wars, the US Military, and the Boy Scouts of America are among those that provide this service.

I contacted the Boy Scouts of America Troop 343, San Francisco to see if they would assist us in properly disposing the flags that needed to be destroyed. They graciously accepted.

Troop 343, was established in 1959, and it is one of the most active Boy Scout troops in the Golden Gate District of the San Francisco Bay Area Council. In 2009, the Troop celebrated its 50th year in scouting.

Run entirely by volunteers, the adult leaders have over 350 years of scouting experience and pride themselves on the knowledge and training they bring to the Scouts. I was presently surprised to find out that a lot of active and retired SFPD sons were and are members of the Troop. Many of them have reached the rank of Eagle Scout.

Hi Val —

On behalf of troop 343, we would like to thank the San Francisco Police Officers Association for their donation of \$250 to Troop 343, as we had mentioned last night, we have over 60 boys from the bay area in the troop and this will help with upcoming activities.

Regards,
Francis Dayton
ASM Troop 343



BSA Troop 343 Scout Master Chris David accepts a check from POA Sergeant-at-Arms Val Kirwan. The \$250 donation was for services rendered by the Troop in properly disposing of several old flags that once flew atop the POA building.

SFPD Officers and their children participating in the SF 165th Saint Patrick's Day Parade

We have Families — We are not Robots

By Patrick Burke,
Retired SFPD

A sharp looking contingent of SFPD Officers, many with their children, continued their long standing and impressive participation in the Annual, San Francisco, Saint Patrick's Day Parade. In this era of scurrilous and mostly unfounded attacks on the reputations of police officers all around the USA and even here on the most dedicated, courageous, honorable, and politically correct Officers of the San Francisco Police Department, it is time for all good and wise persons, who appreciate the fact that Law Enforcement Officers are the protective arm of law abiding Citizens, to "back them up" in a more concerted fashion against this injustice towards our peacekeepers.

All police Officers head out on their assignments every day not knowing if they will go home to their families at the end of their tour of duty. They bravely go forth with only the best of intentions to protect and serve each and every citizen equally and to the best of their

ability. Who in their right mind would take on the incredible responsibility loaded on police officers' shoulders each minute of their assignment and endure the constant barrage of negative material thrown at them in the press and on the street? Our wonderful officers

do this relentlessly and a lot of times with total disregard for their own safety when someone is in danger or a life is threatened. .01 percent of law Enforcement Officers go down the wrong road and are quickly rooted out when their malfeasance is discovered.

So it is time to stand behind these exemplary officers who have loving wives or husbands or partners, mothers and fathers and many have adoring children like those seen in the attached photographs.

PHOTOS BY PATRICK BURKE



All police officers head out on their assignments every day not knowing if they will go home to their families at the end of their tour of duty.

Community Investment Grant Round 3

By Martin Halloran
SFPOA President

The Police Officers Association's Community Investment Grant is a \$5,000 donation to worthwhile neighborhood and community groups throughout San Francisco. Grants are awarded on a quarterly basis to a community nonprofit or neighborhood organization to fund — based on merit and need — those projects that foster positive experiences for children and the surrounding community like park equipment, urban beautification, and sports equipment. Each grant is awarded to the deserving organization at a community-wide event attended by POA leadership, the recipient organization, community leadership and district supervisors.

Tenderloin Safe Passage was awarded the third quarter grant. This funding would pilot a Safe Passage Senior during the summer of 2016. "We would like to address safety concerns by providing a free, proactive personal safety training to seniors and senior serving agencies. This training will be led by a certified instructor from Kidpower, a partner organization that serves as the training arm of TLSP. Additionally, we would like to provide stipends to our paid Roaming Team, comprised of at least



10 multilingual, multigenerational residents to implement a new Safe Passage Senior program that would apply the lessons from our youth program and translate them to the needs of our senior population. The Roaming Team would lead daily walking clubs and provide an escort service to groups of seniors attending programs. Safe Passage Senior would help us further our mission to create a culture of safety within the whole Tenderloin Community." This

project obviously has a strong public safety angle that works well with the POA's mission and clearly empowers

community members.

Congratulations to Tenderloin Safe Passage.

Sergeant Bob Guinan (Retired) SFPD

BALEAF Board Member Highlight

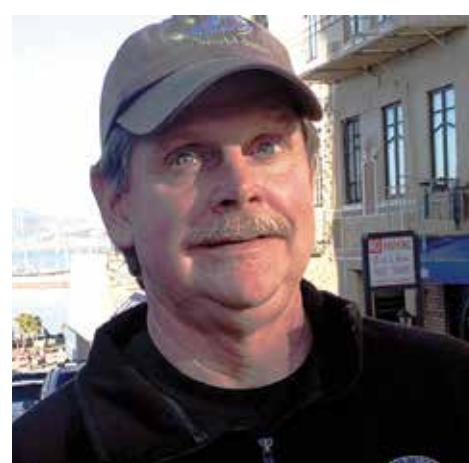
By Robin Matthews
Member, BALEAF Board

Greetings! This is the 14th article that I've been doing for you to introduce you to the BALEAF Board of Directors so that you can learn a little bit more about us. The Bay Area Law Enforcement Assistance Fund (BALEAF) is a non-profit organization that was formed in 1999, and provides support to law enforcement officers and their families, as well as to law enforcement civilians, throughout the Bay Area, who have either been killed in the line of duty, have suffered a serious injury, or who have suffered a catastrophic event.

This month's Board Member Highlight is on Sergeant Bob Guinan (Retired) SFPD. Bob was born in Brooklyn, New York and raised in the Mission District of San Francisco since he was a year old. He attended Mission High School and graduated from City College of San Francisco with an Associates of Science Degree in Electronic/Electrical Technology. Bob worked in the electronics industry for approximately 3 years; then decided to change professions and start a new career in law enforcement with the Sausalito Police Department, where he served for 2 years and 3 months.

In 1977, Bob joined the San Francisco Police Department. During his time with the SFPD, he served as a patrol officer at Northern and Mission Stations, was promoted to Sergeant, where he worked at Ingleside and Central Stations, and was then promoted to Inspector, where he worked in Narcotics, Vice, Fraud, Night Investigations, and Special Investigations. He also served as a Field Training Officer and a Field Training Sergeant, as well as served as an instructor at the Police Academy.

After 33 years of service, Bob retired from the SFPD in 2010 after working 10 years as a supervising Sergeant/Lieutenant in the Solo Motorcycle Unit.



Bob has coordinated and facilitated several of the SFPD's charitable endeavors, including the Special Olympics, the Law Enforcement Torch Run, Tip A Cop, the SFPD Cable Car Pull, and the Giants Law Enforcement Appreciation Night. He continues to coordinate the SFPD Challenge (formally the Cable Car Pull), the Annual Giant's Law Enforcement Appreciation Night at AT&T Park, and is an active member of the BALEAF Board of Directors. Bob also serves as an Associate Member of the Board of Directors for the California Peace Officer's Memorial Foundation. He considers it a privilege and an honor to serve his fellow law enforcement officers in both of those capacities.

When Bob isn't busy with all of that, he enjoys running, hiking, walking his dog "Panda", going to Giants baseball games, and spending his spare time building and operating his backyard Garden Railroad.

For more information about BALEAF, please check out our website at www.baleaf.org.

We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at baleaf1025@gmail.com, or on Facebook.

We hope that you never need us, but we're here if you ever do!

mission graduates

We are incredibly grateful to the dozens of high-quality organizations that applied for the fourth quarter Police Officers Association Community Investment Grant. After carefully reviewing the applications, we are pleased to announce that we have selected Mission Graduates as our fourth quarter recipient.

Our \$5,000 grant will fund a designated space for arts education – specifically, a performance stage within its space at Everett Middle School that will serve as a hub for creative and artistic endeavors. The stage will provide a place for youth and families to explore emotions, anxieties, and artistic curiosity, engage in celebrations of different cultures, and continue to develop language skills through public speaking.

The POA believes that instilling a culture of safety and wellness in the community requires robust education efforts like those that Mission Graduates is undertaking. We thank and commend the organization for their continued efforts.

We launched our Community Investment Grant program last year to empower local neighborhood leaders and organizations to improve their community through financial support. The next round of application opens on June 1, and we encourage all neighborhood-based 501c3 organizations to apply.

POA Learns One PERF "Expert" Is descendant From Long Line Of Social Progressives



"BRING ME THE SAIL MAKER!"

San Francisco Coordinating Council of Lions Clubs Recognize Members of the SFPD



By Ray Padmore

At the 53rd Annual San Francisco Coordinating Council of Lions Clubs Awards Banquet, Sixteen members of the San Francisco Police Department were recognized for outstanding work. Since 1963,

the Council has recognized members of the Police, Sheriff, and Fire Departments at their Annual Banquet. We would like to express our sincerest thanks to this great organization for remembering and acknowledging the work of the SFPD and our Public Safety partners.

Guardians of the City

By Liane Corrales

*"The miners came in forty-nine,
The whores in fifty-one,
And when they got together,
They produced the native son."*

— Barbary Coast ditty

On April 18, 2016 at 0512 hours, the City shook once again. This time, not from a devastating earthquake, but from the sirens of fire trucks, police cars, & EMS ambulances sounding off in the foggy San Francisco morning. As we do every year, a group of San Franciscans gathered at Lotta's Fountain on Market Street to commemorate the anniversary

of the Great San Francisco Earthquake and Fire. This author donned an antique San Francisco Police uniform from 1890 (which made it through the earthquake) and joined numerous history organizations, Police Chief Suhr, Fire Chief Hayes-White and former mayor Willie Brown, as we all placed a wreath at Lotta's Fountain.

Sadly, this was the first year of our annual commemoration in which there were no earthquake survivors present. We all knew that this day would come, but we never quite wanted to believe it! On a happier note, this April 18th kicked off the San Francisco Fire Department's



Fire Chief Joanne Hayes-White Kicks off SFFD 150th Anniversary

150th anniversary. The reason this is of importance to our police family is because our own "Guardians of the City" (The joint police, fire, sheriff, EMS museum organization) will be involved in many of the festivities and our SFPD history will also be highlighted.

A very important part of our yearly remembrance is our tribute to Officer Max Fenner, known in his day as the "Hercules of the Department." Officer Fenner died during the 1906 earthquake. As the result of an incredible tremor, a large brick building began to crumble, at which time Max Fenner dashed over and pushed a young mother out of harm's way, saving her life while sacrificing his own. Officer Max Fenner left behind a wife and two small children.

As all of you in our police family can see, it is imperative that we get this museum established! We must see to it that the crime fighters of the Barbary Coast, the firefighters that saved our beloved city in 1906 and all the members of SFPD, SFFD, SFSD and EMS that followed them over the years in service to the citizenry are honored and never forgotten. Working toward that end are GOTC members Captain Al Casciato (SFPD ret.), Captain James Lee (SFFD ret.), Paul Barry (SFFD), Mike Braun (SFFD), Jacqui Marti

(museum curator), Dave Eberle (EMS), Paul Miyamoto (SFSD), Captain Mike Connolly (SFPD), Commander Greg McEachern, Ray Favetti (SFPD) and Bill Koenig (SFFD). Please enjoy the photos taken by GOTC member Bernie Murphy.



Retired Inspector Liane Corrales posing next to Max Fenner exhibit.



Photo courtesy of Insp. Matt Perez

Duggan's Serra Mortuary, Daly City

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FD1665

POA Mail

Please Help —

The below link is a go-fund-me page for retired Sgt. Dave Roccaforte's 8-year old grandson. He has been diagnosed with a very aggressive brain cancer. If people would take the time to read the page and at least pray, it would be appreciated.

Lorie Brophy

*This is the fundraising campaign for Help Drake Beat Brain Cancer:
<http://tinyurl.com/hdo6cxl>*

Dear POA —

The children of Edward J. Cunnane sincerely thank you for the beautiful floral arrangement sent in his honor. We have kept pictures of the lovely arrangement in a memorial album.

Dear POA —

Please accept our thanks for the beautiful flowers you sent to Arvo Kannisto's memorial service last week. I know the arrangement would have pleased him, as he loved colorful flowers.

We are pleased that Arvo was not forgotten even though he retired decades ago. Arvo was so proud of his service (Star 1234) in the SFPD. The Kannisto family has a tradition of being first responders (Arvo's brother John, and both of Arvo's sons).

