



# JOURNAL



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## SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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www.sfpoa.org

### Dealing with Stress; Don't go it Alone

#### Department BSU can help

By Martin Halloran,  
SFPOA President

Over the past year, policing in the United States has drastically changed, and in many ways it is not for the better. From the physical attacks to the increased ambushing and outright murder of police officers, coupled with the daily pressures that have been associated with this profession for decades, law enforcement personnel can be pushed to the emotional and physical edge. Constantly working understaffed with increased duties and responsibilities, most officers are forced into the "let's do more with less" syndrome.

Back in January 2013 I authored an article that addressed some of these issues. I believe this article is as relevant today as it was then, and I have asked the editor to reprint it in this issue of the *Journal*. We cannot effectively take care of and serve the public if we do not first take care of and help ourselves and our co-workers.

*Slainte!*



The following article authored by then vice president Martin Halloran first appeared in the January 2013 POA Journal. It is reprinted here with a minor update regarding contact information. – Ed.

#### Vice President's Message

## Officer, Protect Thyself

By Martin Halloran  
SFPOA Vice President

I'm sure at one time or another most of us have heard that biblical proverb "Physician, heal thyself." The phrase alludes to doctors being able to treat others that are suffering from illness but yet not recognizing or willing to heal themselves.

As police officers, we are faced with a myriad of issues on a daily, weekly, and yearly basis that we are forced to deal with. Many of us entered into this profession confident that we can make a difference and solve any problem presented to us. We put on the uniform, pin on the star, and strap on the gun belt. We go out on the street or we take the case assignment and tackle whatever the problem may be, leaving everything else in our lives on hold until this problem is solved. Consequentially, our personal lives

sometimes take a back seat. We put off the vacation with the spouse and kids. We miss the kid's soccer games. We wait to see the doctor about that back pain. We tell ourselves "I won't let it happen again. I won't keep going on like this. I will make it up to them." We say this again and again, trying to convince ourselves that we can do it all and be everything to everyone, but yet we often fall further into this trap.

*Our profession is an honorable one, and I know the importance of strong bonds with your co-workers, but let's not forget ... our connections outside of the job.*

There is no way — and I mean absolutely no way — that we as law enforcement officers can serve and protect the people who count on us if we fail to protect and take care of ourselves. During the month of December 2012, the SFPD lost three active and one recently retired officer. These officers were all fine men in their own right, but I found myself asking common questions about all of them. Did we lose these officers because they gave everything they could to this department? Did they sacrifice their own health and well-being so that others may benefit from their hard work or live a better life? These are questions for which I have no answers. I wish I did. The funeral services are all over now, but the fond memories of these men will live on amongst their families, friends, and colleagues.

We have seen this happen before in our own agency and in other law enforcement agencies throughout the country. So how do we address this?

One way — and by no means is this the *only* way — is the SFPD Behavioral Science Unit (BSU). This unit offers many services to our members that are **completely confidential**. Since my recent appointment to vice president of the SFPOA, I have become more familiar with this unit and the officers who staff these vital positions. BSU has given me permission to list their contact information below. I strongly

urge members to take full advantage of these services, which can be accessed 24 hours a day. We need to take care of ourselves, in both mind and body, in order to better serve our community. Part of that care must be maintaining and strengthening your relationships

outside of the law enforcement circle. Our profession is an honorable one, and I know the importance of strong bonds with your co-workers, but let's not forget where we came from and our connections outside of the job.

Over the past holidays, I had a conversation with one of the SFPD chaplains. Father Mike Healy and I were discussing many things but we were focusing on the passing of these officers. At one point Fr. Mike said, "Always remember Marty, the river goes around the rock." I thought about this later, and I suppose there could be a number of interpretations of this phrase. To me it simply means that as we travel on the river of life we will come across obstacles and we can, although with difficulty sometimes, get beyond those obstacles and continue on the river of life. The only thing I can add to this analogy is that if we find ourselves floundering on the river, let's not forget there are lifelines all around us. Just reach out and grab one of them. Officer, protect thyself.

*Slainte!*

#### Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273

Confidential e-mail: [sfpd.bsu@sfgov.org](mailto:sfpd.bsu@sfgov.org)

#### Stress Unit Alcohol/Substance Abuse Support

Off. Art Howard (415) 378-5082

24 hours answering service (415) 933-6038

#### Catastrophic Illness Program

Off. Pat Burley (415) 637-2328

#### Critical Incident Response Team (CIRT)

Contact DOC for 24 hour response (415) 553-1071

#### MHN: Your free outpatient mental health benefit

(800) 535-4985

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

# Minutes of the September 16, 2015 SFPOA Board Meeting\*

1. Sergeant at Arms Val Kirwan called the meeting to order at 1201 hours.
2. Secretary at Arms Val Kirwan led the board in the Pledge of Allegiance. He then asked for a moment of silence for all military members and police officers killed in the line of duty.
3. Secretary Mike Nevin conducted roll call.
4. Vice President Tony Montoya made a motion to approve the August 2015 Board Minutes. The motion received a second from Representative Kevin Lyons (Tenderloin). The motion passed unanimously by voice vote.
5. Secretary Mike Nevin accepted nominations for the following open board spots: Co C Feliks Gasanyan and Rick Andreotti; Co G Cliff Cook and Yulanda Williams; Co I Joe Reyes and Shawn Imhoff. Secretary Nevin made a motion to conduct the online special election from 0800 hours on September 21 through 1600 hours on September 25. The motion received a second from Vice President Tony Montoya. The motion passed unanimously by voice vote.
6. President's Message. President Martin Halloran congratulated former representatives who were recently promoted: Chris Schaffer and Jody Kato. He also recognized Phil Busalacchi who recently retired.
7. Paul Chignell (Legal Administrator) addressed the board regarding an upcoming POA-OCC meeting. He asked for the board to meet with him after the meeting to address specific concerns they would like addressed at the meeting.
8. President Halloran addressed the letter he sent to the Officers for Justice (OFJ) regarding their concerns about a recent POA-sponsored radio campaign on KCBS. Halloran thanked the board for seeking member feedback. Representative Scott Edwards (Mission) made a

9. President Halloran spoke about promotions. He articulated the POA position of asking for rank order promotions. He said the next test scheduled is for the rank of captain.
10. President Halloran stated that the next public Police Commission meeting to discuss the body camera policy was on September 16 in the Northern District. The major issue for the POA is whether or not officers will be allowed to view body camera footage prior to writing a report or giving a statement. A discussion followed. President Halloran made clear that if the policy does not allow for the viewing of body camera footage then the POA would not "sign off" during mandatory meet and confer with the City.
11. The POA Poker Tournament is Friday, September 25. Sergeant at Arms Val Kirwan stated that event is sold out but we were still seeking sponsors and donations.
12. Vice President's Message. None
13. Treasurer's Report. President Halloran handed out the monthly expense report. We are over budget for the year mostly due to legal defense and public relations campaign bills.
14. New Business. Representative John VanKoll (Central) spoke to members who would like to see an updated feature for General Orders and Department Bulletins to be associated with each other. A more user-friendly system was being sought. President Halloran asked

15. Representative Chris Canning (Investigations) brought up some sergeants in Investigations have no home assignment. He also addressed GPS tracking feature on Department phones.
16. Representative Matt Lobre (Northern) stated a member got a phone call from a public defender on their personal cell phone for a court subpoena.
17. Chief Greg Suhr arrived and addressed the board on a variety of topics. The Chief explained the recent board of supervisors' legislation requiring reporting of racial data for detentions/traffic stops/etc. The Chief explained that the Department already collects use of force and arrest report data on this.
18. Chief Suhr addressed staffing levels at district stations due to district changes.
19. Chief Suhr stated per City Human Resources the captain's test is scheduled for October 2015; the lieutenant's test for first half of 2016; the sergeant's test for latter half of 2016.
20. Chief Suhr stated that Supervisor Yee wants GPS on all city cars for monitoring fuel efficiency. The

- Chief requested not to have it on cars for surveillance.
21. Chief Suhr stated that C.S.I. will be going to a 10-hour day this next sign up. He anticipates a 10-hour day for all units in the field to have it next year.
22. New Business Continued. Representative Scott Edwards (Mission) suggested more people be trained in the needle stick protocol. Edwards also brought up the training happening now for a 311 "homeless app." Because the app does not connect directly to D.E.M. SFPD members would be setting up additional calls for service.
23. Representative Jesus Pena (Northern) stated that members continue to get subpoenas via e-mail.
24. Old Business. None
25. Financial requests. None
26. The meeting was adjourned at 1350 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.



### 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](mailto:Cyndee@sfpoa.org) to schedule a Notary appointment.

### San Francisco Police Officers Association Editorial Policy

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

**Member Opinions and Commentary: Unsolicited Written Material**

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

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

**Other Submitted Material**

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

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

## The San Francisco Police Officers Association

# POA JOURNAL

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**ASSOCIATION OFFICE: (415) 861-5060**

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

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# 68th Annual Police/ Fire Memorial Mass

*Sponsored by The San Francisco Police Department  
and The San Francisco Fire Department*

Father Michael Healy, SFPD • Father Michael Quinn, SFPD  
Father John Greene SFFD, Celebrant

*Members of all faiths, and their family and neighbors, are welcome.*

**Sunday, October 18, 2015 • 10:30 a.m.**

St. Monica's Church, 470 – 24th Avenue, San Francisco  
Ample Parking on 23rd Avenue

*Reception to follow Mass*

*Sponsored by the San Francisco Police Officers Association  
and San Francisco Fire Fighters Local 798*



## Board of Directors Meeting Roll Call Wednesday, September 16, 2015

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

## Calendar of Events

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

### Regularly Scheduled Meetings or Events

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

### Specially Scheduled Events

<i>BALEAF Fundraiser Dinner</i>	Mariposa Hunters Point Yacht Club 405 Terry Francois Blvd., SF	Friday, October 2, 2015 5:00 PM	Deborah 925-798-1300 Angela 415-513-2976
<i>Peninsula SFPD Retiree Luncheon</i>	Basque Cultural Center 599 Railroad Ave., So. SF	Wednesday, October 7, 2015 11:30 am	John 415-699-4445 or, <a href="mailto:SFPDRETPEN@gmail.com">SFPDRETPEN@gmail.com</a>
<i>Isaac Espinoza Softball Tourney</i>	Westlake Playground	October 17 & 18, 2015	(See flyer, Page 26)
<i>North Bay Retiree Luncheon</i> <b>NEW LOCATION!</b>	Sally Tomatoes 1100 Valley House Dr., Rohnert Park, CA	Thursday, October 22, 2015 11:00 AM	<a href="mailto:stevebosshard@aol.com">stevebosshard@aol.com</a> Steve 707-480-9495
<i>Retirement Celebration</i> Honoring D'Angelo, Landi, Kilgariff, and Mooney	SF Italian Athletic Club 1630 Stockton St., SF	Thursday, October 29, 2015 6:00 PM	Larry Chan 415-850-8649
<i>40th Anniversary Women in Patrol</i> Group Photo Reception	SF City Hall Rotunda Steps North Light Court	Tuesday November 10, 2015 Noon 5 – 7 PM	(See flyer, Page 15)
<i>133rd SFPD Class Reunion</i>	Broadway Prime 1316 Broadway, Burlingame	Friday, November 13, 2015 5:30 pm	Kevin Phipps 650-678-4135
<i>Retirement Celebration</i> Honoring Lou Staffaroni	Basque Cultural Center 599 Railroad Ave., S. SF	Saturday, November 14, 2015 5:00 PM	Michelle 925-963-9364 Diane 650-867-5673
<i>Annual Police/Fire Post Awards Dinner</i> Officer/Firefighter of the Year	United Irish Cultural Center 2700 45th Ave, SF	Tuesday, November 17, 2015 6:00 PM	(See flyer, Page 17)
<i>Brave the Bay SFPD Challenge</i> (Cable Car Pull, plunge, 5K)	Aquatic Park, SF	Saturday, December 5, 2015 8:00 am	Ray Padmore 415-837-7005 (See flyer, Page 25)

# Chief's Corner

On December 18, 2014, President Barack Obama issued an Executive Order establishing the Task Force on 21st Century Policing. In establishing the task force, the President spoke of the distrust that exists between too many police departments and the communities they serve – the sense that in a country where our basic principle is equality under the law, too many individuals, particularly young people of color, do not feel as if they are being treated fairly.

“When any part of the American family does not feel like it is being treated fairly, that’s a problem for all of us,” said the President. “It’s not just a problem for some. It’s not just a problem for a particular community or a particular demographic. It means that we are not as strong as a country as we can be. And when applied to the criminal justice system, it means we’re not as effective in fighting crime as we could be.”

Even though San Francisco is one of the most diverse and forward-thinking municipalities in the country, we are not immune from the suggestion that we need to be better. In fact, although no one was injured or killed, we found ourselves in the midst of controversy in our own jurisdiction that had the public questioning their trust of our police department.

Upon release of the interim and subsequent final report issued by the task force, I looked at the recommendation/action items to determine where improvements could be made to our procedures, policies, and “best practices” that would strengthen our partnerships within our community as a means to re-establish trust in



the communities where that trust is not what it should be...needs to be. It occurred to me as I went through the report that we were aligned with just about every recommendation/action item and were ‘down the road’ a bit on many already.

There are 54 Recommendations (37 directly related to law enforcement / 7 relating to government agencies / 12 recommendations aimed at government agencies and/or community organizations) and 93 Action Items (56 directly related to law enforcement / 37 items intended for the Federal government or other entity) outlined in this report.

Of the 54 Recommendations, the Department agreed with, has implemented, and/or will be implementing all 37 recommendations directly relating to law enforcement, as well as an additional 7 relating to government agencies. Further, the Department supports the remaining 12 recommendations aimed at government agencies and/or community organizations and will implement those suggestions as practical when/if they are acted upon by the appropriate government agency and/or community organization.

Of the 93 Action Items, the Department agreed with, has implemented, and/or will be implementing all the items we are able to (53 of the 56 items) directly relating to law enforcement. (\*\*\*)The reasons as to why we are unable to implement 3 items are detailed below.) Additionally, the Department is in support of the 37 items intended for the Federal government or other entity, and will/has implemented them as appropriate.

\*\*\*Two of the “Action Items” relate to the disciplining of students at school. I do not believe we should be involved in the decision making process with regard to student discipline in schools. Student discipline in schools is the responsibility of teachers and/or school administration. This is spelled out in the newly agreed to MOU between SFPD and the San Francisco Unified School District. This being the case, any involvement of SFPD in student discipline would be in violation of the MOU.

\*\*\*The third “Action Item” spoke to establishing a residency requirement for sworn members. This item cannot be implemented on the advice of our City Attorney; however, the Department has instituted an aggressive recruitment campaign to ensure staffing levels reflect the diversity of our City.

Suffice it to say, based on how we match up against the President’s Task Force’s Report on 21st Century Policing, the SFPD is on the right track.

(The review of the entire report is available on the Department website.)

I know 2015 has been a tough year. The way all of you (both sworn and non-sworn) have performed has been nothing short of heroic. The way you have carried yourselves in the face of, sometimes, great adversity has been noticed more than you know by far more people than you could imagine. I often speak of how I see the men and women that make up the SFPD as a complement of the smartest thought-

ful classiest cadre of cops any Chief could hope for – I do this because I really believe it. I read and sign every Captain’s Complimentary Report and more letters than I can count commending members of this Department equally for acts of bravery and acts of kindness. I can’t ask for more than that. The fact that this Department can match up against a report the way we do against the President’s Task Force on 21st Century Policing Report should come as no surprise to anyone – the SFPD truly are “SF’s Finest”.

With all the above said, I can’t help but remember the words of Nelson Mandela, “After climbing a great hill, one only finds that there are many more hills to climb. We may take a moment to rest, and look back at the distance we have come, but only for a moment. We have responsibilities, and we dare not linger. Our walk together is not ended.”

Although the Academy is churning out new recruits every other month, we are still down 300 cops and will be for a while. It’s because of your efforts and the partners we work with, gun violence is down, but property crime is up significantly – auto burglaries in particular. Although the weather has been great, we are headed for a potentially historic cold and wet winter that will imperil those less fortunate living on our streets. Although we’ve handed thousands of stickers to the children of our City, there are still too many that would love to have one. We need to recommit ourselves to do all we can to keep this City the safest – especially for our City’s children – no matter what challenges the future may hold. We can always be better. As always, there is nothing we can’t achieve so long as we keep doing it together.

Take Care, and Be safe out there!  
**Greg Suhr**  
 Chief Of Police  
 San Francisco Police Department  
 Oro En Paz, Fierro En Guerra



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# Close Encounters

*SFPOA Staff Report*

It seems as though sometimes The City that's supposed to know how, just doesn't. Take, for example, the situation that officers from the Tenderloin Task Force came across after having to stand-by an eviction of a pregnant woman and her 8-month old daughter from the one-room apartment south of Market Street they had shared for weeks. The manager of the hotel could care less about the welfare of the woman who was now homeless. The officers transported the small family to their station and called every possible shelter and charity in The City simply asking for a bed. And with all the numerous resources supposedly available in a community that prides itself on its charitable reputation, not one of the many organizations contacted came forward to help.

So, true to their motto, To Protect and Serve, the officers from Tenderloin Task Force reached into their own pockets and secured a room at a local hotel. With the money left over they purchased some food and other necessities for the woman and her child.



*Elizabeth Morse and Tasawan Kovitprakornkul*

We can thank the following officers for their selflessness:

**Sergeant Patrick McCormick, Officer Dominic Busalacchi, Officer Michael Cunnie, Officer John Hallisy, Officer Tasawan Kovitprakornkul, Officer Elizabeth Morse,**

**Officer Sonya Sarcos, Officer Kevin Nestor, and Officer Daniel O'Brien!**

San Francisco is still one of the most attractive cities of all of its major competitors with million dollar high-rise apartment buildings gleaming in the skyline "By the Bay" — but when the agencies established to help the less fortunate can't house a woman in need for a single night, the San Francisco skyline loses a little bit of that luster.

It's 9:00 a.m. and there's a naked man trying to break into a residence on the 200 block of Stafford Drive in the Taraval. **Officer Jason Mostasisa and Officer Jung Park** were dispatched to the location. They found the individual in question and as soon as he saw the officers he started screaming and yelling profanities at them. He then armed himself with a pair of garden shears which he later threw at the officers, then he picked up a shovel and proceeded to smash the windshield of a parked car. He then started throwing heavy ceramic flower pots at the officers before jumping a fence and running through nearby backyards. The officers finally had to initiate contact with their less-than-lethal weapon and managed to take the suspect into custody.

**Sergeant Thomas Maguire, Officer Donn Peterson, and Officer Michael Tursi** were going to investigate a stolen vehicle that was parked at a gas station at Pine and VanNess when they witnessed a woman getting into the car. The officers quickly identified themselves while approaching the now occupied vehicle and the driver reversed in high speed and smashed into a wall at the service station. She then accelerated through the station bay trying to merge onto Pine Street which was already congested during commute hours when she smashed into another car. She then backed up and used the parking lane to try and escape again rear-ending another car which the occupants had just left. Realizing her escape route was blocked, she turned eastbound on Pine, traveling against traffic, with what was, essentially, a 3,000 pound battering ram. **She hit a motorcycle (the driver jumping off just in time),**

## Helping Our Own



POA member Jason Lynch and his family are going through a difficult time right now and they need our help. The Lynch family now has additional unforeseen costs such as daycare and housekeeping along with transportation costs going to and from the hospital. POA member Kirk Edison and his wife Theresa have established a funding website page for those who wish to contribute to the Lynch family. Thank you for your generosity. Please keep the Lynch family in your prayers.

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Martin Halloran  
SFPOA President



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**and 3 other vehicles (one head-on) before turning onto the sidewalk at a high rate of speed.** The officers realized that there was a substantial risk of death or serious bodily injury that this individual posed to themselves as well as to others so they fired at the driver who was struck by the bullets, incapacitated, and ultimately taken into custody. Lieutenant Greg Kane prepared a commendation for the officers involved noting that, "These officers reacted with noteworthy poise, fully responsive to not only the danger represented by the suspect, but to the rapidly evolving, life-threatening circumstances that unfolded as a result of their effort to apprehend the suspect."

It's right around midnight on the 100 block of Elmira Street when officers were dispatched to a call from the parents of a young man stating their son was trying to kill them with a sword. The suspect had already critically injured his mother and was chasing after his father. **Officer Rene Romero, Officer Shyrle Hawes, Officer Tadhge Conway, Officer Matthew O'Leary, Officer Derick Dragon, and Officer Nicholas Cuevas** responded and managed to not only track down the suspect, taking him into custody, but also obtained a confession from him where he admitted he was attempting to murder both of his parents.

**Officer Kevin Adams and Officer Kyle Wren** stopped a car for a minor traffic infraction. A subsequent investigation led to the arrest of the

driver for possession of an ounce of methamphetamine packaged for sale along with numerous other drugs also wrapped for buyers. It appeared the officers had stopped a full-service, drug delivery operation. **And then, just 10 days later, the same individual crossed paths with the same officers on the 1700 block of Indiana only this time he had a loaded gun with him.**

**Officer Alvaro Mora and Officer Brent Cader** also noticed a car with an expired registration tag driving through the Alice Griffith Housing Development so they stopped the driver and his 3 passengers. A subsequent investigation revealed a fully-loaded, .380 semi-automatic within easy reach of the driver and his friends.

The information developed by **Officer Chris Dunne** of Bayview Station was that there were several suspects driving in the area of the Alemany Development neighborhood armed with guns and part of a gang feud. **Sergeant Sean Frost and Sergeant Leonard Caldera** just happened to locate the vehicle described along with its 2 occupants. While their initial investigation didn't locate the weapons described, **they did happen to find two 9mm semi-automatic weapons both fitted with 30 round extended clips in a further search of the car.**

The actions of Officer Dunne, Sergeant Frost, and Sergeant Caldera will directly impact the safety of those living in a neighborhood where violence recently claimed the life of a young man and where others have been wounded by random shootings.

Stay safe.

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Having learned that the policy and procedures of body worn cameras by San Francisco Police Officers would be debated in front of the SF Police Commission, attorney Dan Simon and Police Foundation president, Jim Bueermann, wrote this letter addressing the most contentious issue surrounding the subject: should an officer review a video prior to writing his or her report?

This is one of the most clearly articulated arguments in favor of video review to ever have been put forth by legal experts in the field. Please take a moment to read this letter. It was delivered to the police commissioners on Wednesday, September 16, 2015.

— Michael Nevin  
POA Secretary

**USC Gould**  
School of Law

**DAN SIMON**  
*Richard L. and Maria B. Crutcher*  
Professor of Law and Psychology

September 16, 2015

San Francisco Police Commission  
1245 Third St. 6th floor  
San Francisco, Ca. 94158

Dear commissioners,

It has been brought to our attention that the San Francisco Police Commission is in the process of evaluating the policies regarding the use of body worn video (“BWV”). We are writing to offer our opinions on two policies which we deem to be of importance.

The rapid emergence of body worn video (“BWV”) has created a potential pivotal point in policing.<sup>1</sup> We firmly believe that a well devised policy for BWV stands to elevate policing to a new level, and we welcome the Police Commission’s support for the implementation of this promising technology.

But any change of this magnitude is bound to raise tough policy choices of the kind that is now facing your Commission. In this letter, we address the following two policy questions.

**Should officers be allowed to review BWV Footage before providing initial statements in cases involving use of force or alleged misconduct?**

A number of critics have expressed objections to the viewing of BWV footage by police officers prior to providing initial statements in cases involving categorical use of force and alleged misconduct.<sup>23</sup> The concern here is that the review of the BWV footage will promote dishonest reporting. Officers, it is feared, will tailor their reports to fit the captured images, revealing only what could not be plausibly denied and leaving out other important details, a form of “tell me what evidence you have, and I’ll tell you what I did.”

To appreciate this objection, it is worth noting that in the absence of objective reporting from the field, questionable and unjustified use of force by police officers have historically been shrouded from view. Occasional and inadvertent presence of video cameras has revealed instances of faulty police work, which all too often was concealed by means of mistaken or dishonest reporting.<sup>456</sup> Unacceptable reporting practices have fed citizens’ distrust in police reports and have spurred an impulse to block any prospect of dishonesty. We understand the source the critics’ skepticism, but believe that this risk is outweighed by a slew of more important considerations. We also fear that the following that impulse could undermine the monumental benefits that can be reaped from BWV.

1. Less opportunities for dishonesty. First off, there is good reason to expect that in the large majority of cases, BWV footage will drastically reduce dishonest reporting. In many instances, we believe, the footage will reveal proper behavior, which should lead officers to feel emboldened in presenting their actions honestly and confidently. In instances where the footage reveals unambiguous misconduct, officers would be foolish to file dishonest reports. The incentive and opportunity to file dishonest reports would remain only in the category of cases where the officer engaged in misconduct and the BWV footage is ambiguous. Yet even in those constellations, the officer’s behavior could be ascertained from BWV worn by other officers, from witnesses, physical evidence, and the like. In short, one of the most notable features of WVA is to seriously limit the latitude for dishonest reporting.

2. More accurate reporting. A key way in which BWV can impact police reporting is by enhancing the officer’s memory for critical events. Human memory is a powerful cognitive apparatus, but it has its limitations.<sup>78</sup> For one, memory is invariably incomplete. People simply cannot encode every one of the multifarious details that they observe. This is particularly true for detailed and faculty complex events—the number of suspects seen at the crime scene, which of the suspects carried a gun, which suspect uttered a particular statement, the exact wording of the statement, the sequence of events, the make and color of the getaway car, the license plate number, and so on and so forth. Of the partial set of details that were actually encoded, many details will not be retained in memory. Moreover, memories often contain mistakes. One classic source of memory errors is motivational, namely, the tendency to protect one’s sense of self and to justify one’s deeds and actions. Both types of memory limitations can be accentuated in situations that generate high levels of arousal, such as in the case of threat, fear, aggression, and the like.<sup>9</sup> There is no doubt that exposure to the BWV footage will enable officers to provide richer and more accurate accounts of the incident.

3. Lower incidence of misconduct. Crucially, there is good reason to expect a substantial drop in the incidence of unjustified use of force and misconduct. It seems non-controversial that the availability of BWV footage will bear a salutary effect on the work of individual police officers by increasing the transparency of their work and thus also their sense of accountability. It is a well-established fact that people behave differently—invariably, better—when they expect that their actions will be evaluated, as compared operating completely in private. This is particularly true for situations in which the person’s conduct is of a contested nature, such as when it involves use of force against another human being, raises substantial moral issues, or has the potential to impact the actor’s professional standing or well-being. There is no doubt that the mere presence of BWV will have a most beneficial impact on officers’ sense of accountability and their ensuing behavior. BWV footage will

also enable officers to review their actions in a decontextualized manner, providing them with a platform for reflection, self-criticism and self-improvement.

BWV should also have a positive impact at the department level. Footage from BWV is bound to provide police supervisors and chiefs with relatively objective feedback of their officers’ performance. In addition to providing information for operational purposes, the footage is bound to enhance the monitoring and supervision of officers and thus facilitate decisions concerning decoration, promotion and discipline. The heightened accountability might also drive officers with violent dispositions out of the force, and thus make way for more amenable candidates.

4. The harm caused by distrust. One must not ignore the detrimental consequences of depriving police officers of video that contains information directly pertinent to their fate. This blocking of information is bound to send officers a stinging message of distrust. Psychologists have demonstrated both the value of maintaining trustful relations within organizations,<sup>10</sup> and the dynamic process by which distrust breeds cynicism and dishonesty.<sup>111213</sup>

Moreover, denying officers the right to view the video will often set them up for failure. As mentioned, any person’s memorial report of a critical incident is bound to be both incomplete and somewhat mistaken. In the eyes of a skeptical public, the unfavorable comparison of the officers’ inevitably imperfect memories to the BWV footage will likely be perceived as evidence of deceit. Rather than experience body cameras as a vital ally, officers will come to perceive them as a threat, an enemy.

In sum, the dire predictions of deceitful reporting fail to appreciate the potential of the BWV technological revolution to elevate policing to a new level. We expect that the use of BWV will reduce the use of force, and lessen both the need and the opportunity to lie about it. Encouraging evidence that supports this prediction has already been obtained in studies conducted with police departments in the field.<sup>14</sup> Rather than expect the worst from our officers, we should empower them to harness the advantages of body cameras to become more professional and more accurate public servants. Provided that they do not prove us wrong, we must trust them to do so.

**Should the Police Departments share with the public BWV footage of critical incidents?**

As mentioned above, revelations of questionable and unjustified use of force accompanied by dishonest reporting have contributed to a growing sense of distrust of the police and the erosion of its legitimacy.

In our opinion, we are currently standing at a fortuitous juncture in that BWV footage provides a rare and heretofore unavailable tool to address this problem. Both police misconduct and unwarranted accusations of misconduct are bred in the dark, and both forms of social harm can be largely fixed and disinfected by transparency. Police departments will be in a better position to dispel unfounded allegations of misconduct, just as members of the public will be in a better position to substantiate truthful grievances.

We fail to understand a policy that elects to miss a golden opportunity to gain and maintain the public’s trust in the police. This seems to us to be short-sighted and self-defeating. Police departments have little to gain and much to lose by withholding contested BWV footage, as any such embargo is bound to be interpreted as an admission of misconduct compounded by an attempt to cover it up. Just recently, the police departments in Gardena and Pasadena have been subjected to fierce criticism for concealing video footage of apparent officer misconduct.<sup>1516</sup> In addition to souring the public’s view of the police, distrust in police reporting could lead to a call to withhold BWV footage from officers before providing initial statements in cases involving use of force.

There are, in our opinion, no better prescriptions than honesty and transparency. Thus, we recommend that police departments adopt a general policy of sharing BWV footage in all contested cases, while preserving the right to withhold the release in the presence of special countervailing considerations.

We thank you for the opportunity to share our views on these vital matters.

Dan Simon

Jim Bueermann

Dan Simon is a professor of law and psychology at USC, and author of “In Doubt: The Psychology of the Criminal Justice Process” (published by Harvard University Press, 2012).

Jim Bueermann is the president of the Police Foundation in Washington, and a retired police chief.



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See references on facing page



## Body Worn Cameras Are Coming

To: All Members:

We all know that Body Worn Cameras (BWC) are coming and they will soon be a standard piece of equipment issued to all officers in FOB. The POA has attended all of the working group meetings which led to a draft policy being presented to the San Francisco Police Commission. This draft policy has language which will allow officers to view the BWC footage before an officer prepares an incident report. The San Francisco Public Defenders Office along with the Office Of Citizens Complaints objects to this language and both of these organizations do not want officers to view any BWC footage before preparing any reports. The POA completely disagrees with both the SF Public Defenders Office and the OCC. On September 2, 2015 I appeared before the SF Police Commission and stated the position of the POA.

The POA believes that the best policy and the best practice will be allowing officers to view the BWC footage in order to prepare the most complete, thorough, and accurate report. Oakland PD, San Jose PD, LAPD, and San Diego PD all allow their officers to view BWC footage. SFPD should follow this best practice. The POA will continue to meet with the SFPD and the SF Police Commission to push this issue.

**Martin Halloran**  
President  
San Francisco Police Officers Association



Go to the link below or scan the QR code to watch the video.

<http://sfpoa.org/node/807>

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## Helping Our Own

### Please Consider Donating to BALEAF During the October Combined Charities Campaign!

Greetings one and all. On October 1st, the 2015 "Heart of the City" City and County of San Francisco Combined Charities Campaign will kick off and will run through October 31st. It gives us all a chance to give back to the community by making a tax-deductible donation to the charity of your choice, which helps the well being and quality of life for untold numbers of people.

I'd like you to consider making your donation this year to the Bay Area Law Enforcement Assistance Fund, Inc. (BALEAF), which will be listed under the Local Independent Charities organization in the campaign booklet you'll be provided. BALEAF provides support to law enforcement officers and their families throughout the Bay

Area, who have either been killed in the line of duty, have been seriously injured, or who have suffered a catastrophic event. Members of the San Francisco Police Department began the organization in 1999. Countless sworn officers and civilian members throughout the Department in all Units have been assisted over the years, and continue to be helped by the generosity of those who donate to the organization.

BALEAF can be contacted through mail at P.O. Box 31764, San Francisco, CA 94131, by email at [baleaf1025@gmail.com](mailto:baleaf1025@gmail.com), by phone at 415-837-0875, or through our Facebook page. Please donate and help us to keep helping you! We hope that you never need us, but we're here if you do.



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# Death Penalty Shenanigans

By Paul Chignell,  
Former President and Current Legal  
Defense Administrator

The death penalty is one of the most controversial issues in the State of California and has been so for many decades. Public opinion has been polarized on this subject with the courts, both state and federal, as well as the legislature weighing in on the constitutionality of the death penalty in significant ways throughout the same decades.

Opponents cite racial disparity, cruel and unusual punishment standards, the horror of innocent human beings put to death, religious objections and the inexorable delays of punishment.

Proponents cite the Bible, the need for appropriate punishment for horrific crimes, our history of death penalty support by the populace and the deterrent effect on would-be murderers.