Arvo faithfully read the POA Journal, and the VPOA Bulletin every month until his eyesight required that I read those to him. Keep up the good work, and know that it is appreciated.

May God bless you.

Patricia (Terri) Kannisto

Dear POA —

On behalf of our Board of Directors and the families who stay at Family House each year, please accept our sincere thanks for your generous gift of \$2,500 in honor of Bobby Thomas. We've notified him of your wonderful gift.

Your donation provides direct services to sick children and their families who stay at Family House during treatment at UCSF Benioff Children's hospital

Thank you again for supporting our truly important mission. You are fabulous

Sincerely,

Alexandra E. Morgan CEO

Dear SFPOA —

Thank you for your recent gift towards Host Sponsorship at Alive & Free's Last Mile Foundation Golf Tournament. Each year, too many kids are lost to the pressures of the streets and don't make it. Alive & Free empowers young people to achieve a better future and helps to send kids to colleges not jails.

Again, thank you so much for your partnership in continuing the work of keeping our young people Alive & Free... and educated!

Warm wishes,

Dr. Joseph E. Marshall,
Executive Director

Dear SFPOA —

Thank you! I am delighted to write to thank you for your recent gift to the Foundation of City College. We have

noted in our records that your gift will support the football program at CCSF. Your donation is an investment in CCSF students, their future, and that of our community.

Sincerely,

Edward N. Eschbach President

Editor —

The battery in the old garden tractor won't hold a charge, so I went on-line to Amazon to buy a small device called a Battery Tender. They've been around for years and are cheap and efficient.

Well, it seems California has determined that charging batteries uses-up too much precious electricity so these small .75 amp devices are no longer allowed in the state until the products are deemed "California Compliant". What that means I wouldn't hazard a guess, but if history is any indicator it will be more expensive and less efficient... sorta like the ban on incandescent light bulbs in favor of the ones that don't work as well and cost ten times as much. Or like the California "reformulated" diCon rodent killer that doesn't kill rodents but was judged safe for Condors.

I've never seen a Condor at my house... but I've seen a lot of mice.

The list of things our Legislature is shoving down our throats continues unabated. They've decided that no one should own a rifle magazine that holds more than ten bullets. Apparently twelve or thirteen bullets will make you want to head for the nearest school campus and wreak carnage. That's

never happened to me, but they must know better than the rest of us, right?

Gas-powered weed eaters & hedge trimmers sold in California are also required to be "special". It's apparently a crime to cut your lawn with a mower purchased in Nevada.

I guess there was a lot of pulmonary disease attributed to trimming your hedges once a year.

California seems to hold all the patents on goofy thinking. We have recently enacted "Prison Reform" that has dumped tens of thousands of low level criminals back on our streets. Low Level Offenders are typically burglars and dopers. It seems it's easier to reform prisons than reform criminals because we now have record high property crimes (San Francisco has the highest property crime rate per-capita of the top 50 states in the Nation) and now all sorts of anguish over Fentanyl overdoses. Bad news for those of us who live in California, but at least the really dangerous prisoners in San Quentin now have more room to stretch-out.

I can't help but wonder why California voters seem to fawn over San Francisco politicians. They have a track record of bad ideas, and their home town is a mess, but if we're going to keep sending them to Sacramento I think the legislative session should only be three days long. That way they can spend more time raising money for reelection and won't be able to do so much damage.

Rene LaPrevotte

LAPD SWAT Officer Stabbed With A Knife During Standoff, Suspect Fatally Shot

By Jeffrey Thomas DeSocio
*Forwarded to the Journal
 by Chris Canning, Homicide*

SYLMAR, Calif. (FOX 11 / CNS) — A man who was shot by Los Angeles police officers after he cut a SWAT officer with a knife following a standoff Wednesday morning has died at a hospital, authorities said.

The OIS took place after an hours-long standoff at a Sylmar residence, a police spokesman said.

It all began about 7:10 p.m. Tuesday, when police responded to a residence in the 14700 block of Lakeside Street, near Glenoaks Boulevard, regarding a call

about a mentally ill man, LAPD spokesman Officer Ricardo Hernandez said.

"Officers encountered the man outside the location armed with a knife," Hernandez said. "At that point, officers used a Taser to try and subdue the suspect, but it did not stop him and the man ran back inside his residence and refused to come out."

It then devolved into a barricade situation, Hernandez said. An LAPD SWAT team was called to the scene along with negotiators to try and end the standoff. But the man refused to come out.

About 1:30 a.m. SWAT officers used gas to try and flush the man outside.

"He eventually came out and tried to sneak around the corner of his building," Hernandez continued. "But he encountered some SWAT officers who used a Taser and bean bags to try and subdue him, but the suspect remained unaffected. The man then used his knife to cut one of the officers on the arm."

At that point, an OIS took place.

The suspect was wounded and transported to a hospital in critical condition, where he later died, according to authorities.

The officer was also taken to the hospital for treatment. The shooting took place about 2:40 a.m.

Police have set up a command post

at the intersection of De Garmo Avenue and Polk Street.

The shooting was being investigated by the LAPD's Force Investigation Division, the Office of the Inspector General and the Los Angeles County District Attorney's Justice System Integrity Division shooting team.

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Petaluma Officers use Taser Gun to Subdue Man with 9-Inch Knife

By NorCal Patch (Patch Staff)
 April 20, 2016
Forwarded to the Journal by Michael Nevin

PETALUMA — A man was arrested Tuesday in Petaluma in connection with brandishing a knife in public.

Jonathan Humberto Maldonado-Sandoval, 24, of Petaluma, was arrested on suspicion of brandishing a deadly weapon, resisting arrest and violation of probation.

Officers with the Petaluma Police De-

partment responded Tuesday at 1:03 p.m. to the area of Howard and Washington streets on a report a man was at the Shell gas station and was challenging other people to a fight.

Police said it was also reported the man tried to throw a bicycle at a vehicle and appeared to be intoxicated.

Officers arrived at the scene and located a shirtless man, identified as Maldonado-Sandoval, armed with a double bladed knife that was approximately nine inches long, police said.

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Retirement Planning Seminar Class #68

By Mike Hebel
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (Feb. 23, 24, & 25, 2016) – class #67. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel & Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt's bag-man - the notorious Abe Ruef - on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

Seminar in its 31st Year

This seminar, titled "The Gino Maronetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 31st year having started in March 1985. Since its inception, more than 2,790 participants have completed this seminar.

Special thanks to **Captain Gregory Yee**, Police Academy, for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief Gregory Suhr** for reinstating the long-standing tradition of allowing members a three day training detail as a thank-you for years of dedicated service - to make their succession plans for a successful and prosperous retirement. Chief Suhr continues the tradition of gifting every retiree with his/her police officer star as the Department's recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age. **Deputy Chief Garret Tom** urged the attendees to take pride in their police career and to fully enjoy their well-earned retirement.

45 Participants

Forty-five participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator. Some members attended with their spouses/partners (which is much encouraged).

The seat of honor, which is reserved for the most senior member in attendance, was given to **Tom Cunnane** – a

member of the 7th Airport Academy class in 1980 (in 1987 the Airport Police Department merged into the SFPD).

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. *Tier I members are an extinct species amongst active members.* Class attendees were from the 154th (Nov. 1982) to the 214th (Jan. 2007) recruit classes. The 251st recruit class is about to complete their basic training program; the Academy now has concurrent classes and this will continue for the next 60 months.

The long standing tradition wherein members attending from Taraval Station provide either sunshine or presto-logs for the fire-place was followed with several participants providing fire-wood on all 3 days.

Hot Topics

POA president **Marty Halloran** warned that leaner times were ahead since the SFPD was now 18% ahead of the top 10 California police agencies in wages paid. Marty outlined the next 2 pay increases: 2% on 7-1-2016; and 2% on 7-1-2017. On July 1, 2018 a Q 4, step 5 police officer will receive \$133,000 in pensionable compensation and be entitled to an earned annual pension benefit of \$120,000. He noted that the full sick pay buy-out will remain until June 30, 2018 – the date upon which the current MOU will end – everything will be on the table with the MOU fully re-opened. The SP buyout will be particularly difficult to retain since only police and fire now enjoy this benefit. There are now 297 police officers with 25 or more years' service; most will leave if the SP buyout is not extended/phased out for they would stand a potential loss of \$40,000 to \$75,000 if they remained after June 30, 2018. Marty said that the POA will survey its membership in mid-2016 to determine their top priorities for the next MOU. He talked extensively about the Mario Woods officer-involved-shooting, DA George Gascon's Blue Ribbon Panel, and the US Department of Justice policy, procedures, and practices review.

Mike Hebel urged all to consider participation in the 30 – 30 programs: 30 years of service and then at least 30+ years' collecting a retirement benefit with no death before age 80.

Instructor Comments

Veronica Rodriguez set forth all the basics of the CCSF Retirement plans. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living

adjustments. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up to 6 months before your expected date of retirement. She urged members to bring their spouse/domestic partner to this interview. Also, said Veronica, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic COLAs are effective on July 1 of each year; to get the COLA for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Veronica explained that the pension benefit calculation for new plan members (Tier II). It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member's earnings for the 12 months immediately preceding their retirement date with the member's highest fiscal year earnings. Whichever is higher is used for the pension calculation. She explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot) wherein the basic cola (up to 2%) is now compounded and the supplemental cola, when excess earnings from the Retirement System Trust Fund are present (and when the Trust is 100% market-value funded for those who retire before Nov. 1996), was increased from 0.5% to up to 1.5%. In the best of years' the compound COLA is 3.5%.

Joe Collins, Prudential Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDPC has 18 options and, if desired, a self-directed brokerage account. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the new target date portfolios (2015 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start social security payments? The class agreed the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 – 67 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Monthly

social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

Dennis Meixner (retired SFPD), licensed tax preparer, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount). **Dominic Gamboa** (retired SFPD) and **Dominic Tringali** presented an interactive, informative and entertaining class on *Fitness for Life*. Dominic urged class attendees to adopt life-styles that would ensure a longer, healthier life. His suggestions included an annual physical check-up, avoiding fatty, processed foods, weight management, and adequate exercise for life-time fitness. We are pleased to again have estate attorney **Gerald Woods** join the seminar explaining the basics of estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives).

Retiree Associations & SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Larry Barsetti**, **Glenn Sylvester** and **Maureen D'Amico** for discussing the **Veteran POA** and the **Retired City Employees** organization. They said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. They urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement. **Darlene Hong** (VP – Organizational Development) provided many convincing reasons why members should continue their financial contacts with the **SF Police Credit Union** and make it their primary financial institution. The SF Police Credit Union is a co-sponsor of this Seminar. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 30 years' service with the Credit Union – congratulations. Darlene introduced **Chris Breault** who provides financial planning services for credit union members.

Mark McDonough explained that the Widows and Orphans Aid Association of the SFPD was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers' families at the time of a member's death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association's original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,000. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits,



Mike Hebel and Tom Cunnane



a member must join while still an active member and must be under age 46. Contact info: woaasfpolice@gmail.com or 415-681-3660.

Health Care Issues

Thanks also to **Art Howard** and **Maura Pengel** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. They explained the resources that are available through the Department's Behavioral Science Unit. They gave the very sad statistics of 8 retirees who drank themselves to death in the last 5 years and 6 committed suicide in this same 5 year period.

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the retiree's principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Corns**, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. The plans available, as of January 2016, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Claire Zvanski**, former longest serving employee elected commissioner on the City Health Service Board spoke on the funding of retiree health plans,

the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Claire said that 75% of health premiums are for drug/pharmacy benefits. At age 65 city retirees must purchase Medicare part B; for those not eligible for Medicare, their health care costs are significantly higher. Kaiser is now available throughout both northern and southern California for retirees.

Dr. Forrest Fulton, Ph.D. (formerly of the behavioral science unit, retired July 2003, and thereafter became a certified gerontologist) reminded the attendees that men are the suicide gender with men's rates now increasing and women's decreasing. Reason: women are better at expressing their feelings. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco. Relying on the work of George Valliant entitled Aging Well, Dr. Fulton said that longitudinal research has shown what life styles led to a successful life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance, career transitions, generous & giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Mike Gannon (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of long term care insurance. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory

and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Trans-America, Mutual of Omaha & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

Retirement Board commissioner **Brian Stansbury** (sergeant, SFPD) talked about venture capital, private equity and the use of hedge funds in the System's trust fund. All three help reduce risk while delivering market rates of return. He said the trust fund is well capitalized and remains fully capable of meeting all of its pension obligations.

The class thanked **Jim Stansfield** of Toast Catering for the excellent lunches provided.

Retirement Transition Coach

Larry Jacobson, award winning author, speaker and retirement transition coach, most successfully brought this seminar to conclusion. Larry, president of Buoy Coaching, spoke eloquently about a transition into retirement with fulfillment and purpose. Larry is a non-financial retirement transition coach whose coaching program, entitled "Sail into Retirement", is specifically designed to answer the question: "What am I going to do with my time in retirement?" Thank you Larry. Your presentation was very well received.

Next Seminar

The next retirement planning seminar is scheduled on September 27, 28, & 29, 2016. Dates to be announced for the 2017 seminars. The seminar will be available to the first 40 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Cyndee at the POA (415-861-5060) if you desire advance notification for these seminars or wish to sign up.

Retirements

takes with them decades of experience and job knowledge. The most recently retired SFPD members are:

- Lieutenant Walter Cuddy #1447 from Airport Bureau
- Officer Michael Wells #348 from Bayview Station

All of the above listed on SFPD Personnel Order #8 (April 6, 2016), and #9 (April 20, 2016).



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Widows' and Orphans' Aid Association

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

April 12, 2016

Our meeting was pre-empted by representatives of our financial investment team of Wells Fargo/ Abbot and Downing. We were informed of our quarterly report (\$10,000), and a discussion and recommendation for our year going forward. We were informed that an 'Election Year' is normally viewed as a good year for investments followed by a tough year following. Abbot Downing stressed that our dues increase is a very positive step in attempting to regain our solvent financial status which has been discussed in the minutes in previous months this year.

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

Approval of the Minutes: Trustee Jim O'Meara made a motion to approve the minutes from last month's meeting on February 9, 2016. Trustee Ray Kane seconded the motion. The motion passed without objection.

Receiving Applications; Suspensions; and Reinstatements: The next scheduled date to sign up recruits at the Police Academy is May 5, 2016. The WOAA will respond at 11:00 to sign up prospective members of the 249th Academy Class. There were no suspensions or reinstatements. Suspensions for 2016, if any, will occur on July 1, 2016. At this time, there are approximately 90 to 100 members who have not paid their 2016 dues. We do not like to print names in this column, but are mandated by our Constitution and By-Laws to do so upon Suspension or Drop of membership. We dropped four members this month for non-payment of over one year. The motion to drop the members was made by Trustee Al Luenow. Trustee Ray Kane seconded the motion. The motion passed without objection. The four dropped members are:

Pam Cunningham, Bud Massey,

Philip Wong, and Robert Wood. Certified letters were sent to the above listed four members. The WOAA is willing to welcome back and reinstate any and all dropped members upon payment of back dues, late fees, and assessments, and a letter from their physician proclaiming that the person is in good health.

Communications and Bills: The regular monthly bills were presented as well as the payout for the death benefits for four members. Trustee Al Luenow made a motion to pay the bills. Trustee Leroy Lindo seconded the motion. The motion to pay the bills passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: The WOAA received the sad news of the passing of the following members:

Albert Ruppel, age 86: Albert Ruppel was born on March 4, 1930 and passed away on April 5, 2016 after a long struggle with COPD. Albert was married to his wife Virginia who preceded him in death one month earlier on March 5, 2016. Albert is survived by two daughters Carol Ricker and Donna Coyle, as well as several grand-children and great grand-children. Albert was a member of the WOAA. We know little of Albert Ruppel. Our limited information is as follows: Albert joined the San Francisco Police Department on March 20, 1951 but was not made permanent until April 16, 1952. Albert was issued star # 1028. Albert worked the following units in his 7 year career: Taraval Police Station (April 9, 1951), Company K Solo (January 2, 1957), and Company K Solo FP (July 1, 1957). On April 7, 1958 at 08:00am Albert resigned to enter private business.

Sol Weiner, age 87: Sol Weiner was born on September 8, 1928 and passed away on April 16, 2016. Sol was born in San Francisco and graduated from Mission High School. Soon thereafter, Sol joined the United States Air Force. Sol completed his service in the Air Force and joined the San Francisco

Police Department on July 5, 1950. Sol was issued star #1752, and later #1251. Sol worked the following units in his career: Taraval Police Station (7-17-50), Company K 3-Wheelers (January 1, 1953), Park Police Station (November 1, 1956), Company K Warrants (March 31, 1958), Ingleside Police Station (July 12, 1967 when promoted to Sergeant), Southern Police Station (February 24, 1969), Crime Information (April 20, 1970), Bureau of Support Services (BSS) (July 19, 1970), Inspectors Bureau (January 23, 1972), BSS (August 1, 1976), Patrol Bureau Park Police Station and back to Southern Police Station (January 4, 1977 promoted to rank of Lieutenant), Central Police Station (April 1, 1978), Support Services Bureau (SSB) (April 12, 1978). Sol retired with a service pension on July 17, 1979. Sol was a former president of the San Francisco Police Officers Association (SFPOA), as well as a founding member of the San Francisco Veteran Police Officers Association. Sol was also one of the founders of the San Francisco Police Credit Union where he continued to work after retiring. Sol was a family man and a big fan of the San Francisco Forty Niners. Sol is survived by his wife Jean Weiner, daughters Pam (Doug Simpson), and Lynne Weiner. Sol is also survived by many nieces, a nephew, adopted daughters Dorrie Lasher and Jane Mosher, as well as grand-children and great grand-children.

Report of Special Committee: President Sally Foster addressed the board asking for members to submit their requests for our Constitution re-write. The board unanimously agreed to modify the section that hold members responsible for paying timely dues when called away for Military Leave. We agreed that members on Military Leave should not be responsible for paying their yearly dues until they have returned home from Military Service. We have discussed raising late fees for dues payments, from five dollars to ten dollars for each month past the due date. We unanimously agree to have our raising of dues

figures reflected in our constitution. President Sally Foster reported that she sent flowers to Vivian Dare for condolences for member in passing Lt. Greg Dare.

Unfinished Business: No report this month.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Sally Foster adjourned the meeting at 1513 hours and led the board members in a moment of silence for our fallen members. President Foster set next month's meeting for Tuesday May 10, 2016 at 1300 hours. The meeting will be held at the Hall of Justice 850 Bryant Street, room #150.

To All Members: Please visit our website at sfwidowsandorphans.org. Beneficiary Forms can be accessed and printed from our website by clicking on the 'Resources' box on the upper right side of the face page. If you wish to make a change of Beneficiary please complete the form and send it to P.O .Box 880034, SF, Ca, 94188. Please use the Beneficiary Form to make ADDRESS AND CONTACT NUMBER CHANGES. No signature is required for address and contact number changes. We give our thanks to **David Ng and Captain Nick Rainsford of Personnel** for providing us with Obituary information on fallen members. We also thank **Sgt. Rachael Kilshaw and Risa Tom of the Police Commission Office** for providing any award information a member received during their career. This information is also used for the Obituary section. We also thank **Retired Captain Paul Chignell of the San Francisco Police Officers Association** who assists us when we cannot locate a member (PLEASE UPDATE YOUR ADDRESS AND CONTACT NUMBERS), and finally a thank you to the entire **Company K Solo unit** for continuing to be our gracious host each month for our meetings.

Submitted by
Mark J. McDonough
WOAA Secretary

Retired SFPD Officer Starts New Social Media Site

GLOBAL CODE 33

Tony LaRocca
Retired Police (SF 34yrs)
Founder / CEO

CONNECT

GlobalCode33 is a platform that connects first responders worldwide. It allows first responders to meet and communicate in a safe and friendly environment. GlobalCode33 is not only for professional topics but for social events as well.

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Globalcode33's vision is to bridge the gap between all first responders around the world by signing on to our social media site. Connect, collaborate and support with EMTs, firemen, doctors, nurses, police officers, the military and other first responders around the globe in a secure and safe environment.

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SUPPORT

Being a first responder is not only a profession but a passion as well. At times, our responsibilities are difficult and strenuous. GlobalCode33 provides a worldwide network that allows us to support each other with conversation, friendship, strategy and action.

Former POA President, Credit Union Founder

POA Mourns Passing of Sol Weiner

By Martin Halloran, President

On April 14, 2016 we lost one of the most dynamic members ever to serve this organization, the Veteran POA, the SFPD, and the SF Police Credit Union. Retired Lieutenant Sol Weiner was a dedicated 29-year member of the SFPD, and was equally dedicated to the fraternity and well-being of his fellow officers.

Sol entered the SFPD in 1950 after serving in the US Air Force. He served with integrity at many stations and details. During his police career, he served as the POA President, and was a co-founder of the Veteran POA as well as the San Francisco Police Credit Union.

On behalf of the men and women of the SF POA, I extend sympathy and condolences to his family and legions of friends. May he rest in peace.



POA Supports Crime Victims United of California

Staff Report

Since the inception of Crime Victims United of California (CVUC) in 1982, the POA has supported the victim advocate organization. On April 6, 2016 that support continued with the sponsorship and attendance at the annual CVUC Dinner/Dance, held this year at the Sheraton Hotel in Sacramento.

Among the many law enforcement professionals and state legislators in attendance were Retired Lt. Mike Favetti who has previously served on the CVUC board and is now an advisor and coordinates the POA's participation with the organization. Also present were Past POA President Al Casciato, Past POA Treasurer Jack Ballentine, and retired Inspector Bruce McEachern who joined Mike in supporting the organization.



Picture of Troy Clower taken shortly before his death.

and providing support to the families of murder victims.

As it has done annually, the POA donated \$1250 to this year's dinner dance.



L-R: Standing Bruce McEachern, Jack Ballentine, Paul Wlasiuk, Mike Favetti, Al Casciato
Seated: Sharon Hackim, Katy Sullivan (victim's advocate State of California), Corrine Summers, mother of murder victim Troy Clower who was killed by a individual who had the day before voluntarily tried to 5150 himself but the staff refused to accept him. So he went out and proved to them that he was a danger by randomly selecting Troy and shooting him. A true tragedy and system failure.

Deaths

RICHARD R. BONA

77, Former SFPD
Died April 15, 2016
Notified by R. LaPrevotte

SOL WEINER

87, Retired SFPD
Died April 14, 2016
Notified by L. Barsetti

JACK SMOOT

Unknown age, Retired SFPD
Died April 25, 2016
Notified by Susan Black

JACK F. WRIGHT

95, Retired SFPD
Died April 26, 2016
Notified by M. McDonough

*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.

In Memoriam...

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

- 2006: Sergeant Darryl Takeo Tsujimoto,
Heart attack during training exercise.
- 1969: Officer Joseph Brodnik, killed while detaining
a gang of burglary suspects.
- 1955: Officer Henry J. Eidler, killed in auto collision.
- 1916: Sergeant John J. Moriarty, shot and killed by counterfeiter.
- 1916: Officer Peter Hammond, shot by homicide suspect.
- 1913: Officer Byron C. Wood, shot during burglary investigation.

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)



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Force Science® News

Just in: Final findings from Force Science exhaustion study

By Chuck Remsberg
Editor-in-Chief
www.forcescience.org

Forwarded to the *Journal*
by Michael Nevin
Reprinted from the May, 2011 POA Journal

The Force Science research team that explored officer exhaustion through a unique set of experiments in Canada last September has now issued its official findings — first presented in detail in the Force Science Certification Course conducted in Wisconsin this past week (4/18-4/22) and scheduled for integration into future courses — with these significant conclusions:

- Less than 60 seconds of all-out exertion, such as an officer might expend in trying to control a combative offender, can deplete the average LEO's physical reserves and put his life in peril;
- Environmental awareness and memory are also affected adversely, hampering an involved officer's ability to deliver accurate, detailed statements and testimony once a desperate fight is over;
- Even officers in top condition are not immune to the rapid drain of physical prowess and cognitive faculties resulting from sustained hand-to-hand combat.

"The bottom line," says Dr. Bill Lewinski, executive director of the Force Science Institute who headed up the research team, "is this: If an officer can't resolve a struggle very quickly, a tactical withdrawal or swift escalation to a higher level of force may be necessary and justified for personal survival. And investigators and courts need to understand that an officer who doesn't provide details surrounding a major physical conflict is not necessarily being deceptive, malicious, or uncooperative."