## California History

California became a State in 1849. The death penalty sanction was placed in the State Penal Code statute in 1872. The legislature mandated that the death penalty be carried out in State Prisons only in 1891. In 1938 San Quentin was designated as the only state prison where the ultimate sanction could be promulgated. In 1942 the last hanging was allowed and in 1994 the gas chamber was removed in favor of lethal injection.

From 1967 until 1992 there were no executions in California due to court decisions.

In 1972 and 1976 the Courts ruled that the death penalty was unconstitutional as cruel and unusual punishment according to the State Constitution and removed 175 murderers from "death row."

But the citizens of California were incensed by these decisions. In 1977 the legislature redefined capital punishment by reversing the court decisions and defining death as the sanction for murder for financial gain, multiple victims, murder by torture, the murder of peace officers and other categories. Shortly thereafter in 1978 the voters changed the State Constitution replacing the 1977 statute with firmer support for the death penalty.

But it wasn't until 1992 that executions began again. Today there are 748 convicted murderers on death row in California. Since 1992 thirteen (13) convicted murderers have been afforded the state sanctioned death penalty. Since 2006 there have been no more executions due to multiple legal delays, mainly over what type of lethal injections can be administered.

## The Notorious Thirteen:

**Robert Alton Harris** The first murderer executed in 1992 after the death penalty was reinstated was Harris. He killed two teenaged boys in San Diego in 1978 by shooting them in the head, then stole their car, ate their unfinished hamburgers after the killings and was captured shortly thereafter when he robbed a bank. Harris reportedly said to one of the victims as he stood over him with the gun in his hand, "Shut up and die like a man!" When he was executed at San Quentin hundreds of death penalty protestors held up signs asking that Harris not die. One lonely protestor held up a sign "Die like a man."

**David Mason** was executed in 1993. He killed four elderly persons, was wanted in Butte County for killing his lover while his lover was asleep and also killed his cellmate.

**William Bonin** was executed in 1996. Bonin killed 14 teenaged boys between 1979 and 1980.

**Keith Williams** was executed in 1996. He killed two men and a pregnant woman in 1978.

**Thomas Thompson** was executed in 1998. He raped and murdered a 20-year old woman in Newport Beach in 1981.

**Jaturun Siripongs** was executed in 1999 for the assassination of two co-workers in a Garden Grove market in 1981.

**Manuel Babbitt** was executed in 1999 for the early 1980 rape and beating to death of a 78-year old Sacramento woman.

**Darrell Rich** was executed in 2000 for a 1978 rampage where he raped eight (8) women and killed four (4). One of the victims was twenty-eight years old and who pleaded for her life, but Rich later bragged to his friends about how he shot her in the head twice.

**Robert Lee Massie** was executed in 2001 for a murder in 1979 of a clerk during a robbery. At the time he was on parole for another killing in 1965. Massie was a beneficiary of the 1972 Court decision allowing him to escape the death penalty.

**Stephen Anderson** was executed in 2002 for killing his eighty-one (81) year old grandmother in 1980.

**Donald Beardslee** was executed in 2005 for murdering two women. He was also on parole for a murder he committed in Missouri.

**Stanley Williams** was executed in 2005 after spending a quarter century on death row. He shot a store clerk in the back, killing the man, and then broke into a motel and murdered the husband-wife owners and their young daughter.

**Clarence Ray Allen** was executed in 2006 for organizing the murders of two young men and one young woman in 1983. At the time of these murders he had also been convicted of the 1974 murder of a young woman.

## Hundreds Remain

Hundreds of convicted killers are on death row in San Quentin being served square meals, free medical care, and awaiting interminable delays as their cases and the actual permanency of the death penalty is being discussed in legal conference rooms, courtrooms and in various publications.

Included in that group are some of the most notorious butchers known to mankind. There are cop killers, sadistic rapists, and torturers of every imaginable kind.

## Richard Allen Davis

Davis was convicted in the murder of a twelve (12) year old girl named Polly Klaas. She was abducted in Petaluma in 1993 and murdered by Davis. He was convicted and sentenced to death in 1996. The Klaas case inspired the "Three Strikes Law" due to his lengthy record. Davis is now almost twenty years removed from the crime still awaiting his appropriate fate.

## Egelko To The Rescue

Bob Egelko is a court reporter for the *San Francisco Chronicle*.

He was mentioned in the pages of the *POA Journal* recently for his Rip Van Winkle expertise in a recent trial of police officers in a federal courtroom. While the trial was in session Egelko fell asleep. I know because I was sitting next to the erstwhile reporter. He awoke exclaiming "What happened?"

Rip Van Egelko has written "news" stories recently about the death penalty in California and the role of the courts on this most important issue.

But Rip doesn't tell the whole story. In two August stories, he has not mentioned one victims' rights group by name. He never mentions horrific murder victims in any detail. But Rip does write about the advocacy against the death penalty by the San Francisco based Habeas Corpus Resource Center and various "law professors" discussing their views on the death penalty. In a recent Rip story he gives one hundred twenty (120) words to the Resource Center and thirty (30) tepid words from a deputy attorney general defending the timeliness of death penalty appeals.

Rip refers to a pro death penalty group without giving their name or their spokesperson. Rip utilizes a term for advocates for the death penalty as "prosecutors and their supporters." He egregiously disregards naming the individuals and groups who have been in the forefront of supporting the death penalty for the better part



of fifty (50) years.

Rip Egelko also dismisses time and time again the fact that the voters of California in 2012 strongly beat back an attempt by death penalty opponents to eliminate the death penalty under Proposition 34. He continues to say that the opponents won by a "few percentage points." He fails to mention that the death penalty opponents spent 7.4 million dollars and the death penalty supporters spent a scant 391,000 dollars. Rip also doesn't mention that the rollback was defeated by 500,000 votes. That was the margin of victory of Governor Ronald Reagan in 1970 in his re-election victory over Jesse Unruh. That was called a landslide.

## The Intellectual Elite

Police officers face the intellectual elite and their allies in the media on a daily basis.

The discussion of death penalty fairness is often on an ethereal plane with intellectual snobbishness and important phrases

Fairness, delays, methods of lethal injection, judges' instructions, mental capacity, family history and the like are often explained ad nauseum. Folks like Rip Egelko wax eloquently about the nuances of judicial pontification.

Rarely do we hear about police officers gunned down in the dead of night and leaving a family to wonder why. Rarely do we hear of the torture chambers inhabited by young women who are viciously raped and carved up to die. Rarely do we hear of the depravity and inhumanity of killers who kill and then kill again and laugh their way to decades of life while their young victims never have children or any life whatsoever. Rarely do we hear of the pain and suffering of family members that endures for the rest of their lives. No, we don't often hear any of that.

## The Future

Elected prosecutors from throughout the State and their colleagues in police unions and police management have been meeting for months to prepare a probable 2016 ballot measure to streamline the inexorable delays in death penalty cases and other meaningful reforms. Stay tuned for this dynamic and positive change.

And consider saying a prayer for the thousands of victims of convicted killers in the State of California.



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September 6, 2015

San Francisco Police Officers Association  
Mr. Martin Halloran, President  
800 Bryant Street  
San Francisco, California 94103

Dear Martin Halloran,

I am writing you regarding the August 31, 2015, KCBS "Racial Profiling" radio message recorded by Mr. Gary Delagnes (SFPD, Retired).

Even the President of the United States, Barack Obama, acknowledges the distrust that exists between many police departments and communities, particularly among young people of color. The San Francisco Police Department is no exception; young people and minorities find it hard to trust those of us who work the streets. Trust is established over time and cannot be forced upon people. I took the time to play this SFPOA message to various members of the OFJ and some community members during a meeting. They were not receptive to this message and, frankly, I must admit that I agree with them.

Mr. Gary Delagnes' message being publicized is brash, callous, overbearing and inaccurate. The selected words, voice and dialogue comes across as telling the community what they need to know as an indisputable "matter of fact." It demonstrates a lack of experience in conferring with minorities, reflects denial of any responsibility for strained relationships with members of the black and brown communities; this verbiage will continue to lead to additional misunderstandings.

To make this type of statement I trust you have conducted surveys from the various communities throughout this city. If not, your conclusion is based on conjecture, which has a tendency to be unfounded or faulty. It would be better to engage the communities we serve in respectable, constructive language to facilitate and enhance positive communication. This message could be expressed to the citizens by stating that we aspire to work collectively with the community in addressing the topic of systemic racism instead of blatantly declaring that it does not exist within the SFPD.

Perhaps a racial profiling message should be delivered by an active member, preferably by a member of color. We should be informing the community that there have been some negative and embarrassing situations that involved misconduct and inappropriate racist comments and actions. The SFPOA, along with several other minority police unions representing the members of the San Francisco Police Department, such as the oldest minority union (OFJ), are doing everything we can to correct this to establish better relationship with them. This message should be delivered as a PSA on local SF TV channels instead of a radio message. When the community can see you, they watch and listen attentively.

Stating that systemic racism does not exist is simply not true, and the community knows this. If we are to be transparent about this issue, the first step is to embrace the fact and show that we are moving in a positive direction in order to correct this perceived problem. Offering to work with the community instead of just trying to push the message Mr. Delagnes is delivering would be in the best interest of the POA, OFJ, APOA, LPOA, SF PRIDE, WPOA and the SFPD.

Marty, I urge you to reconsider airing this message, for I think that the damage it will cause will put us all in a harsher situation than we are already facing. The majority of the OFJ members are also dual members with the San Francisco Police Officers Association. Maybe in the future before using funds for continued public service announcements, the SFPOA could request station representatives to gather input and suggestions from the members and consider seeking additional from the SFPOA members for these expenditures.

We must work side by side to resolve inequities, not justify wrongdoings of some police officers. Our best resolution to our current situation should be to take a more holistic approach.

Sincerely,

Yulanda D.A. Williams  
President,  
Officers For Justice Peace Officers Association

cc: The Honorable Edwin Lee, Mayor  
The Honorable London Breed, President,  
San Francisco Board of Supervisors  
San Francisco Police Chief Gregory P. Suhr  
President Suzy Loftus and Members, the San Francisco Police Commission  
Joyce M. Hicks, Executive Director of Office of Citizens Complaint  
Dr. Amos Brown, President, the San Francisco Chapter NAACP

"Unless you stand\_ for something, you will fall for anything"  
Life member NAACP



The latest POA public service announcement on KCBS radio has sparked the interest of television reporter Phil Matier from KPIX channel 5. One of the goals of the POA is to make sure that our message reaches the public that we serve. Both the KCBS radio piece and the KPIX television piece have accomplished that. Watch the interview at:

<http://sanfrancisco.cbslocal.com/2015/09/23/san-francisco-police-officers-racially-profile-ad-campaign/>



Martin Halloran  
SFPOA President



SAN FRANCISCO POLICE OFFICERS ASSOCIATION  
800 Bryant Street, Second Floor  
San Francisco, CA 94103  
415.861.5060 tel  
415.552.5741 fax  
[www.sfpoa.org](http://www.sfpoa.org)

MARTIN HALLORAN  
President  
TONY MONTOYA  
Vice President  
MICHAEL NEVIN  
Secretary  
JOE VALDEZ  
Treasurer  
VAL KIRWAN  
Sergeant At Arms

September 10, 2015

Yulanda Williams, President  
Officers For Justice  
5126 Third St.  
San Francisco, CA 94124

Dear Ms. Williams:

I received your letter of September 6, 2015 and shared it with the SFPOA Board of Directors on September 7th. Members of the BOD then polled the general membership at their stations and assignments about the PSA. The responses I have received, from the BOD and from individual members, were positive in nature with an overwhelming approval from them to air the PSA, as scheduled and as is, on KCBS.

For the past year, the POA Executive Board and I have been battling the media, certain politicians, and political groups over the anti-law enforcement rhetoric that is sweeping through the country. I have sent letters, I have met one on one, or I have testified, before the Board of Supervisors, The San Francisco Democratic County Central Committee, The San Francisco Labor Council, SEIU, and the Police Commission, just to name a few. I have also written numerous articles in the POA Journal and op-ed pieces in the SF Chronicle, along with providing multiple on-camera interviews. Part of the POA strategy is to get our message out to the general public on behalf of *all of our members* — even those who may belong to another Police Employee Group.

In your letter, you claim that the delivery of the message is overbearing and inaccurate. I am assuming that this is your personal opinion or your point of view unless of course you can demonstrate the inaccuracy of the POA message. You also expressed concerns that the POA should conduct surveys in the community prior to making a statement. The POA did not conduct community surveys before making any of the aforementioned statements, in the past year, and our message was clear. The POA message cannot be based on surveys or polls. The message must be what the membership and the Association believes — not simply what the public wants to hear.

Part of our agreed POA PSA campaign was that some of the messages would be delivered by the POA Political Consultant/Public Relations Director and some of the pieces would be delivered by Executive Board members, including me. Your letter suggests that a racial profiling message should be delivered by a member of color. Based on the context of this piece, which you have heard, how would the listener know that the narrator was a person of color? This is a radio piece.

I am sure that you are aware that the POA was the first labor organization in the city that issued a press release condemning the racist and homophobic text messaging, by a very small percentage of members, when that issue first came to light. So you can see that the POA has been doing and continues to do everything we can to establish better relationships with the community.

You also recommended that the other minority police unions, including the OFJ, should be involved and that the PSA should be delivered on local television rather than on radio. The cost of equivalent air time on television would be ten times the amount spent on radio. If the other PEG groups are willing to contribute financially to a television campaign then the POA is willing to meet with these groups and discuss it.

Your letter urges the POA to reconsider airing this message because you think it will put us all in a harsher situation than we are already facing. Not only do I disagree but members of the Board of Directors and some members at large also disagree. This piece will be aired as is and as scheduled.

Sincerely,

Martin Halloran  
SFPOA President

cc: SFPOA Board of Directors

*Due to a printing omission, this excellent article is a reprint from the September issue. The missing text is now included. – Ed.*

## Technology Corner

By Susan Merritt  
SFPD Chief Information Officer

### What is new in Technology?

#### Penal Codes added to Smart Phones

Thanks to officers in Central Station for recommending that we add a reference guide of penal codes to our smart phones. Called Sourcebook, here is the icon you now see on your phone. 

The app contains not only penal codes but also vehicle codes, Health and Safety codes, civil codes, and many others.

There is a one-time set up process to get your user id and password. Once set up, you will not need to enter your id or password to use the system. Contact [sfpdhelpdesk@sfgov.org](mailto:sfpdhelpdesk@sfgov.org) if you need us to re-send the information to get yourself set up.

#### Pilot of New Samsung Galaxy S6 Active Smart Phones

We have begun a pilot of the new Samsung Galaxy S6 Active. This phone is more rugged and does not require the otter case for protection. The phone is also dustproof and water-resistant. It has an extended battery life. We are piloting 100 phones and our officers will determine whether or not to offer these new phones. A.T. & T. is the only vendor to provide these phones so this change involves also changing mobile vendors. A.T. & T. did not have sufficient coverage when we initially implemented smart phones but they have improved coverage sig-



Susan Merritt

nificantly in the past two years.

We need officer feedback to determine if coverage is sufficient. Early feedback from officers indicates that the phones are well liked because of the smaller size (no otter case is needed) and the longer battery life. If we begin to offer these phones, you will be notified via email.

#### Smart Phones and Mug Shots at Airport

We have worked with airport personnel to deploy smart phones to our SFPD officers at the airport. Those officers can now access mug shots in addition to other information. The Mug Shots system uses our SF active directory passwords so officers need to access an SFPD workstation at the airport to ensure their passwords are current. Contact [sfpdhelpdesk@sfgov.org](mailto:sfpdhelpdesk@sfgov.org) with questions.

#### New Crime Data Warehouse 3.0 (CDW)

After nearly two years of work, our CDW team released Crime Data Warehouse 3.0 in July. This new architecture will allow us to do many new things, including:

- Implement Oracle Business Intelligence, a powerful self-help reporting tool.
- Separate transactions (enter a new incident) from reporting (search for incidents) so that one activity does not impact response time for the other.
- Integrate Coplogic citizen reports.
- Implement a new more powerful search tool.
- Create all reports for DOJ from CDW, a major step in getting off CABLE.
- and many more capabilities that you will see over the next months.

#### Automated Citations Tracking

Our Business Intelligence team has determined a way to pull citation information from the courts. In doing so, we can now track and count most all citations using Crime Data Warehouse Business Intelligence. This includes traffic and also quality of life citations. We are working with our Traffic Division to vet the information and hopefully, at some point we will be able to replace the current hand count process at District Stations.