TEST DESIGN. Force Science News explained the testing sequence of this research in Transmission #159 [9/24/10] soon after the project launched. To recap:

Researchers recruited 52 officer volunteers (42 males, 10 females), ranging in age from 23 to 51, with an average of 8 years on the job. All were "familiar with officer safety training involving high aerobic physical engagement," according to Dave Blockside, a Force Science Analyst from the London (England) Metropolitan Police, and one of the research team.

"During an initial briefing, all the subjects were told to remain alert and try to absorb and remember as much as they could about what took place," Lewinski says.

First they were given a crime report to read, which included details about the m.o. and descriptions of an armed robbery crew that had attacked 3 locations. Then in a gym used for training by the Winnipeg (Manitoba) Police Service, the officers were paired, with one-half instructed one at a time to launch a full-force physical attack on a 300-lb. hanging water bag and the others (a control group) assigned as "partners" to observe as the action took place. All were fitted with heart-rate monitors and the "physical exerts" also donned VO2 masks to measure oxygen consumption and gas exchange.

The exerts were told to attack the bag with as much ferocity as they could

muster, selecting their own "assault movements" — punches, kicks, and/or palm, elbow, and knee strikes. During the attack, a researcher shouted "encouragement" ("Harder! Faster!") on 3 occasions. Once the name of a familiar intersection in Winnipeg was yelled out and another time a random 3-digit number was hollered. Unknown to the participants, all this would prove relevant later in a memory test.

The exerts were to sustain assaulting the bag until they no longer had strength to keep going or until they were visibly maxed out ("breathless and struggling to continue") and were told to stop by exercise physiologist Justin Dixon of the London Police, who supervised this part of the experiment.

"In terms of upper-body involvement and energy expended, the bag drill realistically replicated a full-force fight by a moderately trained officer to control a strong, dynamically resisting suspect," Lewinski explains. "Two officers actually collapsed, and the rest were severely taxed as they moved on to the next phase of the test."

That required the exerter to run upstairs and outside to a trailer that a "known felon" was suspected of occupying, a distance of 145 feet. En route, the officer passed a gaudily dressed role-player holding an electric drill, who stared at the exerter intently but said nothing and made no aggressive moves.

Inside the trailer, the officer found a "living room" mocked up with furniture and a variety of visible weapons, including an M16 carbine, a revolver, a sawed-off shotgun, and a large kitchen knife. After a 5-second delay, a "critical target" emerged from another room — "a large, black, middle-aged male," wearing a black t-shirt, blue jeans, and a black bandana. He screamed profanities at the officer, commanding him/her to get out. He was not armed, although several of the weapons were within his easy reach.

The trailer scenario lasted about 15 seconds. After that, the exerter was permitted some "recovery time" while his observer partner ran through the same trailer exercise.

After 3 minutes' rest, Dixon drew a blood sample from each participant to measure lactic acid levels. The officers were also given informational "updates" about the robbery crew.

Then all completed a battery of memory tests administered by Dr. Lorraine Hope, a cognitive psychologist from England's University of Portsmouth. This testing included a review of what exerts and observers could remember about what had happened and a photo lineup in which the officers were asked to pick out the suspect they'd confronted in the trailer.

PHYSICAL DECLINE. The heart monitors, face masks, and blood tests all confirmed that exerts reached an intense level of energy output during the bag blitz. Heart rates, for example, leaped from an average resting rate of 73 bpm to an average maximum of 179 for the bag beaters, significantly higher than the modest average rise to 104 bpm for the observers. The exerts' blood lactate levels, reflecting the amount of exertion and affecting muscle function, skyrocketed up to 13 times the normal resting concentration. "It was impressive how committed these officers were to going flat out," Lewinski remarks.

Most dramatic—and alarming—was the speed at which exerts depleted their physical resources. On average, the officers spent 56 seconds hitting the bag, although some either quit or were called out as thoroughly exhausted after as little as 25 seconds. The blows they were able to deliver ranged from a low of 73 to a high of 274. The average was 183. The overwhelming majority of hits were fist punches.

Reviewing time-coded video of the action, researchers were able to count second by second the number of times each participant struck the bag. The average officer peaked at 15 seconds. After that, the frequency of strikes fell in a sharp and steady decline.

"The officers started out strong, driving hard with penetrating hits that visibly moved the heavy bag," Lewinski reports. "But by 30 to 40 seconds, most were significantly weakened. They were not able to breathe properly, their cadence dropped, their strikes scarcely moved the bag if at all, and they were resorting largely to very weak, slowly paced blows that would have had little impact on a combative assailant."

In effect, Blockside states in a paper he has written about the research, the exerts "delivering a concerted and sustained physical assault...punched themselves out" in a matter of seconds.

Perhaps surprisingly, this seemed true even of officers with a high level of personal fitness and fighting skill. Blockside offers this explanation: "Fitter officers delivered faster and more powerful strikes," expending greater effort and thus exhausting their presumably greater reserves in "roughly the same time" as those less fit and skilled.

MEMORY DEFICIT. The officers' exertion proved, for the most part, closely associated with incomplete and faulty memories of what they experienced. The exerts remembered "less visual and auditory information" and made "greater errors in recall" compared to the observing control group, Blockside reports.

Exerts and observers were asked to estimate within 90% the number of each type of blow delivered against the heavy bag. Exerts scored significantly better than observers in recalling the number of elbow, knee, and palm strikes they'd made. 89% of exerts, for example, estimated within the accepted accuracy range the number of elbow hits, compared to only 45% of observers.

"However, there were very few elbow, knee, and palm strikes made overall, so they tended to stand out in the exerts' memory," Lewinski explains. "But with the most common hits — punches — it was a far different story." 25% fewer exerts than observers were able to estimate accurately the number of fist blows. "The more exhausted officers were, the less accurate their estimates tended to be," notes researcher Hope.

Observers also were able to recall more by wide margins than exerts about the information that was shouted out during the bag blitz. Likewise, they were more accurate and more detailed in remembering information about the robbery crew.

As to the man with the drill who was encountered en route to the trailer, more than 90% of observers were able to recall at least one descriptive item about him, whereas nearly one-third of exerts did

not remember seeing him at all.

Everyone remembered seeing the angry male in the trailer, but observers were able to correctly describe significantly more things about him, while making an average of half as many errors. And during the photo lineup, 54% of the observers correctly identified the suspect, compared to only 27% of the exerts. Typically, the tired officers expressed little certainty about the identifications they did make.

"As exhaustion takes over, cognitive resources tend to diminish," Lewinski explains. "The ability to fully shift attention is inhibited, so even some potentially relevant information tends to get screened out. Ultimately, memory is determined by where the focus of attention was during an event. The exerts were zeroed in on delivering blows during the bag blitz. Afterward, they typically had little cognitive resources left."

During the trailer encounter, however, the exerts were able to register threat cues. Here, in fact, their responses were virtually identical to those of observers. Six observers and 5 exerts remembered seeing no weapons at all. The most weapons noticed were 2, recalled by 4 observers and 5 exerts. However, 16 officers in each category remembered seeing one weapon, usually the largest (the carbine). (After noticing one, the researchers speculate, most officers may simply have quit scanning for more, having confirmed a potential life threat.)

"Fear conditioning through training," Blockside writes, apparently "enables simple processing" of threat and danger cues to continue on some level "despite the impact of exhaustion and anxiety." The ability to respond effectively to such cues, however, would be gravely degraded in an exhausted state, Lewinski points out.

IMPLICATIONS. As Lorraine Hope notes, "The legal system puts a great deal of emphasis on witness accounts, particularly those of professional witnesses like police officers." After a violent confrontation, Blockside states, "it is commonly believed" that officers are capable of recalling relevant particulars, "such as subject position, number of blows, time sequences, verbal comments, and the position of colleagues.... Policing is quite unique within the cognitive field, since officers are [expected] to operate in a dual-task mode of...taking action whilst remembering...information."

The gap documented by the study between what exerts and observers were able to remember means that in real-world conflicts "substantial aspects of visual details may remain [unnoticed] by active or involved witnesses while being noticed and attended by passive witnesses," Blockside writes.

"If investigators and force reviewers don't understand the implications of this study," Lewinski cautions, "an officer's memory errors or omissions after an intense physical struggle may unjustly affect his or her credibility. We think we have a lot of attentional resources working for us at all times, but in reality we don't."

In addition to illuminating memory issues, Lewinski is hopeful that the research findings will underscore the importance of tactical pre-assessment in deciding whether to engage or temporarily back off from potential physical

CONTINUED ON NEXT PAGE

Buying a Second Home Abroad

By Keith Rockmael

With real estate prices so high here in the Bay Area, people often lament that they can't afford a second home or a vacation home (let alone a first home). Sometimes, it may be necessary to look beyond which in this case means beyond the border. Whether that means Mexico or Canada or even Europe prices and possibilities seem all the more possible by doing a little research and determining what the best fit is.

One woman who I know recently decided that because she and her husband spend so much money each year staying in hotels (or Airbnb, VRBO accommodations) in Guadalajara that she decided to buy her own place. She calculated that a condo would be a better value and give them more flexibility than a timeshare. She mentioned that she wanted something new, in a safe neighborhood and with a view.

Force Science Institute

CONTINUED FROM PREVIOUS PAGE

conflict. "Officers need to read situations better before getting physically involved, knowing they have a limited capacity for all-out exertion," he says.

When a struggle does occur, he hopes the findings will help officers, trainers, investigators, and reviewers better appreciate the justification in desperate circumstances for escalating force in order to end a dangerous fight quickly. "The longer physical combat lasts," he explains, "the more at risk an officer is to the dire consequences of exhaustion. Very quickly an officer can reach the point of not having the energy or the ability to physically overcome resistance. Even a few seconds may make a difference between getting a suspect under control or the officer ending up badly hurt or killed."

Sgt. Jason Anderson of Winnipeg Police Service's Safety Unit, who assisted with the experiments, expresses gratitude for the study. He says it provides "data we can bring to court from a scientific organization using scientific methods and give the court the ability to properly assess these situations fairly."

Statistical details from the study, which was funded fully by the Force Science Institute, will be included in a report the research team is preparing for publication in a peer-reviewed professional journal.

Meanwhile, footage shot by a Canadian Discovery Channel film crew is available for viewing, if you want to see how the experiments were conducted. Click here to see that footage and to read additional news reports on the study.

Visit www.forcescience.org for more information

In a matter of weeks, and through a few connections via my referral network, the woman reviewed the new construction plans and layouts for several new condominium projects in Guadalajara. She chose a two bedroom condo (in this case in the Cititower) on one of the top floors that overlooked the city. She liked the area and amenities. We negotiated a cash price (rather than the financing option) for a roughly 1100 square foot condo for less than \$180,000. Before signing the final contract and wiring over the funds, she flew down to view the space and the project. After viewing in person, we negotiated a few more items (including handrails to be included in the bathroom) before she ultimately decided to purchase.

Other second home buyers may prefer a location in a warm beachside setting such as Puerto Vallarta or Cabo San Lucas. Like in the U.S., ocean view condos will cost more but still less *dinero* than the seaside options in the Bay Area or most places in California.

Before heading down to Baja, Europe or even Lake Tahoe for a second home consider how much time you will actually spend there.

Would it be better to rent or stay in a hotel versus buy? Who will manage the condo or house when you are not there? What about maintenance? What are the other expenses such as HOA dues?

If you decide to move forward to purchase a second home, then take advantage of exchange rates. For Mexico and even Europe the US dollar currently trades at a strong rate versus the peso as well as the euro.

Maybe we all can't afford a *pied-à-terre* in Pacific Heights but with a little research and negotiation you can have your second home and a nice view too.

Anyone interested in 2nd homes in faraway places can feel free to contact me.

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

Long-Term Investing



By Edwin Stephens

Ed is away this month. He will return in the next issue of the *Journal*.

New SFPOA Member Benefit (Retired and Active)

By Martin Halloran, President

The San Francisco Police Officers Association now provides Free Notary Public Service to all members, active and retired.

This service is available Monday through Friday during normal business hours at 800 Bryant Street, 2nd Floor.

Just call Office Manager Cyndee Bates at 415-861-5060, or email her at Cyndee@sfpoa.org to schedule a Notary appointment.

News from the Credit Union

By Al Casciato
SFPD Retired

Q: What is the type of fraud known as "skimming" at ATM and point-of-sale terminals, and how can I detect if an ATM or terminal has been compromised?

A: You may have heard about a fast-growing electronic financial crime known as "skimming" involving ATMs and point-of-sale terminals where credit and debit cards are used. Here's an overview of what skimming is—and red flags that can alert you to compromised devices.

Skimming occurs when an ATM or point-of-sale machine is compromised by thieves to steal account information from people who use the ATM or make a purchase with a debit or credit card. While ATMs are perhaps the best known targets for skimmers, gas station pumps, restaurants and bars are also hotspots for this kind of malicious activity.

In the case of ATM skimming, criminals attach a small electronic reading device directly over the original ATM card reader in such a way that, from a casual observation, the phony reader appears to blend into the machine. When an ATM user slides the card through this device, thieves can collect information from the card's magnetic strip, and then send this data wirelessly to a laptop or mobile phone nearby.

Most of the time, criminals also place hidden cameras on or near the ATM to capture users' PINs. They may also install a fake keyboard on top of the real one to record keystrokes as people punch in their PINs. Once they gain access to card information and a PIN, skimmers can then break into an account to steal money or transfer the data they've collected to a blank card.

To reduce your risk of becoming a victim of skimming, follow these tips:

- Carefully inspect an ATM before using it for anything that looks or feels unusual—including loose parts, damage, odd colors, or strange objects. Also, since ATM skimming devices are often glued to the card reader slot, the flashing light indicator will likely be much dimmer than usual if the ATM has been compromised. Another potential indicator of skimming is a keyboard that feels thicker than usual.
- As you enter your PIN, block the keypad with your other hand to obstruct the view from any hidden camera.
- If possible, use an ATM at an inside location which are harder for criminals to access.
- Be extra cautious using ATMs in tourist areas, which are choice spots for skimmers.
- Be sure to immediately contact your financial institution if your card isn't returned after an ATM transaction.

For more information, read the online article by the well-known security author Brian Krebs at <http://krebsonsecurity.com/all-about-skimmers/> to see examples of some actual skimming devices. The good news is that the mass-issuance of chip-based credit and debit cards by U.S. financial institutions to consumers should eventually minimize these types of scams, but probably not for a while. Most cards will continue to have all of the cardholder data stored in plain text

on the magnetic strip of these chip-based cards for several years to come. As long as merchants continue to let customers swipe instead of "dip," we'll continue to see skimmers just about everywhere swiping is allowed. Please note that SFPCU is planning to reissue all of its debit cards with EMV chips later this year.

Current Promotions:

Special Visa Offer: Starting April 1st, get 0% APR* on purchases on a new SFPCU Platinum Visa for six months, plus balance transfers at 0% APR** for six months. Members with existing SFPCU Platinum Visa credit cards will receive 0% APR for six months on balance transfers from April 1st through May 31st, 2016. **

*APR = Annual Percentage Rate. Promotional offer is valid on new cards opened after 3/31/16. Purchases and balance transfers must be made within 60 days of account opening to qualify for the promotional rate. After the introductory periods, the promotional rates will return to standard purchase/balance transfer rate (Rate based upon Prime Rate + a Margin of 6-12%). All new applications are subject to terms, conditions and credit approval. Rates, fees and terms are subject to change at any time. ** Offer is only valid for balance transfers from existing credit card balances at other financial institutions. A Balance Transfer fee of 1% of the balance transferred (or \$5, whichever is greater) will be charged on balance transfers made during the promotional period.

New Realtor Referral Program Available to SFPCU Members

The Credit Union is pleased to announce our new Realtor Affinity Program in partnership with Century 21 Realty. When you purchase or sell a home with a participating Century 21 realtor, you'll receive 20% of the commission credited back to you at close of escrow—and active First Responders receive an additional 5% commission credit! For more information, go to www.sfpcu.org/realtorreferral.

Give Us Your Feedback:

If you have feedback about any matter at the Credit Union, please send a note by going to www.sfpcu.org/contact-form. If you have a specific concern, the credit union encourages you to work with branch or call center staff who can answer questions and promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>. Have something you'd like to see in this column? You can contact me at alasciato@stisia.com.

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

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

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Where do we draw the line?

By Matt Krimsky
Night Investigations

I'd like for all of us (who were around to begin with) to think about where we were, 20 years ago.

The Democratic National Convention was in town from the 16th of July; we were on the heels of the "Rathskeller" and the "Lord Jim's" incidents; it was the Reagan/Bush era and there were demonstrations on a daily basis.

Despite all this strife, we were running Academy classes through every eight weeks, overtime was available, and we were accomplishing more with less.

Personal Commentary

In August of 1984, KQED-9 TV aired a show "Inside SFPD: A look at San Francisco's controversial Police department." (Or so announced Spencer Michaels.) I still have a copy of this on videotape and watched it recently.

In this video was a Department member who continuously asked: "**Where do we draw the line?**" and *not once* got an appropriate answer to this question.

It seems controversy and angst within

the SFPD are not new items. There are many of us who know that policing this magnificent City is a tireless, thankless, nearly impossible job that simply *has* to be done.

We have seen the installation of a new Police Commission, whose purpose and motivations are questionable; we have an O.C.C. out of control; and we, as a community, have empowered political action groups with a sense of entitlement and free reign.

To put this in terms "outsiders" can understand, let me ask you a couple of questions that might help bring perspective to you...

If you were a human resources manager, a personnel director, or in a supervisory capacity of some responsibility in a large organization in the Private Sector, how would/could you:

1. Handle a secretary who comes in to work late, on a daily basis; treats co-workers and the public in a hostile, rude, and officious manner; and, does not perform their mandated job functions in even a remotely satisfactory way?
2. Explain how an employee was hired, for a position requiring the use of (potential) deadly force, while said employee had a history of psycho-

logical problems (or BI-Polar diagnosis) and threatened other employees with death/serious bodily injury?

3. Deal with a sub-standard employee, who failed, on a daily basis, to meet minimal expectations, yet, had knowledge that this self-same employee would file a malicious and false EEO complaint against you, if you had the temerity to call them on their faults?
 4. Maintain a promotional system that was biased in nature, amounted to nothing but a "quota" system, rewarded those on the basis of something *other* than their placement on a ranking list, achieved by high test scores and merit based performance? (IE: Place in position 111 [out of 400] on a promotions list, only the person in position 129 gets a job ahead of you, to prevent the possibility of 'adverse impact'.)
- And
5. Justify an inequitable disciplinary process against members of your organization?

Yes, these are the questions asked in 1984, and, 20 years later, I am still waiting for answers to them. I'd like to know why we, as an organization, a labor union, are constantly the target of groups with *no knowledge whatsoever* of what it is and how we do it. (Let alone, how they *believe* we are *supposed* to do it.)

Just to be clear on one issue here, right up front — I have *no* difficulty, whatsoever, in being accountable to the Mayor, the Chief of Police, the OCC, the Commission, my chain-of-command and the people to whom I have sworn an oath to protect and serve.

But, in all fairness, I'd like to know that those to whom I am accountable, are, in turn, accountable to someone else, further up the line.

I believe it's called a "system of checks and balances" and it works pretty well for others.

It seems to have failed here, in the SFPD some time ago.

I will caution those who seek to be inequitable in their treatment of me or my fellow SFPD members here and now. I will take whatever legal steps are necessary to see justice is done in a fair and impartial manner, just like a court of law.

If the OCC finds my actions "not sustained" they should be prepared for a fight every time. I will not sit still for a half-baked investigative finding that either clearly finds me at fault, or clearly exonerates me. I urge my co-workers, regardless of the Association that represents you, POA, OFJ, etc., to take a stand against this injustice show a united front between members of the SFPD and *anyone* who would seek to destroy your professional standing, reputation, or career.

If I, as an Inspector of Police, were to fail to introduce exculpatory evidence as part of a case, and were to be discovered as having been less than honest or thorough, I'd be standing tall before the Chief, and rightly so. How then can we allow the OCC to continue in its slip-

This article is reprinted from the August 2004 POA Journal. If you don't think that this current spate of scrutiny is unprecedented, read this archive piece by now retired Sergeant/Inspector Matt Krimsky. – ED.

shot methodologies and biased manner of investigating mostly trumped up complaints? And complaints that should *never* have been taken to begin with?

Once again, this is for all those of you out there reading this who are *not* SFPD members, and have not read the morning comic section of the newspaper.

Examples:

1. A person is cited for a traffic violation. They are issued a citation and sent on their way. The E585 mask is filled out. The citation is accurate in all details. The Officer's conduct was above reproach.

The cited party goes to OCC and files a complaint because they "didn't do it." Rather than sending the cited party along to traffic court to redress this grievance, the OCC accepts the complaint for "unwarranted actions." And let's add insult to injury...the OCC adds the allegation "Failure to supervise" against the citing Officer's Sergeant. *Just to increase their stats.*

2. An officer responds to the scene of an "Officer needs assistance call" and helps the primary officer. The suspect being detained is ultimately released following an investigation on scene. The secondary Officer issues an 849(b) PC form to the suspect before they are released.

The suspect goes to OCC and files a complaint for unlawful detention and unwarranted actions. The only documentation the suspect has is the 849(b) PC form. A complaint is filed, listing "Identification pending" against the primary officer, but naming the secondary officer as the person most responsible.

OCC adds the allegation: "Failed to issue a certificate of release to the complainant"

(Even though the OCC obtained the name of the named member from the certificate of release.)

It is this kind of insidiously incompetent investigative process that is now causing work to suffer within this City. Would those of you, in the private sector, abide this kind of foolishness, simply for the sake of, as Mel Books put it in "Blazing Saddles" "Protect their phony-baloney jobs..?"

Since 2002, it has been one problem after another, from Fajita-gate to "deliberately assassinating people." There is no end in sight.

The people of San Francisco should consider themselves fortunate beyond description that they have a body of men and women who continue to show up for work every day and do what needs to be done.

People willing to sacrifice their lives, like Issac Espinoza did, without thinking about it twice.

People willing to "take the political hit" or the trumped-up OCC complaint and risk being put on "early warning."

People willing to sacrifice their own sanity for a system-gone-wild, and succumbing to ever more virulent and hostile forces working against them.

I am still waiting for someone to answer my question:

Where do we draw the line?



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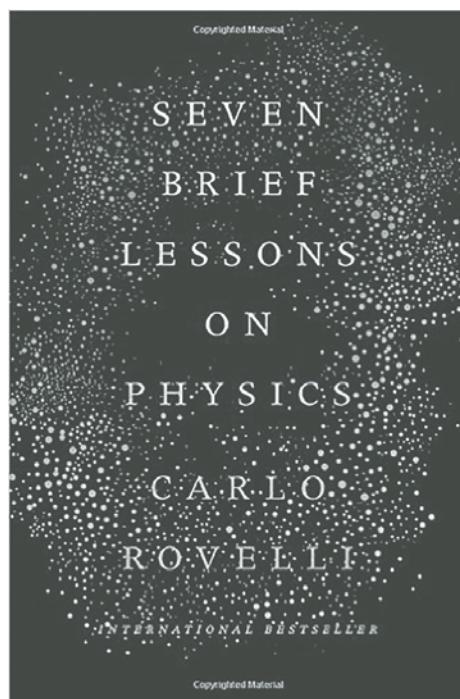
Seven Brief Lessons On Physics

By Carlo Rovelli
Reviewed by Dennis Bianchi

If someone had told me that one of the year's best selling books would be about science in general and physics specifically I would have had great doubts about the veracity of that prediction. That, however, is exactly what has happened recently with the publication of *Seven Brief Lessons on Physics*.

The author, Carlo Rovelli, an Italian theoretical physicist, is the head of the quantum gravity group at the *Centre de Physique Théorique* of Aix-Marseille Université. He is one of the founders of the loop quantum gravity theory. Rovelli lives in Marseille, France. He is also a fine writer. This book had sold very well in Europe before being published in the United States. It now seems to be on its way to being a cult treasure.

I recall high school physics as being mysterious, and though I had a fine teacher, I had a difficult time passing the course. Then I never thought about



it much again. As I grew older I discovered that was the norm for students who took physics at any level who weren't on their way to a career in math and/or

physics. The names of famous physicists are fairly well known: Albert Einstein, Niels Bohr or Werner Heisenberg have remained in the public's attention for many years, but what they studied and wrote about, what they discovered and tried to explain was infrequently part of the national discussion. Mr. Rovelli changes that, at least to a reasonable degree.