#### Social Media Progress

Congratulations to all our SFPD Twitter and Facebook contributors. In July we hit over 106,000 combined Twitter followers and Facebook likes. This is a 78% increase since November, 2014. Great job of improving our engagement with the community through social media.

#### N-DEX and Coplink

We are in the final stages of sharing our non-confidential incident reports with the FBI's National Data Exchange, called N-DEX. N-DEX provides criminal justice agencies with a mechanism for sharing, searching, linking, and analyzing information across jurisdic-

tional boundaries. N-DEX will share our data with Coplink, providing the regional sharing of incident data we have been working toward for a long time. Eventually, we will be able to search within Crime Data Warehouse for incidents on a local, regional, and federal level.

#### What is Next?

#### We are currently working on the following projects:

- **Arrest Improvements** — provide a drop down box for officers to select arrest offense codes instead of hand writing them. In this way, we will be able to better capture and count arrests.
- **People tab** — this will provide local information on suspects including criminal history, incidents, and field interviews. It will also allow officers to map where these incidents occurred. The people tab will be available on workstations and smart phones.
- **LEP** — provide enhancements to the incident report for Limited English Proficiency reports to track them better.
- **Children of Arrested Parents** — this new box on the incident report will ensure that officers check to see if the adult arrestee is responsible for minor children.
- **Business Intelligence** — a self-service reporting tool will allow all trained personnel the ability to create their own reports and analysis of any and all data in Crime Data Warehouse.
- **N-DEX** — described above.

#### Please let us hear from you

Thank you to all of you who call or write to provide ideas, feedback, and stories about the use of technology at SFPD. Please keep your input coming. Thank you.

*Susan.merritt@sfgov.org*

## City Manager Takes Back Threat Against Police Funding

City Manager Mike Matthes retracted a statement he made last week that he would not recommend ballot measures to pay for more police officers until the city's police union fired its director.

Matthes said his comment made officers "feel uncertain about the future and that I was penalizing them for the actions of their union's attorney." He said it pained him to hear officers' reactions and that he plans to propose a ballot measure for public safety in 2017.

The statement by Matthes came after Columbia Police Officers' Association Executive Director Dale Roberts dubbed Aug. 9 "Darren Wilson Day" on the group's Facebook page. Wilson was the Ferguson police officer who shot and killed black man Michael Brown last year on Aug. 9, sparking months of protests and unrest in Ferguson that drew international attention. Roberts' post was criticized as being racially insensitive.

In response, Matthes sent an email to the Columbia City Council and Police Chief Ken Burton saying he would not recommend new ballot measures to fund additional police officers while Roberts was still heading the CPOA, citing the poor timing of Roberts' Facebook post. The CPOA's attorney

wrote a letter asking Matthes to retract his comment.

Although Matthes retracted his previous statement and replaced it with the 2017 ballot measure proposal, he said he still condemns the continued "public relations nightmare" Roberts causes the police department.

*"... he said he still condemns the continued "public relations nightmare" [POA Director] Roberts causes the police department."*

"Only the CPOA can fix that problem, and I look forward to the day that they do that," Matthes said.

Black community leaders and city council members backed Matthes in his condemnation of Roberts.

Activist Tyree Byndom, who is a member of the Columbia Egalitarian Cooperative, said toward the end of Monday's council meeting that the

group wants Roberts' immediate resignation. Byndom said with Roberts as the union's director, city police officers are not getting proper representation.

"We have no issues with any of our police officers, but if officers are a part of an organization that is supposed to bring civic pride and create unity in our community — which is a part of their charter from 1975 — when I look at their Facebook page and when I look at their posts, that is not what they are doing," Byndom said.

Fifth Ward Councilwoman Laura Nausier said the city's issues with Roberts extend beyond the "Darren Wilson Day" post. She said Roberts has a pattern of making "incendiary comments, claiming his statements are misunderstood and taking them back and apologizing." Roberts poorly represents police officers and draws unnecessary attention to the community with his insensitive comments, Nausier said.

"The CPOA board has never condemned or addressed these comments; they have remained silent," Nausier said. She quoted German theologian Dietrich Bonhoeffer as saying, "Not to speak is to speak, not to act is to act."

Since last week, two board members have either referred all questions to Roberts or not responded to Tribune

inquiries for comment. Roberts has refused to identify the other members of the five-person board.

First Ward Councilman Clyde Ruffin said as he reflects on Roberts' history with the CPOA, he believes the recent comment posted on Facebook has given a "new energy" to local conversations on social equity. Rising tension between the police department and black community has forced Columbia to address the racism and systemic problems it likes to ignore, he said.

"It's unfortunate and embarrassing and a very sad state of affairs, but when I look at it in a deeper way, I see it gives us an opportunity to talk about the deeper problem," Ruffin said.

Mayor Bob McDavid said he is fascinated with the cultural sensitivity seminar the community has gone through over the past few days.

"It should make everybody in the community look into the mirror — especially those who don't understand what the big deal is," he said.

*From The Columbia Daily Tribune  
The post City Manager Takes Back  
Threat Against Police Funding  
appeared first on Labor Relations  
Information System.*

# In Memoriam...

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

1977: Officer Douglas E. Gibbs, shot while arresting drunk-roll suspect.

1970: Officer Harold Hamilton, shot by bank robbery suspect.



1953: Inspector Dennis Bradley, shot by robbery suspect.

1924: Sergeant Michael J. Brady, shot investigating bootleggers.

1909: Officer Hammersly McMurray, struck by streetcar.

— 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](http://www.odmp.org/agency/3445-san-francisco-police-department-california)

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

## WIDOWS' AND ORPHANS' AID ASSOCIATION

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

### September 8, 2015

The Widows and Orphans Aid Association of the San Francisco Police Department held their monthly Board Meeting on September 8, 2015 at 850 Bryant Street room #150 in San Francisco. The meeting was called to order at 1:45 pm. Our regular order of business was pre-empted to accommodate Treasurer Dean Taylor who was in attendance by Conference Call. We started our meeting with our **Communications and Bills** section (see below). We then resumed our regular order of business.

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

**Approval of the Minutes:** Trustee John Centurioni made a motion to approve the minutes from last month's meeting on August 12, 2015. Trustee Al Luenow seconded the motion which passed without objection.

**Receiving Applications for New Members; Suspensions and Reinstatements:** Trustees Ray Kane, Jim O'Meara and I responded to the Police Academy to present the WOAA membership for application to the 244th recruit class of the San Francisco Police Department. We were successful by signing up 31 of the 32 class members. One member stated he would give thought to applying and would contact us at a later date. The past two months we suspended WOAA members for non-payment of dues. In June we suspended members for non-payment from 2014, and we suspended several members in July for non-payment of dues for 2015. Letters of suspension, mandated by our Constitution and By-Laws, were sent to suspended members by certified mail. The following members sent their dues and fees to the WOAA, and by vote, were reinstated by President Keane, as members in good standing:

**Tony Camilleri, Daniel Daugherty, John Fullwood, Frank Gonzalez, Lori Lamma, Robert Merino, Dennis O'Connell, Eddie O'Toole, Brenda Rodgers, Daniel Tinney, and Sandra Tong.** Every member to whom I have spoken regarding late dues, has stated that they never received a bill in the mail. Some members received our suspension letter at the SAME address used to send the bill. We continually urge members to update their address and contact information. I received a call from a member who now lives in Texas. The member wished to know why he had not received WOAA bills/reports for a few years. I looked up his address on file as we spoke. I told him

we have his current address at a P.O. Box in Upper Northern California. The member told me he moved to Texas five years ago. I asked if he sent us a change of address. He said NO. Herein lies one of the biggest problems we face trying to locate and bill retired members.

**Communications and Bills:** The regular monthly bills and the death benefit payments to the beneficiaries of fallen members Daniel O'Leary, Michael Wilcox, and Robert Hulsey were presented to the board for payment. Trustee Ray Kane made a motion to pay the bills. Trustee Al Luenow seconded the motion which passed without objection.

I received a thank you card from Eileen and Frank McGing. Eileen is the sister to recently passed WOAA member Michael Wilcox.

**Report of Visiting Committee:** Trustee Al Luenow reported that he attended the funeral service for fallen member Doug Foss. Luenow reported a well-attended meeting by many retired SFPD Officers. A great number of the attendees were current and former Solo's from the Traffic Solo Unit. Al reported the service to be a very warm and respected tribute to Doug.

**Report of Trustees:** The WOAA received the sad news that the following members have passed:

**Albert F. Alves, age 90:** Albert F. Alves was born in Bereford, California. Albert's listed occupation prior to the San Francisco Police Department is listed as 'truck driver'. Albert was 22 years old when he entered the San Francisco Police Department on April 21, 1947. Albert was assigned to star #726. Albert completed his training at the Academy on May 5, 1947 and worked in the following units: Mission Police Station (May 5, 1947), Central Police Station (June 2, 1954), a second stint at Mission Station (July 9, 1975), Northern Police Station (July 27, 1975), City Prison (May 2, 1976) and back to Northern Station on May 12, 1976. Albert was promoted to Sergeant on July 8, 1975 (Mission, Northern and City Prison). Albert received an accommodation for his part in the arrest of three 'holdup men'. His partner was Andrew Kristensen. No further information on the March 3, 1950 incident.

**Ron Killen, age 79:** Ron R. Killen was born in Ukiah, California on November 25, 1935, and soon thereafter moved with his family to Marysville, California. Ron began swimming across the Feather River with his father at age 3. The family moved to San Francisco where Ron graduated from Lincoln High School. Ron's first job was at an Ice Cream Shop. Soon Ron worked at a Gas Station

where he pumped gas and fixed cars. In 1955 Ron joined the Merchant Marines and boarded an oil tanker to Alaska, and later to Hawaii. Ron joined the San Francisco Police Department on October 1, 1962. Ron served the City and County of San Francisco for 20 years as a Police Officer. He worked at the following units: Southern Police Station (November 23, 1962), and Tactical (December 9, 1969) where he trained as a specialist and worked in the Honda Unit. Ron passed the Sergeant's Exam and was waiting for his promotion when his career was cut short. Ron was involved in a serious traffic accident sustaining 24 fractures, a fractured skull, and nearly losing his right arm. Ron retired with a disability pension on December 1, 1981. Ron had worn star #1461. Ron received a 'third grade' medal of valor for services rendered on July 21, 1963. Ron and his partner Ray Michelis responded to a man with a knife at the Bus Depot. Killen and Michelis located the man and walked him toward the baggage room to continue their investigation when the suspect tried to pull a handgun from his waistband on the Officers. Killen and Michelis physically disarmed the suspect and placed him in handcuffs. The suspect had another handgun and two knives in his possession and was wanted for two robberies and a burglary in Contra Costa County. Ron received a Silver Medal of Valor for services rendered on October 6, 1979 (Sgt. Dave Winn, Officers Ron Killen, Jody Moroschok, and Jeremiah Morgan). Officers were honored for their bravery and devotion to duty when they arrested a sniper who had barricaded himself in a room on the 16th floor inside of 1275 Market Street. The suspect had fired a M1 Carbine in the building and out onto Market Street wounding one citizen. The Officers were the first to enter the suspect's location and make the arrest. The suspect was also in possession of a shotgun and appeared to be wired with dynamite and hand grenades in the form of a 'human bomb'. Ron was an avid outdoorsman. Ron loved to camp, fly fish, and 'rock hound'. Other hobbies included traveling, dirt bikes, radio control trains, rebuilding engines, planes, and an interest in a submarine. Ron was a gentleman farmer/rancher who grew his own food. Diane describes Ron as a 'Man of Honor'. They were married for 35 years. Ron is survived by his wife Dianne Kathleen Pacheco-Killen, 5 children, 6 grandchildren, and a Great Grand-daughter.

**Report of Special Committee:** Trustee Ray Kane presented his report on the Actuarial Consulting Service Agreement. Per our Board Vote in

August, Ray was able to negotiate the consulting study and findings from \$10,000 to \$7,000. Bartel Associates LLC will not give a presentation at our meeting, but will provide a written report of their study and recommendations on the following:

- whether our current dues level is sufficient to provide the promised benefits to current members.
- whether our current age limit of 'under 46 years of age', should be modified and what modifications would be recommended.
- whether the WOAA should increase the benefit, if the dues are increased.

**Unfinished Business:** No report this month.

**New Business:** No report this month

**Good of the Order:** No report this month

**Adjournment:** President Keane asked for a moment of silence for our fallen members, and then set our next meeting for October 13, 2015 at 1:45pm. The meeting is scheduled to be held at the Hall of Justice at 850 Bryant Street in room #150.

**To All Members:** Please visit our website at [sfwidowsandorphans.org](http://sfwidowsandorphans.org). On our website you can access beneficiary forms by clicking on the 'Resources' box on the tool bar which is located on the upper right side of the web page. Please use a desktop or laptop computer. Various members have reported to me that a pad or tablet computer will not allow access or location to the 'Resources' box. I would like to continue my thanks and gratitude to the following people who assist us in our efforts. **Retired Captain Paul Chignell** of the POA continuously contacts members who we are unable to reach because of outdated contact information. Paul contacts these members and informs them of our efforts to locate them for various reasons. **Sgt. Rachel Kilshaw** and **Risa** of the Police Commission Office provide us with award information for the careers of our fallen members. We use this information in our Obituary Section of our article under **Report of Trustees**. **Jon Voong, David Ng,** and **Acting Captain Nick Rainsford** provide employee career information which we also use for our obituaries. **Retired Lieutenant Rene LaPrevotte** provides member information through his website that is relevant to our cause. Rene was a WOAA Past President and Board Member.

Submitted by  
**Mark McDonough,**  
WOAA Secretary



Dear Members,

Back in July, I announced a brand new initiative called the Community Investment Grant program. Designed to empower local leaders and community members, the Community Investment Grant funds projects that foster positive experiences for children and the surrounding community. \$5,000 grants will be awarded quarterly to those worthy community organizations that work tirelessly to improve their neighborhoods.

After carefully reviewing the dozens of top-notch applications we received, the POA has selected Hunters Point Family to receive our inaugural Community Investment Grant. This grant will be used by Hunters Point Family to support the community garden project run by the GIRLS 2000 initiative. Funds will be used to purchase new gardening equipment for the community's youth to tend to the garden and distribute fresh produce throughout the Hunters Point community.



This initiative will galvanize youth leadership and provide nutritious food in a historically food insecure neighborhood. The positive social and health outcomes of this program will be felt by generations to come. We are proud to be a new partner of this incredible organization. Learn more about Hunters Point Family and the work they do at <http://hunterspointfamily.org/>.

The second quarter grant applications for the Community Investment Grant will be released October 1 and are due October 31. Please find more information and apply at our Community Investment Grant webpage.

The Police Officers Association knows that our diverse neighborhoods are what make San Francisco strong. We are proud to continue to support our local communities.

Thank you.

**Martin Halloran**  
President, SFPOA

## Updated Peninsula Retiree Lunch

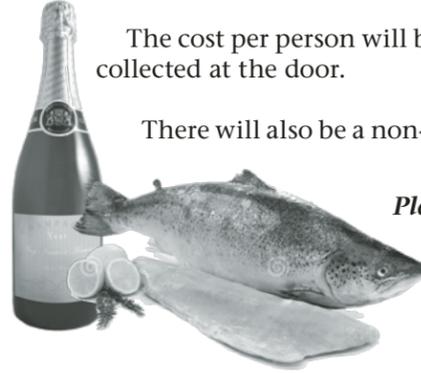
It's that time again for the Peninsula Retired San Francisco Police Officers' lunch which will be held on **Wednesday, October 7, 2015 (11:30 AM) at the Basque Cultural Center located at 599 Railroad Avenue, South San Francisco.**



Please join us for a lunch of Salmon with Champagne Sauce or Breast of Chicken Chasseur with rice, or Roast New York Strip with scalloped potatoes. All entrees served with vegetables, house salad, bread/butter, and a dessert of ice cream or sorbet.

The cost per person will be \$25, which includes tax and tip, collected at the door.

There will also be a non-hosted bar available for beverages.