The title may be slightly over-stated in the use of the word "Lessons." Instead, what the reader receives are very clear explanations of some lofty titles: Einstein's Theory of Relativity, quantum mechanics, the cosmos and its elementary particles, quantum gravity and black holes. Mr. Rovelli explains it all in understandable language. You will learn what the quanta is as mentioned in the study of quantum mechanics. You will learn how Einstein thought so far out of the traditional means of analyzing time and space that he had to spend most of the rest of his life defending and explaining how he was right and conventional

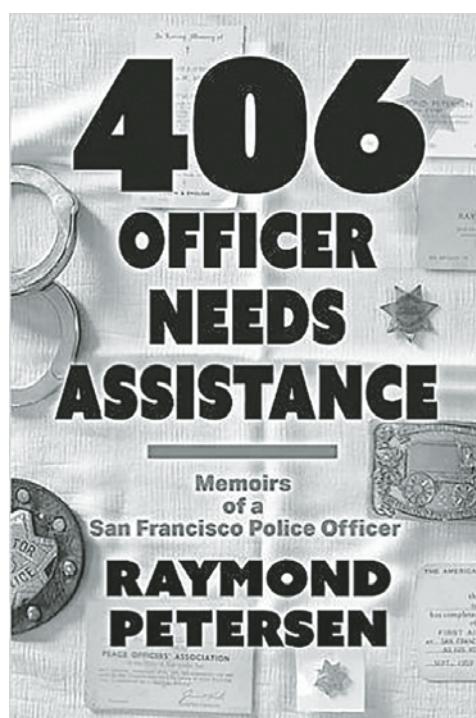


assumptions were wrong. He does this all in only 81 pages. That's it, 81 pages. There is no math, no complex, turgid prose. There is only a delightful discovery for the layperson at a basic level of our understanding our world and where it fits in the cosmos. The last chapter showcases Professor Rovelli's philosophy concerning the vastness of the cosmos and our limited knowledge of it. "Here, on the edge of what we know, in contact with the ocean of the unknown, shines the mystery and the beauty of the world, and it's breathtaking."

406: Officer Needs Assistance Memoirs of a San Francisco Police Officer

By Raymond Peterson
Reviewed by Dennis Bianchi

The author of this book, Raymond Peterson, was a member of the San Francisco Police Department during the late 1950s and 1960s. He resigned from the Department and had a successful career in the insurance industry, where he often assisted police officers with insurance plans and their futures. He eventually moved away from the San Francisco Bay Area to Tennessee and became involved with the Williamson County Crime Stoppers organization. He again came into contact with police officers but one particular officer, who eventually committed suicide, deeply affected Mr. Peterson. The combination of the author's years in the San Francisco Police Department and his thoughts about those years that remained in his mind long after he left The Department prompted the writing of this memoir. A friend of Mr. Peterson, Dr. Morgan Peterson, has written the forward to this book. That forward will help the reader understand the author's need to publish his memoir.



This is not a highly-polished or even vaguely academic work. If one reads it leisurely or haphazardly you will read a series of what officers often call "war stories." The bulk of the 179 pages is exactly that: one police-call incident after

the other, or nostalgic descriptions of several San Francisco neighborhoods. One easily sees how it could have been better edited. But, the book has great value on a different level.

The code number 406 does, indeed, mean that an officer needs assistance, and right now. Drop what you're doing and go help the unit making the 406. Both the author Petersen and Dr. Peterson, the writer of the foreword, recognize that officers need assistance in many different ways, and those different ways are not often acknowledged or treated. Mr. Peterson resigned from the Department after nine years. Those nine years were filled with what most uniformed officers, working on the streets, encounter regularly. They are seldom newsworthy, but they take a toll. Different people react differently to those stresses, the stresses of what was referred to as dealing with "man's inhumanity to man." And, after dealing with the ugliness of those described events, an officer is expected to finish his or her shift and switch it all off, become the person they were before they ever put on a uniform, at least until the next

shift. There is more than one reference to officers who committed suicide, officers who lacked a radio code to call for assistance and never received the help that was sorely needed. During those years such a thing as counseling didn't exist for police officers. Mr. Peterson had good fortune to find a rewarding career following his departure. He professes to believe that those nine years prepared him not just for his new career but also how to live the rest of his life.

Another thought crossed my mind while reading this book. Some folks have referred to it as "telling it like it is." I think it is more accurately described as "telling it like as it was." There are incidents occurring throughout the book that could not happen today, not in the highly-regulated, constantly observed world of police work. I think a lot of the current critics of all things police should read this book and then compare it with a more recent account, something along the lines of *Ghettoside*, by Jill Leovy, written in 2014, a truly great book about police work in today's world. As sympathetic as I was toward

The Lincoln Lawyer

By Michael Connelly
Reviewed by Dennis Bianchi
Reprinted from the May 2006 Journal

This seems to be the year for established authors to set out on new paths. We saw John Lescroart break away from his cast of characters in the Dismas Hardy/ Abe Glitzky books to give us a new protagonist, Wyatt Hunt. And now, we have Michael Connelly changing voices from Detective Harry Bosch to Mickey Haller, a defense attorney whose title comes not from his resemblance to President Abe, but to his auto, a Lincoln, which serves as his office as he hustles to make a living in the greater Los Angeles basin. Connelly has almost as keen a sense for defense lawyers as he does for L.A. detectives, but then, the two share the same arena: the criminal

justice system.

Haller is the son of a high-profile, though now deceased, defense lawyer who, according to the novel, once defended the notorious Mickey Cohen. Haller's abilities had not yet caught the eye of the big dollar cases until he is contacted by Louis Roulet, a young, apparently successful real estate agent. Haller describes this fellow as a "franchise client" as this client, and his business partner mother, has the money to pay for many of things Haller needs and could provide the impetus for bigger cases in the future. Previous to Roulet, Haller's clients seem to be of the motorcycle gang or street thug variety. By the way, a good side story that involves members of a motorcycle gang shows the reader just how tuned into the denizens of the criminal justice system Connelly

really is.

The problem facing Haller is a combination of knowing his trade and what that trade really does: "It didn't matter... whether the defendant 'did it' or not. What mattered was the evidence against him--the proof--and if and how it could be neutralized. My job was to bury the proof, to color the proof a shade of gray. Gray was the color of reasonable doubt." That combined with a conscience that tells him he may have made a terrible mistake and a former client may be doing hard time for a crime he didn't commit. On top of everything else, his new "franchise client" may be not only guilty but a serious threat to Haller's own safety, Connelly has cooked up a great thriller.

Haller has a couple of ex-wives floating through the story, with whom he has managed to stay good friends: one acts as his business manager the other an assistant district attorney, and they

both provide some entertaining change of pace and perspective from the main action. The big dilemma for Haller may, in fact, be much more easily resolved in the real world of lawyers and their ethical problems, by simply contacting the right legal agency, but as with many good novels, one must suspend one's disbelief. Otherwise, a fun, exciting story wouldn't have been written.

One last word; if you haven't read Connelly before, don't make your judgment about his style or views until you read at least one or two of his previous works, especially those like "Blood Work," which Clint Eastwood made into a movie, or "The Poet," which may be his best. There are so many Detective Harry Bosch stories I can't begin to suggest just one. "The Lincoln Lawyer," may be a new successful beginning but Connelly's past work has put him at the top of his genre for many years.

The LAPD is Officially Suggesting a Few Things Officers Can Try to do Before Pulling the Trigger

By Kate Mather
Los Angeles Times
 March 15, 2016
 Forwarded to the *Journal*
 by Michael Nevin

In a significant new reform plan, Los Angeles police officials are launching an effort to reduce officers' use of deadly force by reviewing whether they could have done more to avoid the violent encounters.

Under a plan unanimously approved Tuesday by the Police Commission, the Los Angeles Police Department will begin evaluating whether officers did all they could to defuse tense situations before they used force and rewrite policies to emphasize this behavior. This review will occur along with the usual determination about whether officers were justified in the use of force.

In doing so, the LAPD will be turning "de-escalation"—a policing concept that dates back decades—into a policy with potential consequences for its 10,000 officers.

The move is already creating fault lines in the department. Backers say understanding how officers came to use force is essential to cutting the number of violent incidents and to improve police training.

But others, including the police union, worry the new policy will result in more second-guessing of split-second decisions made by officers and could even endanger police who avoid using force because they fear being disciplined.

Experts said the key will be identifying specific policy language that balances these issues—something the LAPD and other city officials are just beginning to develop.

"It's a very good step in the right direction," said Geoffrey Alpert, a criminology professor at the University of South Carolina. "But now the LAPD is going to have to translate it from a concept to a behavior."

Extensive training will help, he said, as will sharing real-life examples of where de-escalation could have avoided police use of force.

"Really, it's getting the officers' minds balancing safety with common sense," he said.

The change was proposed by two commissioners—President Matt Johnson and longtime commissioner Robert Saltzman—after a 10-year review of LAPD policies and training made public last week by Inspector General Alex Bustamante.

"Sometimes the threat is too immediate, the potential injury to others or the officer is too grave," Johnson said. "When there is time, however, we should never take a life when we have the option of resolving a situation without doing so."

Current policy already says an officer's decision to use force should be guided by a "reverence for human life." LAPD Chief Charlie Beck stressed he believes in this concept but said he is willing to review the language to produce the most effective policy.

"From the first day that all of us stood in the dark hallways of the old police academy, preservation of life, the reverence for human life, was paramount," he said. "And I think it's important that the commission make that statement today."

Still, Beck said the new policy cannot jeopardize officer safety.

"We absolutely believe in de-escalation," he said. "But we also recognize the

difficulties of police work."

The commission's decision immediately drew backlash from the union representing rank-and-file officers, which said the policy change would put officers at risk. Police face dangerous, rapidly unfolding situations, the union said, and asking officers to avoid using force could keep them from defending themselves.

"Every second counts, and hesitation will kill you," Jamie McBride, one of the union's directors, told the board. "Your proposed revamping of the use-of-force policy will get officers killed, plain and simple."

"Make no mistake," he continued, "if an officer is killed as a result of this use-of-force policy that you want to revamp, their blood will be on your hands."

The commission directed a working group, including Bustamante, the department, the union and the city attorney's office, to draft language specifically emphasizing that officers try de-escalation strategies whenever possible. The commission must then approve the wording before the rules are formally changed.

Although the concept is nothing new, law enforcement agencies across the country have renewed their focus on de-escalation strategies in recent months amid a heated national conversation about how and when officers use force, particularly against African Americans.

The LAPD has taken several steps to emphasize de-escalation strategies in recent months. The department is looking to expand the number of Tasers available for officers. Beck created a "preservation of life award" to recognize officers who are able to "preserve the life of another during a dangerous encounter."

LAPD brass also recently rolled out department-wide de-escalation training, which the commission voted Tuesday to review and compare with other departments.

The policy change could have a far-reaching impact on how the five-member panel determines whether officers involved in fatal encounters were justified in using deadly force. By including specific language about de-escalation strategies in department policy, the police chief and commissioners will have to consider whether officers could have tried to avoid using deadly force.

The Police Commission currently judges officers on three issues: their use of deadly force, their decision to draw their weapons and the tactics they used throughout the encounter.

Policing experts point to several common scenarios to showcase how officers might be able to avoid drawing their guns and pulling the trigger: stepping back to a safer position when confronting a person carrying a knife; taking more time to talk to someone believed to be mentally ill; and having a less-lethal device, such as a Taser or bean-bag shotgun, ready to use instead.

Catherine Wagner, a senior attorney at the American Civil Liberties Union of Southern California, said it was also important for the department and the commission to hold officers accountable after the new policy goes into effect.

"We're very encouraged," she said. "But whether they have the hoped-for effect is really going to depend on how they're implemented and whether officers are held to them."

kate.mather@latimes.com
 Follow @katemather for more LAPD news.

San Francisco Dispatchers of the Month

Date: March 24, 2016
 To: **Kayleigh Hillcoat Public Safety Dispatcher**
 From: Joanne Donohue, Employee Recognition Coordinator
 Re: Communications Dispatcher of the Month – March 2016

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for March 2016 for your exemplary performance.

On January 21St, at 18:39 you were assigned to A-8, police service radio channel. Taraval units were responding to a 221 call of a Taser. 3I15B was the first to arrive on scene giving last direction of travel as westbound ocean from the 7-eleven store. A code 33 was called indicating the suspect was in front of 20 Manor in the bushes and not coming out.

If that was not challenging enough, 3D35 came over the air and called a code 33 for Mission St/Geneva, indicating I have four subjects, tucked behind bus shelter and one subject is armed with a gun, awaiting for more units to assist. In addition to channel A-8, you also punched up channel

A-4 and worked both code 33's in tantrum. Knowing the severity of both situations you were able to multitask and work both emergencies until code 4 was given on both with great outcomes.

It is uncommon two have two code 33's simultaneously but you exhibited superb control and professionalism. You were able to maintain all the radio traffic and parrot all the information making sure at all times that officer safety was in the forefront. The outcome of both the situations was suspect in custody ensuring that everybody was safe including citizens as well. You took direction from Sergeants and Lieutenants and was able to articulate the information to the field units working the incidents.

Your professionalism showed the calmness, brevity and control that every dispatcher aspires to.

Your assertiveness showed the field units that you were in control of the situation. Your calm voice never exhibited the sense of two emergencies.

Date: March 31, 2016
 To: **Edwina Hardaway, Public Safety Dispatcher**
 From: Joanne Donohue, Employee Recognition Coordinator
 Re: Communications Dispatcher of the Month – April 2016

On February 2, 2016, at 03:29 hours, you took a medical call for service regarding a 2 ½ year old child that was suffering from terminal cancer and was possibly having a seizure. The mother, who is a physician, stated her child was dead with the father being heard in the background sobbing uncontrollably. You quickly verified the location and sent the call for service within 16 seconds of receiving the call. You utilized the "MED" code and quickly gave direct instructions to the mother that help is on the way and that CPR needs to be administered. The mothers response was, "tell me what to do", even though she was a physician. You instructed her that the child be laid flat and then you launched into CPR instructions. The mother listened intently to your every word and took your direction despite her profession. In that moment she realized she is a mother first, physician second. At one point the mother stated she would put the husband on the phone and you were adamant that she was in better control of the situation and husband would be best served by opening the front door for the responding medical units.

As the recipient of this call, which was very difficult to handle to say the least, you never faltered from what you had to do. However, your level of control, direction and never giving up with the CPR instructions with many times repeating the instructions in a concise manner were impeccable. You were not going to allow any distractions to interfere with what you were set out to do. You did not allow the emotional level of the father to get in the way of what you had to do. You were so calm in your support, direction and reassurance that it kept the Mother focused on what she needed to do as a physician and mother. In the short period of time as a Public Safety Dispatcher you handled this situation as if you were a veteran dispatcher. The end result of this situation was not one any parent would want to go through but your diligence, professionalism and empathy showed that you were there for them at that difficult time.

Thank You for a job very well done!
 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 September 2016
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen
- Philz Coffee Gift Card

Bayview Cops Work With Willie Mays Kids

By Rick Bruce,
SFPAL Board of Directors

In 2014 the San Francisco Police Activities League established a new program which seeks to provide opportunities for police officers and children from their police districts to come together at local ballparks and simply engage in pick-up games. Dubbed the Sandlot Program, several police districts have participated in this new program, and the officers of Bayview Station will be spending Wednesday afternoons with the kids from the Willie Mays Clubhouse playing pick-up baseball games at the clubhouse diamond.

Unbelievable Views

On the very top of Hunter's Point Hill, tucked away under a mature stand of eucalyptus trees sits one of the nicest baseball diamonds in San Francisco. The field was renovated in 2005 and is the perfect size for kids up to around high school age. Standing on the north side of the field, you can look out over the city of San Francisco and the bay with a clear and unobstructed view all the way to the east bay. It's on this field that Bayview Station will play ball with the local kids on Wednesday afternoons, helping to get the kids ready for their summer Junior Giants season.



Officer Matthew Pashby at the Willie Mays Clubhouse diamond

Old Milton Meyers Center

Adjoining this great baseball diamond is a recreation center built in the early 1950's that old Bayview cops will remember as the Milton Meyers Center. In 2004 it was a run-down facility with an empty gym and not a kid in sight. Local moms refused to let their kids play in the center, as there had been a shooting in the prior year directly in front of the



Captain Raj Vaswani and the Willie Mays kids



Officer Eddie Martinez at the baseball diamond at the Willie Mays Clubhouse center. The officers of Bayview Station, determined to provide a safe haven for the local kids, established a police office in the facility and let it be known that this center was a safe haven for kids living in Hunter's Point.

Boys and Girls Club

The personnel assigned to Milton Meyers as recreation directors at the time, were, to put it mildly, a bit overwhelming. So in 2005, the cops from the Bayview made a pitch to the Boys and Girls Club of San Francisco. If they would take over the facility and establish a clubhouse, officers from Bayview Station would ensure its safety through their presence. It didn't happen overnight, but it did happen. In June of 2008, the Boys and Girls Club of San Francisco established the Willie Mays Clubhouse on Hunter's Point Hill. Willie Mays himself was there at the grand opening, as were officers from Bayview Station, the same officers who were determined that the kids of Hunter's Point would always have a place of their own to play ball, do their homework, and just be kids.

Partnership Continues

To this day, if you walk into the Willie Mays Clubhouse, one of the first persons you'll come across will be a Bayview police officer, in full uniform, and known by every kid in the clubhouse. In the March issue of the *Journal*, the PAL article described how Commissioner Arthur Woods of the New York Police Department had established the city playstreets program in 1914, so that every child growing up in New York at the time would have a safe place to play. This tradition continues one hundred years later on Hunter's Point Hill, thanks to the efforts of the officers from Bayview Station.

PAL Corner

April saw registration for the 2016 Summer Cadet Program come to a close and we're happy to report that we have a great group of community-minded young people filling the ranks this year! We wish each and every one of our Cadets a great term in our program.

April also saw the PAL Cadets take part in the Ocean Beach Clean Up Project held on Saturday, April 23. Under beautiful blue skies and against a backdrop of crashing waves, SFPAL helped celebrate Earth Day with hundreds of other community members by scouring the sand for unwanted debris. In addition to a tidier Ocean Beach, one of City's most magical spots, a great deal of pizza was also consumed. All in all, a great day to work with others and accomplish an important task.

Looking forward to May, we'd like to remind everyone that the Kids Games At Kezar track and field event will be held on May 22 at Kezar Stadium. SFPAL is joining with the Recreation and Parks Department to host the event for young athletes age 8 to 15. We hope you can be there to cheer the kids on!

Also, don't forget our annual fundraiser, The SFPAL Annual Golf Tournament, which is being held at Sharp Park Golf Course on June 2. Get your foursome together (every District Station is invited to enter a team) to compete for the trophy, not to mention bragging rights. Golfers are expected to tee off at noon. If you would like more information, please contact Officer Michael Costello at the PAL Office, 1-415-401-4666. We look forward to seeing you on the links.



Behavioral Science Unit (BSU)

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

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

Catastrophic Illness Program
Sgt. Maura Pengel (415) 653-6413

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)



Pay Increases Proposed to Keep San Diego Police Officers

Councilman David Alvarez proposed further pay increases and better training for San Diego's police officers, among 30 recommendations for resolving a stubborn retention problem.

According to Alvarez, who represents Barrio Logan and San Diego's South Bay neighborhoods, the city has spent or committed \$140 million over four years, only to see more officers leave the police department.

In February, San Diego Police Chief Shelley Zimmerman said the city employed 1,838 officers, nearly 200 below the budgeted level. Of those, more than 100 are in academies or field training.

She said the department has lost more than 100 officers since July 1, when a five-year deal with the San Diego Police Officers Association took effect that was supposed to stabilize the department's ranks.

"This is a major problem that greatly concerns me and must be addressed," Alvarez said in a memo to Mayor Kevin Faulconer, fellow council members and Zimmerman. "Unless the city solves the police officer retention problem, crime rates are likely to rise and it will be difficult to implement true community policing strategies."

Other suggestions from Alvarez in-

clude conducting surveys on job satisfaction and commitment to the SDPD, identifying and intervening with employees at risk of leaving, offering realistic job previews and ride alongs, increasing officer input in decision-making, offering reimbursement for tuition and relocation, and creating alternative work schedules.

Officer retention should be a priority in the budget for the fiscal year that begins July 1, the councilman said. He also suggested that a new comprehensive plan to address officer recruitment and retention be brought before the City Council.

Zimmerman released a statement that said, "I appreciate everything Mayor Faulconer and the City Council has done to assist our department in our recruitment and retention efforts. I look forward to continuing progress in the upcoming budget as we work to recruit the very best to our department and retain our highly trained officers."

*From 10News.com
The post Pay Increases Proposed To Keep San Diego Police Officers appeared first on Labor Relations Information System.*

Dear Golfer,

Detachment #686 invites you to attend the Annual Marine Corps League Golf Tournament hosted at the Oakmont West Golf Course in Santa Rosa on Sunday, 29 May 2016. This popular Ted Robinson designed 6,300 yard, 18-hole, par 72 course is one of the most enjoyable courses in all of Sonoma County.

Your local Marine Corps League needs your help in order to raise funds for its charitable efforts. Each year the local detachment fulfills its mission of "Marines Helping Other Marines" by providing academic college scholarships and lap top computers for our former Marine and FMF Corpsmen who wish to further their education and employment opportunities. We also support the "Bergin University for Canine Studies" of Rohnert Park, CA, which provides highly valued and specially trained comfort dogs which assist our Marine warriors suffering from the effects of traumatic brain injuries or PTSD. In addition, the detachment provides much needed aid relief for Marine families suffering temporary financial setbacks.

Sincerely, James Jones Charity Golf Tournament Committee
Tournament & Event Chairman Vern Harmier, Marketing Coordinator
Daniel Mercado, Registration Coordinator; Cindy Love, Event Coordinator;
Ted Draper, Volunteer Coordinator; Joan Acquistapace, Luncheon Coordinator



Marine Corps League Detachment #686, Santa Rosa, California Annual Charity Golf Tournament Memorial Day Weekend Sunday, May 29, 2016 Oakmont West GC - Santa Rosa

\$100.00 Per Player

Entry Fee Includes: Green Fees, ½ Cart, Souvenir, Lunch and

Prizes for Multi-Flight Low Nets (Individual Stroke Play),

Prizes for Additional Charitable Contributions Include:

Closest to the Pin Contest, Hole-In-One Contest

Longest Drive Contest (Men and Women),

Charity Activities Include: Silent Auctions, Raffles,

Sponsorships & Donations

Mission: Marines Supporting Marines

Contact: James Jones, phone: (707) 539-2027 - email: j_rjones@att.net

Marine Corps League, Detachment #686

May 29, 2016 Golf Tournament Entry Form

Oakmont West Golf Course, 7025 Oakmont Drive, Santa Rosa

6:45 am to 7:30 am — Check-In, Driving Range and Putting Warm-up
7:30 am to 7:45 am — Tournament Announcements
7:45 am to 8:00 am — Travel to Starting Hole Assignment
8:00 am — Shotgun Start

1:00 pm to 3:00 pm — Lunch & Awards Ceremony (Follows Golf)

ENTRY DEADLINE: SUNDAY, MAY 22, 2016 COST PER PLAYER: \$100.00

Entry Information:

Mr. [] Ms. [] _____ (First Name) (MI) (Last Name)

(Street Address) (City) (State) (Zip Code)

(Home Phone Number) (Cell Phone Number)

(Email Address)

(Verifiable GHIN Number) NCGA [] , PGA [] or Other [] (Please Specify)

Special Handling:

[] I Wish to participate in the Marine Corps League #686 2016 Golf Tournament with the following players

Note the Following:

- (1) Each player must fill out a Tournament Entry Form;
- (2) All Team Entry Forms & Total Team Payments must be submitted together & mailed in the same envelope. Please submit with sufficient postage.

(Team Member #1 Full Name, Applicant Above) (Team Member #1 GHIN No.)

(Team Member #2 Full Name) (Team Member #2 GHIN No.)

(Team Member #3 Full Name) (Team Member #3 GHIN No.)

(Team Member #4 - Full Name) (Team Member #4 GHIN No.)

Payment and Mailing Information:

Please Make Checks Payable to: MARINE CORPS LEAGUE #686 GOLF

Please Mail This Form and Check to: Daniel Mercado

4169 Lakeside Road, Glen Ellen, CA 95442, (707)-536-7860

Please Note: Payment by CHECK ONLY. CASH or CREDIT CARD PAYMENT WILL NOT BE ACCEPTED.

Cancellations 30 days prior to Tournament will receive full refund (minus \$10.00 processing fee).

Cancellations 15 days prior to Tournament will receive 50% refund (minus \$10.00 processing fee).