**Please RSVP by September 25, 2015**  
with your entrée choice to  
**John Tursi at (415) 850-6862 or**  
**John Bisordi at (415) 699-4445**  
or by email at  
**SFPDRETPEN@gmail.com.**

Join us in celebrating the retirements of  
**Carmelo D'Angelo • Steve Landi**  
**Marty Kilgarill • Steve Mooney**



**Thursday, October 29, 2015**

**SF Italian Athletic Club**

1630 Stockton St.

**Cocktails 6 pm — Dinner 7 pm**

Choice of NY Strip, Grilled Salmon or Roast Chicken  
(dinner includes salad, antipasto, pasta, dessert and wine)

**\$65 Per Person**

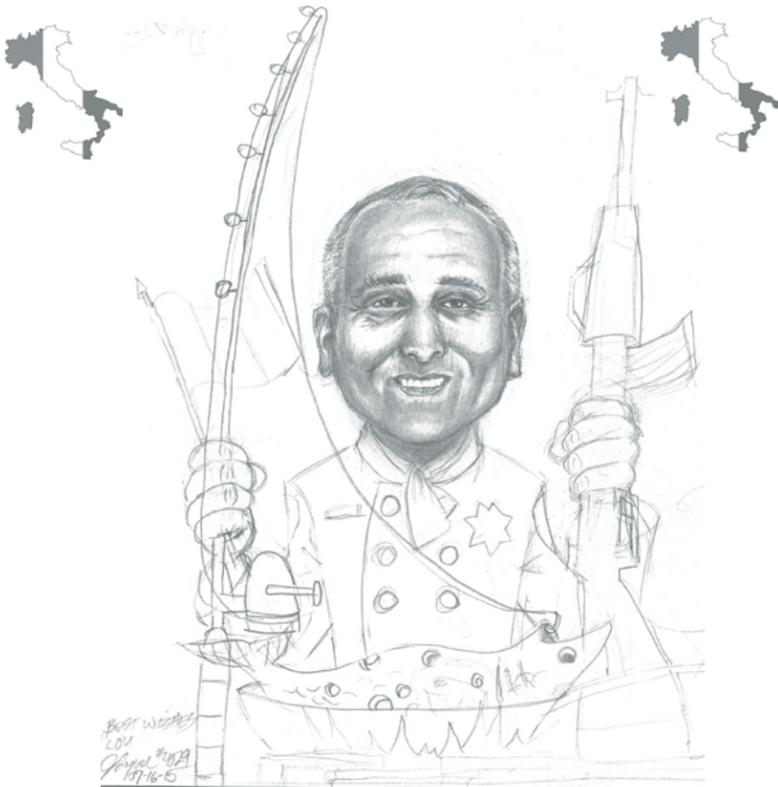
**If paying by check, payable to: Alma Landi**

Contact:

**Andy Castro: (415) 850-7848 Steve Landi: (415) 509-1424**

**Larry Chan: (415) 850-8649**

**Please Come and Celebrate the Retirement Honoring**  
**Officer Lou Staffaroni, #1286**



**Saturday, November 14th, 2015**

**Basque Cultural Center**

**599 Railroad Avenue, South San Francisco, CA**

**5:00 p.m. – 6:00 p.m. NO HOST COCKTAILS**

**6:00 p.m. DINNER**

**PRICE: \$60/pp**

*includes choices of: Salmon w/Champagne Sauce, Vegetarian Pasta, Chicken Breast, or NY Strip Steak + Table wine, coffee, tea, water, & dessert*

**No at-door admissions / cash preferred**

**CONTACTS:**

**Diane McKeivitt 650.867.5673 / Michele Matli 925.963.9364**

**\* Please R.S.V.P. by Sunday, 11 / 01 / 2015 \***

**Former Members of the  
San Francisco Police Department  
North Bay Retired Cop Luncheon**

**Bi-Annual Luncheon (April/October)**

**New Location and Menu Selection**

**Sally Tomatoes**

1100 Valley House Drive, Rohnert Park, CA  
[www.facebook.com/sallytomatoesrp](http://www.facebook.com/sallytomatoesrp)

**Thursday October 22nd, 2015**  
**Doors/Bar open 11:00 am Lunch 12:15 pm**

Choices of Roasted NY Steak, Chicken Picatta or Ravioli with Meat Sauce, all served with fresh vegetables and scalloped potatoes. Salad, Coffee, Tea

**(Tax and Tip) \$20.00 (payable at door)**  
Raffle, Door Prize & short speech(s)

Further Info: Randy Kocher [doodahland@live.com](mailto:doodahland@live.com)

Steve Bosshard [stevebosshard@aol.com](mailto:stevebosshard@aol.com)

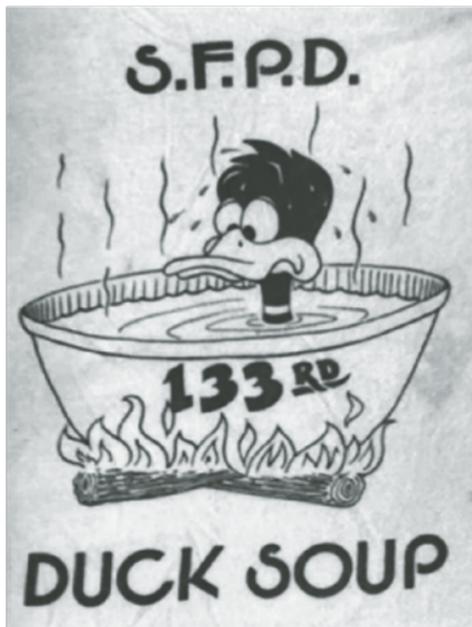
We need an accurate count for the Staff of Sally Tomatoes so please let us know if you will attend and your choice of meal. At least 3 days in advance via email or phone to:

**Steve Bosshard [stevebosshard@aol.com](mailto:stevebosshard@aol.com)**  
or 707 480-9495

*Please Do Not RSVP*

*Mickey or Randy or Rene or Larry or Maggie but Steve!!!*

**36th Annual  
133rd RECRUIT CLASS  
REUNION**



**Friday November 13th 2015**  
Cocktails at 5:30 pm

Dinner at 6:30 pm

**BROADWAY PRIME RESTAURANT**  
1316 Broadway Ave., Burlingame

*Please RSVP to Kevin Phipps at (650) 678-4135 or email at [phipp446@aol.com](mailto:phipp446@aol.com) by November 1st*  
*Please include No. of people attending*

**San Francisco State University  
Criminal Justice Alumni Program**

*By Jim Dudley  
Deputy Chief (retired); SFSU Faculty*

Calling all San Francisco State University Alumni!

Remember when you first thought about a career in law enforcement? Did you have a mentor or family member who served in law enforcement? Not everyone has the good fortune to have such resources and may be discouraged by the sometimes daunting process that is the introduction to law enforcement. I have often heard harrowing stories from young students who ask about the application, testing and background process that is required to gain entry into a police academy. Some are deterred from even applying for fear of the unknown.

Would you like to be part of our Criminal Justice Alumni Association and help some of our youth to be better prepared and equipped to enter our field? It is truly a rewarding experience. I know many of you have such extensive experience, knowledge, expertise and institutional knowledge to pass along to the future of law enforce-

ment. Please join us and be a part of a positive experience in the field. Opportunities will be discussed to involve alumni in advising, speaking to students individually, and addressing classes, consulting on curriculum, mentoring, sitting on mock interview panels and more.

SFSU President Les Wong would like to invite you to a special breakfast meeting at the SFSU Campus on **October 23, 2015 at 8 AM**. Join me and my esteemed colleagues on the Alumni Advisory committee: Leroy Lindo, Mikail Ali, Al Casciato, Lyn Tomioka, Denise Flaherty, Joe Garrity, Paul Fontana (CHP Chief), Angel Bernal (Mill Valley Chief) others in the first Criminal Justice Alumni Association breakfast. All SFSU Alumni and their families are welcome to attend this meeting to learn how we can support the criminal justice program and help San Francisco youth interested in a law enforcement career in the bay area.

Please RSVP to David Fierberg, Director of Development at 415-405-3966, or by e-mail at [davfier@sfsu.edu](mailto:davfier@sfsu.edu) Hope to see you there.



**Support Continues for  
the USO Hot Shower  
Program at SF Airport**

*By Val Kirwan  
Sergeant-At-Arms*

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

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

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

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

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



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**A FAMILY BUSINESS**

# Blue Courage



By Jack Hart

*"Efforts and courage are not enough without purpose and direction." -JFK*

Policing is at a major crossroads. Over the past few weeks and months, our profession has struggled to make sense of where we are and where we are going. In light of national incidents like Ferguson, Staten Island and Baltimore, California's passage of Proposition 47 and its effect on policing, and local incidents like text messages and criminal convictions of our coworkers, we are all in search of meaning, purpose, and drive in the work that we have done, are doing, and will do. I have spoken to many police officers from the SFPD and all over the country during *Blue Courage: Heart and Mind of the Guardian* training, whose attendees often take the class to once again find purpose and meaning in their work and to build a roadmap for future personal and professional happiness. The same question often arises: how do I motivate myself and others to not just survive this career but to thrive in it so that I can flourish personally and professionally in it and live a long, meaningful, and relationship-filled life long after retirement?

Daniel Pink gives us some clarity in his book *Drive: The Surprising Truth About What Motivates Us*, a major topic of discussion during the "Foundations" block of Blue Courage training. Daniel Pink says that motivation simply needs an "upgrade." While carrots and sticks have worked to motivate donkeys for centuries, and rewarding good behavior and punishing bad behavior was a great way for managers to supervise employees in factories during the industrial revolution (where human beings needed to keep machines working by staying out of their

way), motivation remains the same even though the Information/Knowledge worker era is here. In the age of machines, people were necessary but replaceable. Today, policing (all of society for that matter) needs problem solvers filled with empathy, creativity, humility, passion, reverence, humanity, courage, wisdom, integrity, and virtue—all things that cannot be adequately replicated through machines. I always thought that policing could never be outsourced. Now, in the days of 311, online reports, PSAs, and even the possibility of an UBER-type of private police service on the horizon (See: *New Orleans has Created an Uber-like Police Force for the French Quarter*—[theweek.com](http://theweek.com), 08/06/15), we can no longer get by professionally with "0-0-2," nor can we get by personally with the cynicism, burnout, divorce, suicide, cancer, and early deaths caused by policing's stagnant, impoverished environment. If you were not put on this earth to be a "slug," and money is not the best motivator (we are the highest paid police officers, yet searching for meaning to our work), how are human beings genetically hard-wired to be motivated? Daniel Pink's answer is: autonomy, mastery, and purpose.

**Autonomy:** We are hard-wired to be the captains of our ship, the masters of our destiny, and to make our own decisions. If you don't think so, ask a parent who has raised a child through the "terrible twos." As a toddler's brain develops, they begin to realize what they like and don't like and the word "no!" is one of the first words they like to repeat. This phenomenon repeats itself in the teenage years as well. We bring fiercely motivated and highly independent people into the Police Department and then take their autonomy away through policies and procedures that include directives like "shall." To maximize autonomy, even

in mundane tasks, develop yourself and others to have autonomy of task, time, team, and technique (interestingly, 4 attributes that come easily in SIT, but must be consciously implemented in patrol). True leadership is to find those areas of discretion and to empower ourselves and others to feel safe to be autonomous (to make our own decisions). We must because we are hardwired as human beings to not be micromanaged and controlled. It is not enough to simply be autonomous, however, because consistently making the wrong decisions without improvement is much like doing the same thing over and over again and expecting a different result (Einstein's definition of insanity). This is where mastery comes in.

**Mastery:** We are hard-wired to get better at things that matter. Though we may never achieve greatness and mastery at everything we try, we all want the intrinsic satisfaction born of the belief that we are good at something and getting better. If you play golf or play a musical instrument, you are probably not doing those things to join U2 or the PGA tour, but because of the intrinsic motivation—it feels good. Are we consciously working hard to master our craft of policing? Malcolm Gladwell in his book *Outliers* says that it takes 10,000 hours of hard, deliberate practice to master anything, which translates to about 10 years on the job. Have you worked hard each and every day to get better at being a police officer or have you survived repeating one average year 10 times? Making decisions, accepting responsibility, and continuous improvement are meaningless, however, if they are not in service of a selfless cause. This is where purpose comes in.

**Purpose:** We want to make a contribution to something greater than ourselves and to leave a legacy. MLK said: "If a man has not discovered something that he will die for, he is

not fit to live." Steven Covey said: "Policing is one of the most noble professions. The actions of a police officer, in an instant, can impact a person for life and a community for generations." As such, we MUST be committed to the noble purpose of our profession because we MUST get it right at the moment of testing. As police officers, we are one of a profession of 800,000 to uphold the constitution, protect freedom, and preserve democracy for 324 million Americans, in the longest running democracy which was "an experiment predicted to fail," but for the "rule of law." Purpose must fuel us during the hard moments of truth and choice, from boredom and routine all the way through crisis, tragedy, and pain.

As much wisdom as there is in these three principles of human motivation, Daniel Pink was wrong, in the order of things! It is NOT autonomy, mastery, and purpose, but rather, purpose, mastery, and autonomy. The more that you are connected to purpose, the greater it will drive you to master your craft. The more that you have mastered your craft, the more autonomy of decision making you will have.

Challenge yourself every day, personally and professionally, to do one thing to commit yourself to YOUR purpose. This means you will have to identify for yourself what drives you and why you chose to be a police officer. Then you may find, that pledging yourself to the nobility of policing, to learning as much as you can, and to making the best decisions possible in every citizen encounter is within your power. Once you are grounded in purpose and mastery in your work, you will become a better partner, spouse, parent, and friend in your personal relationships because you are living a life that has more meaning to you.

**A Fundraiser for 9-1-1 Dispatcher Chance Mateo**  
EMSA Dispatcher-of-the-Year, 2014

**T-Shirt Sale**  
100% of proceeds go directly to the Chancellor Mateo Family

**\$25**  
Artwork Reads: "Never fall ... keep climbing ... take a Chance"

Please Support Our DEM-Family Member

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DEM, Division of Emergency Communications  
1011 Turk Street  
San Francisco, CA 94102

## Death of the Car Chase: LAPD now has a Tesla

Brad Reed  
Yahoo Tech  
Sept. 15, 2015

Any criminal foolish enough to run from the Los Angeles Police Department now might find their epic car chases is over before it even began. That's because



the LAPD has acquired a Tesla Model S as part of its initiative to build a greener fleet of vehicles, the department announced last week.

In case you're wondering, this is what a Tesla Model S looks like decked out as a cop car:

What makes the prospect of a Tesla police vehicle so intimidating for criminals is the fact that the Model S gets insane acceleration. The upgrade to the Model S that Tesla unveiled this past June gives the car a range of 300 miles per charge and acceleration of 0 to 60 miles per hour in a ridiculous 2.8 seconds. In other words, it sounds like the only way a criminal will be able to accelerate fast enough to flee a cop in a Tesla is to own a Tesla of their own.

In addition to the Model S, the LAPD has also acquired a BMW i3 for its "green fleet" of cars, although that car goes from 0 to 60 miles per hour in a comparatively laggard 6.5 seconds.

# BALEAF Board Member Highlight

By Robin Matthews  
BALEAF Secretary

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

This month's profile is going to be on Deborah Neil, who is a retired officer from the San Francisco Police Department. Deborah attended Mission San Jose High School in Fremont, where she graduated early and began college for a nursing career. She soon realized that nursing was not for her, dropped out, and went to MTI Business College for computer operations, where she worked in the banking industry. She worked for PAMAKID Runner as Director of Volunteers, coordinating volunteers for race day events, such as the S.F. Marathon, Bonnie Bell, and the Manufacturers Hanover Corporate Challenge. She started her own floral design business called Donegal Designs in the City, where she worked on major hotel accounts. While working at Donegal Designs, she worked as an on-call chef in the San Francisco Sheriff's Department, working in the jail kitchens. The job inspired her to apply for the San Francisco Police Department, which she was encouraged to do by both the deputies and inmates alike!

When Deborah was hired by the SFPD in 1995, she closed down her floral design business so she could focus on her new career. She entered the 177th recruit class, and after completing her training, she was transferred to her permanent assignment at Taraval Station. She also worked in Youth Services as a School Resource Officer. When she became involved with Youth Services, Deborah became the coordinator of the GREAT Program, a federally funded anti-gang program coordinated by ATF. The program grew from one middle school — Aptos Middle School — to the entire SFSD middle school population before the program lost its funding.

Deborah was also very active in the Department's commitment to The Special Olympics, where she coordinated the Tip-A-Cop program and attended the Special Olympic Summer Games. She eventually helped found the SFPD Challenge (Cable Car Pull, Plunge, and Tip-A-Cop) with Sergeant Bob Guinan, which originally benefitted the Special Olympics and presently benefits The Make-A-Wish Foundation. Deborah retired from the Department in 2001 due to an on-duty injury she sustained.

Deborah currently works as a Private Investigator at Chaucer PI & Associates, which she owns and manages. She loves to camp and travel in her "housecar", especially with her daughter, Elizabeth, and her two

granddaughters, Aubrey and Avery. She is a backyard beekeeper — her granddaughters sell the honey, and the proceeds fund their dance competitions — and she also has chickens and an adorable dog named Augie.

Deborah is an avid marathon runner, and has run 9 marathons, including the Pike's Peak Marathon. She loves to travel, and has been to the Great Wall of China with the IPA, Europe, Africa, South America, Central America, Asia, Nepal, Mexico, Canada, and the Bahamas. She has also hiked in the Himalayas on the Mt. Everest Base Camp Trail, Machu Picchu in Peru, throughout the Sierra, and on Mt. Whitney.

If all of that isn't enough, Deborah has always been very active in community service. She has been involved with the San Francisco Junior League, the PAMAKID Runners, The Dolphin Club, the Dolphin Southend Runners, the Mariposa Hunter Point Yacht Club, the IPA, and The Tourist Club.



Deborah Neil on a trek near Mt. Everest in Nepal.

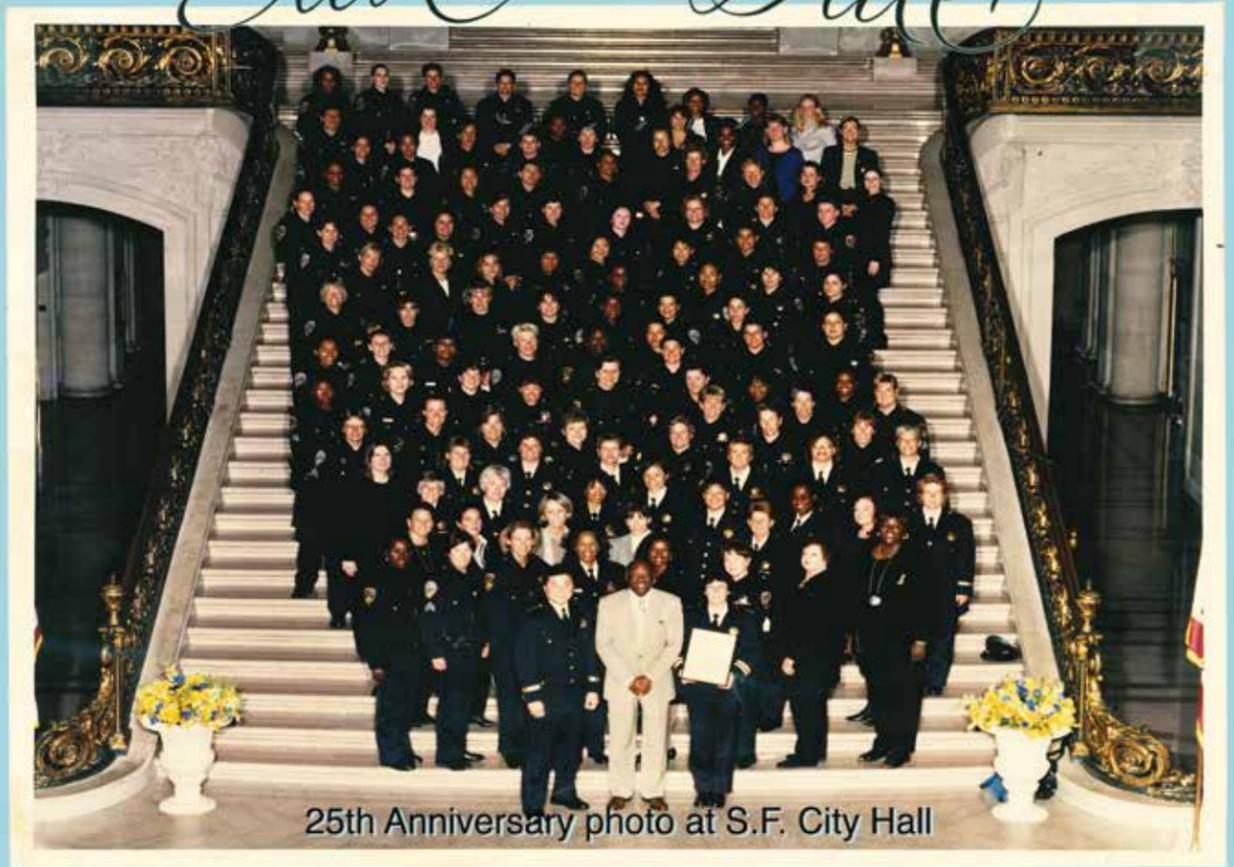
When I asked Deborah what made her want to get involved with BALEAF, she told me the following: "While I was in Peer Support Training, I became interested in helping the law enforcement community. While working on the POA's Giants Law Enforcement Night, I became interested in BALEAF, as BALEAF was a beneficiary of the event, and I wanted to become more involved in the organization. I love the commitment the Board Members have

to assisting the Law Enforcement families in need. It is a very noble cause to help others in need."

For more information about BALEAF, please check out our website at [www.baleaf.org](http://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](mailto:baleaf1025@gmail.com), or on Facebook. We hope that you never need us, but we're here if you do.



*Save the Date*



25th Anniversary photo at S.F. City Hall

## SFPD Women In Patrol

Join us to celebrate the

*40th Anniversary*

of Women in Law Enforcement

Tuesday, November 10th at noon for photo op

(Rotunda, Steps of City Hall)

and Reception from 5pm-7pm

(at North Light Court)

[www.facebook.com/SFPOA](http://www.facebook.com/SFPOA)



## Cleveland Police Union Sues City Over Training Academy Move

CLEVELAND, OH – The union representing Cleveland police officers has sued the northeast Ohio city over the decision to move its officer training program to Columbus.

Northeast Ohio Media Group reports the lawsuit filed Wednesday by the Cleveland Police Patrolmen's Association states the training academy move violates federal and state laws because the changes weren't approved by the Civil Service Commission or city council.

Officials say the city and the Ohio State Highway Patrol agreed to start training Cleveland police recruits at

the highway patrol's academy in Columbus this fall.

The suit called the move bad for Cleveland and unfair to recruits, many of which "will be forced to drop out" because they can't leave the city for several months.

A spokesman for Cleveland said the city won't comment on pending litigation.

*From The News Herald  
The post Cleveland Police Union Sues City Over Training Academy Move appeared first on Labor Relations Information System.*



By Al Casciato

While visiting Central Station, I was engaged in the following conversation: "Captain, you were on the Retirement Board. We are afraid that Chuck Reed's pension reduction initiatives might pass. How do we protect ourselves? Should we join stock clubs or find a stockbroker? Can the Credit Union help? We have a long time to go before retirement." These are great questions. First, if Chuck Reed and his associates are successful at the ballot box, not only will active officers feel the impact, but the retirees will as well. If you are interested in joining a stock club, give Mike Hebel a call at the POA at 415-861-5060. He will let you know if there are any vacancies in the existing clubs or guide you on how to start a club. As far as using a stockbroker, that is an individual decision which requires careful study.

**See below for what the Credit Union offers:**

**Does SF Police Credit Union offer retirement planning and investment services?**

Yes, through MEMBERS Financial Services\*, a full-service financial advisory program, offering SFPCU members retirement, insurance and investment services. The goal is to help members achieve their financial goals for themselves and their families.

A full-time MEMBERS Financial Services advisor is available to meet with you to evaluate your financial needs, offer recommendations and coordinate your investment and insurance choices.

**The advisor can help you:**

- Roll-over your 401(k) or pension plan if you've changed jobs.
- Develop a savings and investment plan.
- Create a retirement income plan to approach those years with confidence.
- Manage your investments.
- Protect your family with life insurance or long-term care insurance.
- Save for college education costs.

**How to Get Started**

To set a no-cost, no-obligation appointment, call Chris Breault at 415-682-3361 today. Be sure to bring any documentation that will help Chris understand your situation better, such as account statements, tax forms and benefit information. If married, it's best that both you and your spouse attend. Lastly, always bring an open mind and a willingness to discuss the details of your situation.

\*Securities sold, advisory services offered through CUNA Brokerage

Services, Inc. (CBSI), member FINRA/SIPC, a registered broker/dealer and investment advisor. CBSI is under contract with the financial institution to make securities available to members. Not NCUA/NCUSIF/FDIC insured, May Lose Value, No Financial Institution Guarantee. Not a deposit of any financial institution. FR-1298338.1-0915-1017

**Upcoming Events:**

Don't Miss the Pre-Owned Car Sale October 10—11!

The sale will be held at SafeAmerica CU, located at 6001 Gibraltar Drive, Pleasanton, CA 94588. Saturday: 9 am–6 pm Sunday: 10 am–5 pm. Get your financing before the sale by getting pre-approved — apply at [www.sfpcu.org](http://www.sfpcu.org).

**Current Promotions:**

Starting October 1st, new Visa cardholders will receive 0% APR\* on purchases made through December 31st, 2015. This rate will be in effect on those purchases through the January 2017 statement period. Plus, new and existing Visa cardholders can enjoy a 0% APR\* on balance transfers made during the promotional period. The 0% APR will be in effect on those balance transfers for 12 months. Details regarding this promotion can be found at [www.sfpcu.org/promotions](http://www.sfpcu.org/promotions).

\*APR = Annual Percentage Rate. Promotional offer valid 10/01/15 - 12/31/15, purchases and balance transfers must be made during this period to qualify. 0% introductory APR on purchases for new cards only, and is effective through the January 2017 statement period. Balance transfer offer is only valid on balances transferred from other financial institutions. A balance transfer fee of \$5 or 1% (whichever is greater) will be charged. The balance transfer rate of 0% APR is valid for 12 months from each transaction date, after which the promotional rate will return to the standard rate. All new applications are subject to terms, conditions and credit approval. You must be at least 18 years of age to apply, and show ability to repay or apply with a co-signer if you are under the age of 21. Rates, fees and terms are subject to change at any time. For details, contact us at 800.222.1391.

**Compliments, Complaints, and Other Feedback:**

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

**Membership:**

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

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

## SF Dispatcher of the Month



Edwin M. Lee  
Mayor

**Department of Emergency Management**  
1011 Turk Street, San Francisco, CA 94102

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

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



Anne Kronenberg  
Executive Director

Date: August 26, 2015

To: Rosemary O'Leary, Public Safety Dispatcher

From: Evora Heard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month – September 2015

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for September 2015 for your exemplary performance.

On August 25, 2015, at noon you reported to work for your overtime assignment on Service Channel 6. At the very top of the hour, a report of a 221 vehicle in the area of Lombard/Jones came in. This resulted in a multi-agency, hour long incident.

The last direction of travel given for the suspect vehicle "down the hill toward Columbus." Units were promptly provided with the suspect vehicle and suspect descriptions. Many calls came in regarding the shooting. An ambulance was sent for the confirmed gunshot victim. Perimeters were set. Multiple units responded to the immediate and surrounding area. 3A2C spotted the vehicle at Columbus/Broadway as it slowed feigning compliance. It proceeded to take off headed toward the Bay Bridge.

With the assistance of your peers, notifications to CHP and Oakland PD were made. The vehicle fled across the Bay Bridge and headed toward Emeryville. The suspects took the Powell St. exit and bailed from the vehicle shortly after. You were instrumental in providing Emeryville and Oakland PD with all the pertinent details. This resulted in the timely apprehension of one outstanding suspect and the vehicle.

A request from field units for a helicopter to assist in the search of the outstanding suspect required many calls to many different agencies. Your multi-functional dexterity skills were in overdrive. After units returned to San Francisco a request was made from Oakland PD for a return to ID a possible suspect. It was a positive ID of the one outstanding suspect.

This was a newsworthy event. Sadly, the victim was a visiting tourist. Your skills and knowledge were the vehicle for justice for the victim.

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



# POLICE-FIRE Post 456 NEWS



By Greg Corrales

On November 17, 2015, the San Francisco Police-Fire Post will host our annual officer and firefighter of the year awards dinner. This year we will be honoring Officers Mike Tursi and Edie Lewis, as well as firefighters Adam Wood and Gregory Collaco. Please see the dinner information located in this issue of the *Journal*. Please consider supporting the post and honoring these outstanding police officers and firefighters by attending the dinner.

Over the years, as a member of the SFPD Awards Committee, I constantly urged my colleagues to keep the standard high for the awarding of Medals of Valor. I should have been watching the Pentagon. A special award has been established to recognize the contributions of senior-level military and civilian officials assigned to Army headquarters at the Pentagon. Called the Army Leadership Award (ALA), the honor is designed to recognize "the demonstrated superior accomplishments and leadership that contributed to the efficiency, efficacy and overall improvement in the operations of the Army or its elements," according to an implementing instruction issued April 20.

The ALA will be awarded at the discretion of the Secretary of the Army,

but eligibility is limited to a small cadre of senior leaders, as follows:

**Military:** Army chief of staff, Army vice chief of staff and sergeant major of the Army.

**Civilian:** Presidentially appointed and Senate-confirmed officials who serve as Secretary of the Army, under-secretary of the Army, the five assistant secretaries of the Army and general counsel of the Army.

As one might imagine, the award was not warmly received on Army Times' Facebook page. Hundreds of readers responded, most questioning the need for the award. The most popular comment came from Chris Weakley: "Hahahahahahaha a new award for the Pentagon authorized by the Pentagon...seems legit. Another example of what's wrong with the military awards system." I can't add anything to that!

Former Fort Drum soldier and West Point football player Alejandro Villanueva has made the 53-man roster of the Pittsburgh Steelers. The 6-foot-9, 335 pound offensive lineman made quite a mark, transitioning between multiple positions. Steelers offensive line coach Mike Munchak told the Pittsburgh Post-Gazette, "He fits in

that room; the guys have a great admiration for him, for what he's doing and what he did being in the military and for our country."

ESPN said that Villanueva gained about 90 pounds from the 245 pounds he weighted during his active military service, with Villanueva attributing his growth to his workout routine and his wife's cooking. His NFL dreams began last year when he trained with the Philadelphia Eagles as a defensive lineman but failed to make their final roster. The Pittsburgh Steelers signed him to their practice squad last August, and he has been with the team since then. He played as a wide receiver, defensive lineman and left tackle while at the U.S. Military Academy, West Point.

While a Fort Drum, Villanueva served with the 3rd Brigade Combat Team, and deployed to Afghanistan with the unit. During the deployment, he earned a Bronze Star for Valor after helping fellow soldiers pinned under enemy fire. Military rules implemented in 2008 state military academy graduates can apply for an early release to play professional sports after two years of active duty service. If the release is granted, the service members are required to serve in the military reserves and pay back some of their educational costs.

It was just before dawn when 66-year-old Vietnam veteran Larry Yepez locked eyes with a 200-pound black bear outside his home near Yosemite National Park and knew it meant war. Within seconds, the animal was on him, crushing his hand in his teeth and ripping his face and abdomen with its claws. "I could feel the blood running out of me," Yepez told the *Washington Post*. "That's when I decided, 'I've got to fight, man.'" Yepez grabbed a large, plastic flower

pot from his porch and swung it, hitting the bear in the head. The pot shattered. Yepez was left holding only the pot's rims. "With the pieces I had left in my hand I hit him again," he said. Then the bear pounced on him and knocked him down. "I got my feet underneath the bear and pushed as hard as I could. He stumbled back, looked at me and then started to come at me again." That's when his dog ran around the bear, barking. "The bear turned around and swatted at the dog," he said, "and that gave us just enough time to get back inside and slam the door." When he no longer saw the bear, he made a break for his van and drove himself to the nearest hospital. The doctors told him that he had been nearly disemboweled. Authorities took a DA sample from Yepez's wounds and created a DNA profile for the bear. "Due to the severity of the attack, and the need to collect forensic evidence from the bear, it will be humanely destroyed when found," according to a statement from the California Department of Fish and Wildlife.

Yepez, a former Marine, was awarded a Purple Heart after he was shot twice and wounded by shrapnel during the Vietnam War, according to the *Fresno Bee*. After the war he went to work for the Forest Service, where he worked for more than 20 years, mostly as a wildland firefighter. He retired in 2002.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. The next meeting will be on 13 October. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. All questions can be referred to me at [gc1207@comcast.net](mailto:gc1207@comcast.net) or (415) 759-1076. God Bless America!