Cancellations less than 15 days prior to Tournament will not receive a refund.

Support the SF PAL

Visit this informative web site:

www.sfpal.org

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Sports



By Nick Shihadeh,
Journal Sports Editor

Bocce Ball North Beach Style

CHECK IT OUT: Basketball Commissioner Steve Coleman got a hold of me recently to tell me that the annual basketball banquet was held on Wednesday April 26th at Don Pisto's Restaurant, located at 501 Union. Don Pisto's has an excellent host and owner (**Pete Mrabe**), and he would like to thank the workers and management for their great hospitality as well! He wanted to say thanks to Central's team manager **Ryan Jones** for making the arrangements.



The postseason awards were handed out to a well deserving group of players. The MVP of the league was **Pat Cummins** while the Rookie of the Year award went to **Ronney Freeman**. The Hoops Legend Award went to former commissioner and long time department basketball participant **Al Honniball**, and the First Team All SFPD were: **Rodney Freeman, Pierre Battle, Tommy Moran, Nate Chew**, and of course long time force around the basket **Chris Knight**. Congrats goes to all and in addition special thanks should go out to Coleman for once again running a good league

Softball gets under way

Many games have been played and as one can see from the standings below, the teams to beat heading toward the A Division playoffs are the Central diners,

the Tenderloin Rats and Hondas/TAC. The B Division playoffs so far would feature middle of the pack teams such as the Northern Bulldogs, Southern Station, Bayview Housing and Ingleside Station. The C Division playoff picture would feature the Airport Checkers, Taraval/Park and the Bayview Pit Bulls. The competition will of course get heated as the season continues and teams can rally and change their positions.

As far as teams folding out of the league, there is no love lost as far as **Mike Tursi** is concerned as he took his Narcotics/Headquarters team right into the dumpster without even trying to field a team the early weeks of the season. Well Mike, **Commish Kevin Worrell** says: "Thanks for nothing." The season continues.

Department Horse News

On Sat June 11th. the 19th Annual Memorial Trail Trials will take place at the South Bay Horse Ranch down in Gilroy, some members of the SFPD Mounted will compete in it. The Trail Trials competition is a trail course consisting of challenging sensory objects designed to test the tactics and skills of the rider and his/her mount. The course is also designed to build confidence for both the rider and the equine partner. If anyone is in the area of wonderful, exciting Gilroy, Ca that weekend, please come out and show support to the unit.

SFPD Softball

League Standings

Team	W	L	Pct.	GB
Central Diners	4	0	1.000	
Tenderloin Rats	5	1	.833	
Hondas/TAC	3	1	.750	1/2
Mission Diablos	2	1	.667	1 1/2
Northern Bulldogs	3	2	.600	1 1/2
Southern Station	3	2	.600	1 1/2
Bayview Housing	3	2	.600	11/2
Ingleside Station	3	3	.500	2
Richmond Station	2	2	.500	2
SF Sheriffs	2	2	.500	2
Airport Checkers	2	3	.400	2 1/2
Taraval/Park	1	2	.333	2 1/2
Bayview Pit Bulls	1	4	.200	3 1/2
SF CHP	0	4	.000	4

ref up to the college level and most importantly a great family man. He was a mentor to me along with many others growing up around him and I will miss terribly. Thanks for all that you did for everyone who had the pleasure of being in contact with you for one reason or another...God Bless your memory

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



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SFPAL ANNUAL GOLF TOURNAMENT JUNE 2, NOON

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SHARP PARK GOLF COURSE



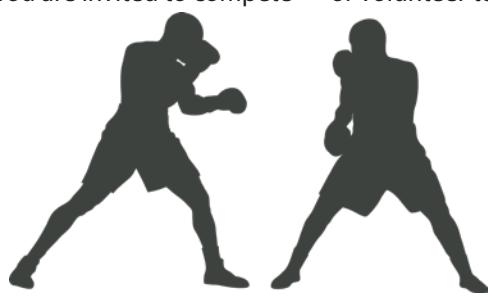


Attention: San Francisco Police Officer Boxers and Boxing Enthusiasts:

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

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

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



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

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

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

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

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

2016 Ironman Ironwoman Competition

Wednesday, May 11, 2016 — 850 Bryant (HOJ), Gym 5th Floor. 0900HRS

Contact: Sgt. M. Anderson @Ingleside (415) 404-4041

ATTENTION SHOOTERS

50 Yard Pistol shoot to be completed at Airport Range,
BARRICADES NOT FIXED IN PLACE LIKE LAKE MERCED.

Run to start and finish in parking lot of San Francisco police pistol range located at Lake Merced, Awards and luncheon to follow in Lake Merced Range classroom.

CLASSES OF COMPETITION: A person may compete in several categories, Note: There may not be persons participating in each category and categories may be eliminated if no entrants.

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 events, one does remaining 3)
4. IRONMAN OPEN (any age. all five events)
5. IRONMAN SENIOR (40 and over)
6. IRONMAN 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)

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; or

Iron man competitor may choose to lift 225 pounds, 40 points per repetition. Max points=25 reps x 40 points = 1000 points. the bar must touch the chest and be raised to full arm extension

2nd EVENT-PULL-UPS-1000+POINTS (WOMEN HAVE THE OPTION OF DOING THE BAR HANG or PULL -UPS -1000+ POINTS)

20 pts. per pull-up to 49 . 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.

Last year several women did pull-ups, max reps 40 reps for 1000 points, 25 points per rep (TENTATIVE SCORING).

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.

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.

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.

2016 Ironman/Ironwoman Entry Form

Name: _____ Unit/Agency: _____

Class(es) Competing in: _____

Team Name, if applicable: _____

Team Members _____ Event _____ T-Shirt Size _____

1. _____ 2. _____

3. _____ 4. _____

5. _____

Entry fees: \$20.00 Per participant regardless of number of categories. (This includes your 2016 Ironman t-shirt, catered lunch, and awards.)

Make checks payable to Ingleside Floral Fund.

Please complete the above information and send it to Sgt. Malcolm Anderson at Ingleside station. For additional information, contact Sgt. Anderson wk (415) 404-4041.

Classified Ads

Automobile For Sale

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

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

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

Boat For Sale

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

For Sale

SUMER/VACATION HOME AT CLEARLAKE. 2 bedroom, 1 bath single wide mobile home in lake front mobile park. Large deck with great lake views, boat slip, part ownership in mobile park. Pay no rent. Best location on the Lake. \$59,999. Call: 415-706-6135 for more information.

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

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

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

Motorcycle For Sale

2005 HERITAGE SOFTAIL CLASSIC white - extra chrome, windshield, screamin eagle header, engine guard bars, saddle bags, travel bag (12,500 miles) \$9,000 OBO. Call Mike at 650-743-3621

2008 APRILIA SHIVER 750, silver in color. 4200 miles, recently serviced and a new battery installed. Always garaged and never driven in the rain. No mods. \$5,000 obo. Please call or text me for more details or questions. 415-209-3612 Fernando

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

VACATION RENTAL HOME ANCHOR BAY, CA three miles north of Gualala, CA approximately 3.5 hrs northwest of SF. It was recently upgraded to a four- bedroom three- bath with a thousand sq ft of decking overlooking the redwoods and Pacific Ocean. \$200 per night for members. Walking distance to grocery store, restaurants and coffee shop, as well as majestic Anchor Bay beach and campground facilities. Great fishing, diving, hiking and relaxing. Gualala River for paddleboarding, canoeing, kayaking, in Anchor Bay and coastal Sea Ranch golf seven- minute drive. VRBO listing 473977 (Valhalla Basecamp) for pictures or e-mail john.webb1@hotmail.com 650-576-6108

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

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

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

Vacation Rental

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

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

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

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

Vacation Rental

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 work-out 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 RENT-AL. 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.

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

May Word Search

Created by Officer Michelangelo Apodaca,
Airport Bureau

Find the words about the month of May, which are listed at the bottom of the page, in the May Word Search grid. The words might be backwards, forwards, up, down, or written diagonally. Circle the letters individually but many letters in the grid may be used in more than one May word. When the May Word Search puzzle is complete, read the remaining letters that aren't circled from left to right, top to bottom, to read an interesting fact about May.

BLOOMING

GROWTH

SPRING

CINCO DE MAYO

HAWTHORN

TAURUS

EMERALD

LILYMAIA

THIRTY-ONE DAYS

FIFTH MONTH

MAY DAY

VICTORIA DAY

FLOWERS

MEMORIAL DAY

WARM

GARDENING

MOTHER'S DAY

NIGHTINGALE

GEMINI

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

SFPD K-9s and their Handlers "Sniff Out" Large Hauls of Contraband and Guns

Journal Staff Report

Off. Edison and "Carlow"

SFPD Officer Kirk Edison, also assigned to the Narcotics Division and detailed to a federal Homeland Security Investigations (HSI) Task Force and his money/drug K9 "Carlow", assisted with a money smuggling investigation.

Officer Edison and HSI agents developed information regarding two packages that were shipped from the East Coast to the Bay Area, possibly containing large amounts of money. They were able to locate the two packages at a distribution center on the Peninsula. Officer Edison and Carlow assisted by conducting K9 "sniffs" of the packages and writing search warrants for each. A total of \$257,000 was found in the packages, concealed inside vacuum sealed bags.



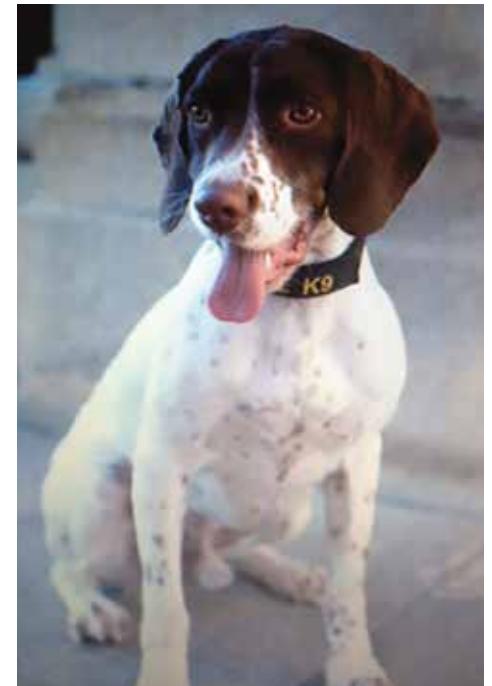
Despite being vacuum packed in plastic bags and sealed into wooden crates, SFPD K-9 "Carlow" alerted on a quarter-million dollar stash of US currency. Carlow, posing nonchalantly with his find, is a 4-year old English Springer Spaniel. His handler is Officer Kirk Edison.



Off. Elmore and "Mac"

SFPD Narcotics Officer Britt Elmore, detailed to a multi-agency Task Force of the Drug Enforcement Administration (DEA), and his specially trained drug/money detecting K9 "Mac", assisted a DEA-led wiretap investigation in the California Central Valley.

Several search warrants were served on residences and vehicles. Officer Elmore and Mac assisted by conducting K9 "sniffs" at these locations and located \$1.3 million dollars, 38 kilos of cocaine, 27 kilos of methamphetamine, 5 kilos of heroin, and 16 firearms. Large amounts of the money and narcotics were concealed in several hidden compartments of the vehicles. 13 suspects were arrested.



SFPD K-9 "Mac" is a proud SFPD veteran. He is a 6-year old English Springer Spaniel assigned to Officer Britt Elmore.



SFPD K-9 "Mac" alerted to this major contraband haul while detailed to a DEA operation.



**Mark Your Calendars!
and join us and the
World Champion San Francisco Giants**

On Thursday Night, July 28, 2016



**for our Annual LAW ENFORCEMENT APPRECIATION NIGHT
@ AT&T PARK**



Giants vs. the Washington Nationals

There will be a Pre-game Home Plate Memorial Tribute to Northern California Police Officers who have died in the line of duty with a flyover by Law Enforcement Air Units.

TICKETS prices range from \$30 to \$40 and can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF, 94103 • tel. # 415.861.5060



Seats are located on the view level starting behind home plate and include a Giants Law Enforcement Belt Buckle giveaway & a hosted Tailgate Party at the Mariposa Yacht Club @ 3 pm For additional information contact Bob Guinan at bguinan@SFPOA.org.



Proceeds from the ticket sales benefit the California Peace Officers Memorial and the Bay Area Law Enforcement Assistance Fund