## San Francisco Police-Fire Post No. 456 Annual Officer and Firefighter of the Year



Awards Dinner  
Honoring



Officer Michael Tursi

San Francisco Police Department

Officer Edie Lewis

San Francisco Police Department

Firefighter Adam Wood

San Francisco Fire Department

Firefighter Gregory Collaco

San Francisco Fire Department

Tuesday, November 17, 2015

United Irish Cultural Center

2700-45th Avenue (off Sloat Boulevard)

No-Host Cocktails 6 pm / Dinner 7 pm

\$60 Per Person

Entrée Choices: Cross Rib of Beef or Chicken Pomodoro  
(Vegetarian Option Available)

Make checks payable to Greg Corrales and include entrée choice(s).  
Send checks to Sergeant Nick Rubino (Police Academy) or  
Sergeant Patricia Brown (Professional Standards Unit); or US Mail  
to Greg Corrales, 2634-18th Avenue, San Francisco 94116



## MARK YOUR CALENDAR

2015 San Francisco  
Veterans' Day Parade

Sunday, November 8, 2015

11:00 AM

Fisherman's Wharf at Embarcadero and North Point Streets

*Honor America's Veterans*



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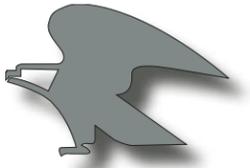
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Todd Emanuel  
Former Prosecutor



## POA MAIL



### To My SFPD Family—

On Sept 17th, I was involved in a terrific motorcycle accident on Hwy 280 while conducting a Solo training ride. While I'm sure I burned a couple of lives having (ultimately) survived with only a few broken ribs and some scrapes, I wanted to express to all of you my heartfelt appreciation and thanks for everything that everyone was able to do for me that afternoon and in the days to follow. Your generosity and compassion is truly humbling and rewarding. The response was and has been epic. From scraping me off the freeway, to holding my hand, to shutting down half the city to escort me to the hospital, and to keeping my spirits up with all the visits; all the while dropping everything you were doing to offer support and services to my family in the following hours and days, I am a better person knowing that you are all a part of my life. I can not express how appreciative I am to know all of you, and what your actions mean to me and my family. I am truly proud to know all of you and be a part of this fine SFPD family. Thank you so very much.

**Sgt. Matt Rodgers**

### Dear SFPOA—

This is to acknowledge your generous contribution to the Filipino American Law Enforcement Officers Association (FALEO) on behalf of API Forum's Fundraiser on Saturday, August 29, 2015.

These funds have been specifically earmarked for API Forum community events and the San Francisco Police Department's Mounted Unit.

It is because of your generosity that FALEO continues to support our community and the San Francisco Police Department.

*Respectfully,*  
**Bradleya Qutista**  
President

### Dear SFPOA—

I would like to thank the SFPOA for the generous scholarship. I appreciate everything you guys do to support the working officers and their families. Once again, thank you so much.

**Rene Barron**

### Dear SFPOA—

I would like to thank the POA for the generous scholarship award put towards my education. I really appreciate how the SFPOA is helping me

with my academic adventure. I will be attending Boston University and majoring in mechanical engineering.

**Jessica Lee**

### Dear POA—

I would like to thank you for your generous scholarship. It means so much to me to be considered and even picked to be a recipient of this award. I have it saved for school expenses, or to maybe even study abroad. My education is very important to me and with the aid of this scholarship, I am able to continue learning.

*Sincerely,*  
**Danielle Pubill**

### Dear SFPOA –

Thank you for the scholarship! This money will be very beneficial towards my education at the University of Nevada! I am honored to have been awarded the scholarship!

*Sincerely,*  
**Katie Cottura**

### Dear POA—

Thank you so very much for your generous donation to the Hazy Golf Tournament. With both boys in college, it is really appreciated. Gary loved his SFPD family. We miss him every day.

**The Hazelhofer Family**

### Dear SFPOA—

On Behalf of the SJPOA Charitable Foundation and the SJPD's Chaplaincy Program, I would like to express our warmest gratitude to you for your donation for our 8th Annual Golf Tournament.

*Regards,*  
**Paul Kelly**  
SJPOA President

### Dear SFPOA—

Thank you for your very generous donation on behalf of The Keane Family's Start Training Team benefiting the American Heart Association last month...we would not have reached our fundraising goal without you.

*Sincerely,*  
**John, Carol, Danny and Joey Keane**

### Dear SFPOA—

Thank you for the beautiful flowers upon my mother's passing. My father, brother, and I also appreciated the "family" from the PD that attended the service.

**Elizabeth Vasquez**  
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Enclosed specifically:

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Amount: \$5,000.00 - For the San Francisco Police Officers' Association Scholarship Fund

At your convenience, I would request a letter from your organization acknowledging receipt, date and amount of the contribution, along with the following statement: No goods or services were received by the Trust in exchange for these funds. Please address this letter to the Richard H. Driehaus Charitable Lead Trust as follows:

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If you wish to publicly acknowledge this donation, credit should be listed as "The Richard H. Driehaus Charitable Lead Trust." If you have any questions, please feel free to contact me.

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**Paula H. McMennamin**

cc: Mr. Richard H. Driehaus

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# Where Have All The Cops Gone?

Palm Springs police officer Daniel Buduan moves fluidly around the police cruiser, placing an assault rifle and shotgun he's just inspected in the vehicle in preparation to ride along with his sergeant. Buduan is a rookie, but he's a fast learner.

He thinks back to elementary school, when a police officer once let him examine a bullet from his magazine.

"Pretty much at that early age, I knew I wanted to be an officer," said the 22-year-old Palm Springs native.

Buduan's department could use a dozen more like him. A hiring crunch has left police departments throughout the Coachella Valley and California thirsty for new recruits, so a fresh face like Buduan is a prize catch. He is one of the few young people getting into policing, during what state police union representatives say is a tough recruitment period.

Open positions for law enforcement professionals in California have increased by 603 percent since 2010, according to the Peace Officer Standards and Training government job listings. By comparison, during the same time period, the Bureau of Labor Statistics recorded a 7 percent increase in open firefighting positions. Several factors are adding to the equation: a post-recession boom in job openings, lack of qualified candidates, change in pension plans, and, to a certain extent, the increased scrutiny police are facing nationwide.

Coachella Valley departments currently have 27 open positions — 12 in Palm Springs, six in Desert Hot Springs, five in the Riverside County Sheriff's Department, three in Cathedral City and one in Indio.

"This is unheard of," Palm Springs Lt. Mike Kovaleff said. "You can pretty much pick a place on the map in California and see that they're hiring.... We are in a hiring crisis in the state of California."

Law enforcement agencies are seeing the same drop off in potential employees everywhere, according to Alan Barcelona, president of the California Statewide Law Enforcement Association and Fraternal Order of Police Lodge 77.

"It's huge. We are experiencing it ourselves," he said. "The California Alcoholic Beverage Control, for example, is authorized for 145 agent positions and is currently down 40 agents."

Due to the size and scope of policing at a county level, Sgt. Robert Pickowitz said the Riverside County Sheriff's Department is constantly recruiting, but a dire need has appeared in the area of correctional deputies, who are needed for more patrols of county jails due to an increase of inmates brought on by the passage of AB 109 four years ago. The Assembly bill, signed into law by Gov. Jerry Brown in 2011, mandates that people sentenced for non-serious, non-violent and non-sexual offenses serve their time in county jails as opposed to state prisons.

"It's harder because there is a lot of competition — competition from all over," Pickowitz said. "A lot of the agencies are trying to scrutinize — we only want the best of the best — but everyone does."

## Less want in

Part of the hiring gap can be blamed on post-recession funding that's opened departments up to posting

more vacancies, but a more pressing issue is the shrinking number of people who want to work in law enforcement, even among the ex-military crowd the profession used to routinely attract.

Answers for a lack of interest in police work are few, but eroding confidence in law enforcement, economic recovery and less appealing benefits packages are blamed across the board.

Now, all 509 law enforcement agencies in the state, including six in the Coachella Valley are vying for a smaller group of candidates, some of whom only rose to the top of the pool when their more qualified classmates left for more appealing positions in other industries.

It's a competition that valley law enforcement officials say makes it harder to fill open spots.

"I got into this game in the mid-90s and I was testing with hundreds of applicants," Kovaleff said. "These days, we're lucky if we get 100 applicants for a trainee position if we leave it open for several months."

Desert Hot Springs is facing the same problem, especially with the limitations Chief Dale Mondary said come from comparatively small salaries the department can offer in the area. The agency has the smallest starting salary for police officers in the valley, paying \$47,412 a year at the baseline level. The only wage lower is that of a correctional deputy for the Riverside County Sheriff's Office, which pays about \$8,100 less a year but also has far fewer prerequisites.

"It's tough for all of (the departments)," Mondary said. "If someone wants to be a cop in the Coachella Valley, applying at all these places, we have to fight for them. From my standpoint, the pay that occurs here, or the lack thereof, is really limiting our ability to recruit."

Bringing new recruits into the Indio Police Department hasn't been a problem exactly, with two new officers added recently and two more in the process of background checks, but Sgt. Dan Marshall said the agency's success has required a dedicated effort to attract the best. While five or six candidates might have been brought in to interview with the chief for two positions several years ago, now those who make it to that point are almost guaranteed a job, he said.

Mandated minimum employment levels ensure that the hiring issues haven't created holes in patrol necessarily, but departments are limited in the flexibility they now have to assign officers to specialized teams such as gang task forces, traffic patrols and detectives.

## Changing attitudes

Sentiment towards police in the post-Ferguson era has made the job less attractive, some officials said. The 2014 officer involved shooting of an unarmed black teenager in the Missouri town sparked national protests.

"It's been some of the negativity across the nation," Mondary said. "Some of our (possible) candidates say they don't want to put up with that right now."

In the classroom, Dr. Larry Gaines, who chairs the Criminal Justice Department at California State University San Bernardino, said there's no shortage in local students who are interested in criminal justice. He cautions officials from pinning a shrinking pool

of candidates solely on a more critical public eye without definitive studies, and argues a more cyclical reason for the problem.

"We have all the students we can handle," Gaines said. "I would say it's economics more than anything else."

Citing decreased unemployment rates, Gaines said difficulties hiring may stem from opportunities emerging in the improved job market.

That, plus the increasing number of red flags, such as domestic violence and drug use that can disqualify candidates during the background check phase of hiring, can leave agencies with fewer options, he said.

"It's always difficult, but sometimes it's more difficult," Gaines said. "I think it's just the nature of the beast."

Policing has always been a difficult job, but with excellent benefits and overtime opportunities that can easily net a new officer a six-figure salary, enough people are generally drawn to the field to prevent this level of problem. Once some of the financial incentives are removed, however, it can be tough to draw hires to open positions.

## Benefits changes

The recent public service pension reform in Palm Springs has been a huge detriment to bringing new people into the department, Kovaleff said.

Officers in the previous pension system earned 3 percent of their salary every year toward their retirement benefits and were able to retire at 50. Now, officers can still earn the same percentage, but can't retire until 55.

New recruits are in an even worse position. The best offer they can get in the city is now a 2.7 percent annual contribution and a retirement age of 57.

Police officers who transfer from another department are forced into these new retirement plans and denied an immediate step up in pay that they would have received at their previous department.

Hiring these officers, who have already been trained, saves the department the cost of sending a new officer through the police academy as well as more than two months of additional training. But bringing someone in when they know they'll have to wait an extra half-decade to retire is almost impossible.

While young candidates may not pay much attention to retirement benefits, plan changes have had a dramatic effect across the state. Four years ago, a measure passed in San Jose reduced benefits for all city employees. The result was catastrophic enough that the city soon reversed the reduction.

"There was a mass exodus from San Jose PD," said Barcelona, of the California Statewide Law Enforcement Association. "The department lost 400 qualified, trained police officers and couldn't fill positions. ... You cannot expect people to do a dangerous, life-threatening job for the same benefits

as those who do not face danger or death while working."

## The 'CSI' factor

Getting the jump on the few remaining candidates before others means making an effort unlike many departments have made in recent memory.

None of the valley departments have gone as far as those in Beverly Hills and Santa Cruz, which despite having some of the most sought-after positions are offering \$10,000 to \$20,000 signing bonuses for lateral transfers.

Hiring at Indio Police Department isn't lagging to the point that such extravagant financial incentives are needed, Sgt. Marshall said, but the agency is sure to emphasize the educational opportunities and new technologies officers will have access to during pre-graduation visits to police academies.

Desert Hot Springs police is working to expedite its background checks in hopes of catching new recruits before any other department reaches out to them.

"Maybe if we offer them a job first ... even though they really want to work for (another department), they think they don't want to turn it down in case they don't get the job somewhere else," Chief Mondary said.

Many of those who are still willing to do a dangerous job for lesser benefits are still lacking in the eyes of the departments who need them, he added.

The glamorization of police work perpetuated by TV shows such as "CSI" and "Law and Order" has created a new problem among a new generation of recruits — a lack of competence in basic skills such as writing reports and communicating effectively with community members, law enforcement officials said.

"Our candidates think from a young age 'I get to drive a car fast and make arrests and that's all I need to do,'" Mondary said. "We struggle with that. We get people who would be very good on the street and then they can't write and they'll end up getting themselves terminated for it."

The department works with local high schools, colleges and new hires who are struggling with these aspects of the job, but some simply lack the technical skills to cut it as a police officer.

Even in this time of desperation, Mondary said he's still looking for the best and brightest for his department — a person who can remember the moment that inspired a passion for law enforcement like Buduan's memory of that bullet.

"I don't just want an officer, I want the officer," Mondary said.

*From The Desert Sun  
The post Where Have All The Cops  
Gone? appeared first on Labor  
Relations Information System.*

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Former San Francisco Assistant District Attorney (1979-1997)

## Book Reviews

— by Dennis Bianchi

# The Way of the Knife: The CIA, A Secret Army and a War at the Ends of the Earth

By Mark Mazzetti  
Reviewed by Dennis Bianchi

Mark Mazzetti is a Pulitzer Prize-winning journalist for *The New York Times*. He was born in Washington D.C., graduated from Duke University and later earned his master's degree in history from Oxford University. In 2003 he spent two months reporting in Baghdad while traveling with the 1st Marine Expeditionary Force. He became quite controversial in 2007 when he broke the story of the CIA's destruction of interrogation videotape depicting torture of Al Qaeda detainees. As of the date of this review, this is his only book. It is a very revealing and disturbing account of our country's premier intelligence agency, The Central Intelligence Agency of The United States of America. In its own web page it is described as "a civilian foreign intelligence service of the U.S. Government, tasked with gathering, processing and analyzing national security information from around the world... it reports to the Director of National Intelligence and is primarily focused on providing intelligence for the President and his Cabinet." Some of that self-description will be open to questioning by the observant reader.

At the end of the last century the CIA did not conduct assassinations.

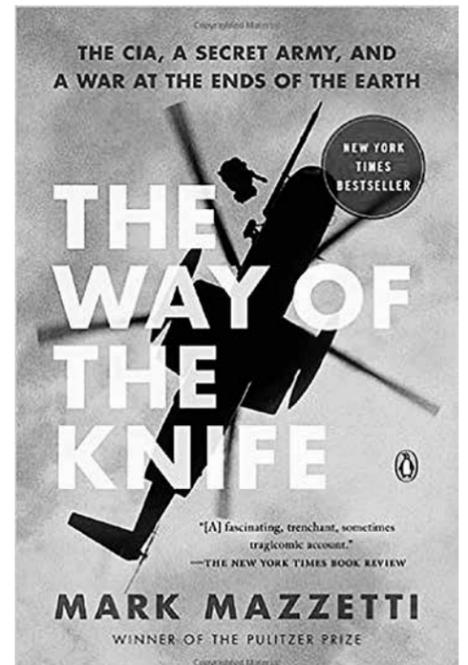
During the 1970s, although, Senator Frank Church conducted hearings which revealed the C.I.A.'s history of black-bag missions and pushed President Gerald Ford to sign an executive order barring assassination of foreign leaders. The spies listened carefully and resorted to their original purpose, collecting intelligence. Then came September 11, 2001. President Bush signed a different executive order, driving the spies back to a new level of violence and death. In the view of the author, that new power has distracted from the agency's original focus. He also believes that, although they have had some successes in their endeavors, they have also created new and perhaps more hardened and radicalized enemies.

*It is stunning... how much the American government has outsourced the basic functions of spy craft to private contractors*

Mr. Mazzetti is clearly not placing responsibility, positive or negative, on one political party. He points to a change in the modus operandi under George W. Bush, a Republican. Democrat President Barack Obama and Director of the C.I.A., Leon Panetta, also a Democrat, increased the use of armed drones and targeted killing. Why the change from President Obama's campaign statements that implied he wanted to reduce the violence and end the wars in progress? The author offers that use of drones and targeted killings seemed "cleaner, less personal...risk-free." The C.I.A. "began to see its future: not as the long-term jailers of America's enemies but as a military organization that could erase them." As someone who had disapproved "enhanced interrogations" President Obama found this appealing. It was also appealing on the basis of cost. It is far less expensive to conduct wars and killings with drones and small commando teams than with aircraft carriers and long-range bombers. And, perhaps, more importantly, "the C.I.A. offered secrecy, and secrecy had always seduced American presidents."

In terms of negative critique, the book has a tendency to bounce around a bit too often. This forces the reader to refer to previous chapters in search of specific groups and individuals. While focusing on the relationship of the C.I.A. with Pakistan's premier intelligence agency, the Inter-Services Intelligence, or ISI, it became necessary to remember the initials for the group, the members of the group and a description of their authority in order to understand how ISI was or was not influential at different intervals in the text. Also, the acronym ISI closely resembles the terrorist group The Islamic State of Iraq and the Levant or ISIS, though it is also referred to, at times, as ISIL. The author does, however, give the reader an opportunity to come to grips with the complexity and confusion surrounding the problems facing the United States with reference to control and the deterrence of the many radical Islamic groups.

It also presents the reader with a list of the many private contractors at work for the United States in the new way of waging war. Trying to explain that facet is just as complicated as identifying all the different groups with the many and varied monikers and initials associated with the groups. Some names, however, stand out: Michele Ballarin, a wealthy heiress from Virginia, who the Pentagon hired to work in Somalia and is the focus of what is titled *The Amira Chronicles*, Erik Prince, formerly of Blackwater and Jeffrey Smith, a former general counsel for the C.I.A., now a partner in a Washington law firm that represents some of the companies that have been given "black contracts" for doing military or intelligence work to name but a few. Mr. Smith is quoted as telling the author "It is stunning... how much the American government



has outsourced the basic functions of spy craft to private contractors (many of the companies led by former C.I.A. officers and special-operations troops) who promise they can do a better job than federal employees." Duane "Dewey" Clarridge, a man who was once a C.I.A. spy in the 1980s and 1990s but who left the agency only to operate what *The New York Times* called a private CIA, and Raymond Davis are two more private contractors on the author's list. The disappointing or frightening news is this is only a partial list.

Not all American officials have sanctioned or believed in this change in intelligence gathering being replaced by active killing by non-military forces. The author points out the Secretary of Defense, Donald Rumsfeld wanted to, in a sense, do the opposite and create a military that would have been more of an intelligence gathering force, albeit in secret, as well as a force for conducting war. All of the choices had, and continue to have, upsides as well as the negative. There have been situations when private groups, operating outside the blessing or knowledge of the United States government, conducted operations that interfered with the United States military operations already in play. One example of this conundrum occurred when the then president of Pakistan refused to allow American ground troops inside Pakistan but gave his blessings to C.I.A. drone flights. This type of thinking led to the Navy Seal Team 6 being "sheep dipped," which means the team was temporarily sworn into the C.I.A. in order to enter Pakistan on its mission to capture or kill Osama bin Laden.

This review minimally exposes the importance of the book and its contents. If you have an interest in accumulating more knowledge of the operations of the C.I.A., U.S. Military and attendant themes on current modes of warfare, secret or otherwise, I recommend this book highly. It certainly occupied my mind for hours and influenced not only my opinion, but gave me a new critical approach to the topics addressed by Mr. Mazzetti.

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# Book Reviews

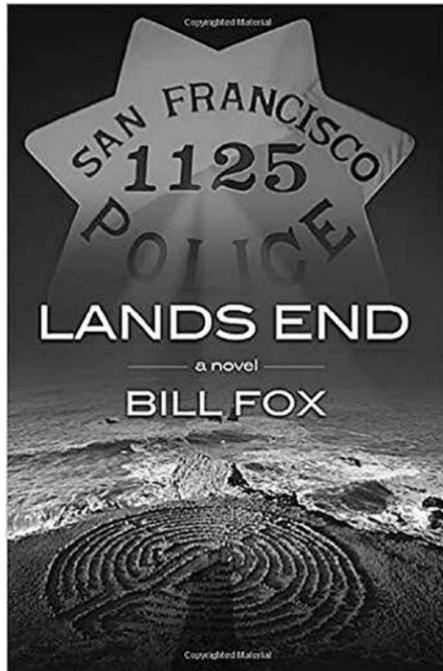
— by Dennis Bianchi

## Lands End

By Bill Fox  
Reviewed by Dennis Bianchi

Bill Fox, the author of *Lands End*, was a San Francisco Police Officer from 1972 to 1976. He was also a very successful photographer, winning awards for his photographs of sporting events, particularly as the official photographer of the San Francisco 49ers for 23 years. Prior to this novel he had published *Field Photo: 25 Years on the San Francisco 49ers Sideline*. I have never met him, but reading about him on his website, [www.Billfoxwrites.com](http://www.Billfoxwrites.com), he strikes me as a very interesting fellow.

The protagonist of *Lands End*, Officer Phil McManus, is a San Francisco Police Officer, assigned to Richmond Police Station. He is of an age where other officers on the job start asking questions like, "Hey, are you still working?" or "When are you getting out?" or "How much time you got left?" as though officers were doing jail or prison time instead of honorably serving the citizens of the city in which they work and approaching their retirement. Phil, with 37 years on the job is no exception. Making things worse for him is a much younger sergeant, who seems to have given himself the goal of forcing Phil to retire. The book opens with Phil being relieved of duty and ordered to be evaluated by the Department's psychologist. Some officers would conclude that enough



is enough. Not Phil McManus. He's staying. Phil was never married, has no children, his parents are deceased and he has no siblings. His family is The San Francisco Police Department. He is not ready to give that family up at this time. Or is he? Will he not be given a choice? While on suspension he works on a tour bus as a guide and, although "he enjoyed the job, working outside and being surrounded by people. But he missed the ego gratification of wearing a star, carrying a gun, and being the center of attention."

For a first novel, Mr. Fox has done an admirable job of concocting a good mystery plot and kept the reader guessing. Officer McManus finds the body of a murder victim, savagely slashed, in the area of Lands End. The victim is someone he has known since his school days: a former football team mate from high school who had gone on to the NFL and then, after joining the San Francisco Fire Department, risen to the rank of Assistant Fire Chief. Due to a series of past encounters and horrible timing, Officer McManus becomes a suspect. The reader understands he is innocent, but who murdered the man and why makes for a great story.

I found myself finishing this book rather quickly, not only to discover the answer to the "whodunit?" but also because of the setting. I was very much enjoying the vivid descriptions of San Francisco, and parts of San Francisco that don't often get much attention: The Richmond District, Golden Gate Heights and Diamond Heights. Many tourists have never heard of these districts, let alone visited them, but the author brought them alive and made them a big part of the novel. It also raised a question in my mind as to whether or not the book would be popular outside the San Francisco Bay Area. It seems to be a book about and for those who reside here. One other criticism I have



Dennis Bianchi

concerns the graphic explicitness of at least one sex scene. I recognize that readers like sex scenes. They practically expect them. I have always been more impressed when those scenes are done without the use of explicit anatomical descriptions. I recognize that I may be in the minority about this, but I felt the book would have been better with that scene re-written.

What I did like was how the author has captured the way cops think and talk. He also gives the reader a vivid and real sense of how police work can and has affected some officers. He does a good job of describing the scene at a working fire, of the perils involved in being a fire fighter. Mr. Fox depicts crime scenes and of political pressures attached to the job clearly and realistically. But I believe what I enjoyed reading the most was his taking the reader on a great tour of San Francisco. It was a good ride, Mr. Fox.

# SAFE Welcomes New Executive Director

By Jim Dudley

It's been my pleasure serving as Interim Executive Director of SAFE for the first half of 2015. After an extensive search we came up with an ideal permanent Executive Director in Sarah Burton. Sarah has an extensive background and training in non-profit management and has hit the ground running at SAFE, literally and figuratively. Sarah Burton has worked for over 15 years in nonprofit fields ranging from drug and alcohol prevention, urban youth services, domestic violence, burn survivor services and poverty and is also a former Peace Corps Volunteer (Senegal, West Africa). She holds a Master's of Science in Nonprofit Management from Northeastern University, Boston, a BA in Business/Economics from Westmont College, Santa Barbara. She has been in San Francisco since 2008 and is a recent graduate from the SF Chamber of Commerce Leadership San Francisco program where she learned about the San Francisco Police Department and SAFE from her fellow cohort colleagues. It is our good fortune to have landed Sarah to lead SAFE.

Two very successful recent events included sending staff throughout the City to assist District Station Captains and their staffs to serve the community on the Annual National Night Out on August fourth. Activities and events varied from district to district and included barbecues, dances, sporting contests, safety presentations and displays and there was even a McGruff, the Crime Dog sighting or



two. The next event was the semi-annual Cops and Joggers 5k walk, jog, run through Golden Gate Park on September 13th. The event drew over 100 runners and walkers on a very sunny Indian summer day. The SFPD 246th Academy Class represented our future with a large showing of runners. Chief Suhr was in attendance to start the race and give thanks and congratulations to all the runners and SAFE staff and volunteers. The event was a success in large part due to Sarah's leadership, but also due to efforts by SAFE Staff, volunteers and Captain John Sanford, Jr. and his great staff of officers at Park Station.

Please welcome Sarah and look for her column next month. I am back with the Board of Directors and look forward to future SAFE events and projects. I hope to see you all at the next event. In the meantime, stay SAFE!



Sarah Burton and Jim Dudley picking raffle winners.



Chief Suhr, fellow board member Tina Moylan and Jim Dudley.



Group at the finish.

## Long-Term Investing

# Global Financial Markets Rough Seas: How to Navigate Your Financial Lifeboat to Safety

By Edwin K. Stephens,  
The Stephens Group

*The confidence which we have in ourselves gives birth to much of that which we have in others.*

— La Rochefoucauld

*The world is my country, all mankind are my brethren, and to do good is my religion.*

—Thomas Paine, *Rights of Man*

Can a person manage their long-term financial goals when the global financial markets appear volatile?

**Answer: Yes. But one must do their homework and seek the advice of good financial counselors before charting a safe course to financial independence.**

### Turmoil in Financial Markets

On 8/25/15, Mr. Luke Kawa, business writer for Bloomberg noted that Goldman Sachs' U.S. Financial Conditions Index, which tracks changes in interest rates, credit spreads, equity prices, and the value of the greenback, rose to a five-year high on the heels of the market turmoil: **A higher value equates to tighter financial conditions.**

Economist Sven Jari Stehn stated the steady rise of the U.S. dollar against other major currencies since mid-2014 has contributed significantly to the tightening of financial conditions seen over the past year, and the recent tumble in equities and widening credit spreads have exacerbated the magnitude of these more restrictive conditions.

Mr. Stehn added that the more restrictive financial conditions hamper growth in a variety of ways. A loftier currency weighs on net exports, higher interest rates and wider credit spreads discourage investment, and the negative wealth effect that



accomplishes lower stock prices can crimp consumption. Economist Stehn further noted that the net effect of this deterioration in financial conditions since July 2014, or the "impulse of growth", currently amounts to a 0.5 percentage point drag on real GDP growth, and under Goldman's baseline scenario, could shave 0.8 percentage points of growth by year end.

However, the good news is that the American consumer will receive an offset in the form of even lower prices at the pump, something not accounted for by this Goldman index.

### Cheap Oil's Effect on the Global Financial Markets

On 8/25/15, Mr. Andy Serwer, business writer for Yahoo Finance noted that the price of benchmark West Texas Intermediate crude oil recently dipped below \$39 a barrel, which is down from \$140 in 2008. This is an incredible drop of 72 percent. This drop in oil prices also pushes down gasoline prices. At \$2.60 a gallon, gas is now about a dollar below where it was last year at this time. And it could continue to fall. Some analysts are looking for prices to drop below \$2.00, maybe even down toward \$1.60 a gallon, the low during the Great Recession in early 2009.

When President Obama predicted in his State of the Union Address in January that "the typical family this year should save \$750 at the pump", he was probably right. If you multiply the \$1.60 a gallon by the nation's 115 million households and you get a total savings of over \$86 billion. According to analysts at Bank of America Merrill Lynch, lower gasoline prices help poor people in particular, households with incomes of less than \$50,000 spend 21% of their income on energy in 2012, while households earning more than \$50,000 spend 9 percent. In addition, Americans who live in colder regions like New England and the Midwest could save another \$750 or so on energy bills.

And of course businesses make out as well. Automakers sell more cars and especially higher-margin trucks when gas is cheap. Over the past four years, as gas prices have dropped, total vehicle sales have climbed from 12 million a month to nearly 18 million. Trucking companies and railroads benefit tremendously from lower fuel costs. So, too, do fertilizer makers or any business that has to heat a factory or that has to pay a fuel bill. So, overall, \$40 oil is a huge positive for the United States economy.

And yet there is a downside to cheap oil. First thing to consider is U.S. employment in the oil and gas business. It appears that there are some 500,000 Americans who work in the oil and gas business in the United States. That number has been dropping since late last year, which will especially hurt the big five oil producing states: Texas, Oklahoma, North Dakota, California and Alaska. While these states in particular will suffer from declining employment in this industry, overall America can absorb the hit, and furthermore, lower energy prices will more than make up for it.

Another problem with cheap oil, though, is that it will likely derail efforts to develop alternative sustainable energy sources like solar, wind and hydro. These businesses suddenly become uneconomical when the price of oil drops precipitously. But the biggest problem with cheap oil may well be the destabilizing effect that it can have on oil-dependent nations around the world. There are 19 countries that produce over a million barrels of oil a day, and it is a diverse group, including, of course, the United States, Saudi Arabia and Kuwait, but also the likes of Brazil, Norway and Angola, and Canada. Each country will have to adjust to less income and lower employment in oil-related businesses.

The nations that stand to lose the most, though, are Russia, Saudi Arabia, Iran and Iraq — in that order, the biggest oil exporters in the world. Coincidentally or not, these countries pose huge potential risks to the rest of the world if their economies crater and they become unstable, or I should say in most cases here, more unstable. So, in a way, low oil prices almost become more of a political problem than an economic one.

In short, we may be in a long-lasting era of low oil prices. American consumers and businesses will mostly win. However, there will be tough times for some people who work in either traditional energy or new sustainable energy businesses. The big worry is how low oil prices will impact certain global economies, and what that means for the rest of us.

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

## Man Pleads Guilty to Cyber attack on St. Louis County Police Union Website and Possessing Firebomb

ST. LOUIS, MO — A man who helped launch a cyberattack to disable a St. Louis County police union website late last year pleaded guilty Friday of a misdemeanor computer crime and felony possession of a firebomb.

Justin E. Payne, 33, took down the St. Louis County Police Association

site by overwhelming it with traffic directed by three Twitter accounts he controlled, officials said. They were associated with the "Rebel but Gangster" or RbG Black Rebels, according to his plea.

The website has since been restored. Payne, a former employee of the

Veterans Affairs Records Management Center, also threatened law enforcement in a Jan. 26 tweet that read, in part: "Next time I get pulled over by the police I'm shooting first," his plea says.

FBI agents traced the cyberattack to Payne, and when they arrested him March 30, they found a gun and a very small amount of marijuana in his car and a Molotov cocktail firebomb in his trunk.

He was charged with felony possession of an unregistered destructive device and a misdemeanor charge of damaging a protected computer.

In exchange for his guilty plea to both charges, the prosecution agreed to a 18-month prison term when Payne is sentenced Dec. 7. The deal depends on agreement by U.S. District Judge Henry Autrey.

Defense attorney Joel Schwartz declined comment Friday. He and Payne had successfully challenged some of the statements that Payne made in an FBI interview after his arrest.

On Aug. 24, U.S. Magistrate Judge

Shirley Mensah ruled that the interview should have ended after Payne indicated that he was not consenting to speaking to them without a lawyer present.

His plea says that Payne initially suggested that his account may have been hacked. Later, he denied being involved in a cyberattack but said he re-tweeted things all the time and said, "I was not aware it was a crime to re-tweet stuff." Even later, he said that the tool used in the attack was created in Pakistan, his plea says.

In a hearing earlier this year, Assistant U.S. Attorney Colleen Lang said that some of Payne's other tweets were "part of his larger anti-police and anti-government movement that he promoted on Twitter and by damaging a police website."

*From The St. Louis Post-Dispatch  
The post Man Pleads Guilty  
To Cyberattack On St. Louis County  
Police Union Website And Possessing  
Firebomb appeared first on Labor  
Relations Information System.*



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# PAL CORNER



Summer may be winding down but that doesn't mean the excitement at SFPAL is over! September saw our cadets take part in great SFPD sponsored events like the Cops & Joggers 5K run on Sunday, September 13. The event is a collaboration between SAFE and the



Department to help raise awareness of personal, family and community safety. SFPAL was on hand to assist in the organization of the event and to lend a hand in helping to ensure everything ran smoothly. Mission accomplished!

September also saw SFPAL cadets

take part in the Sunday Streets program with Officer Ray Padmore as well as an introduction and training in Crisis Intervention with Sergeant Kelly Kruger. Further education for PAL Cadets in police tactics was also provided by the University of San Francisco's, Dr. Tony Ribera. The



Retired Captain Rick Bruce coaches these Bayview District PAL football players.

former SFPD Chief is always a popular speaker with the cadets and we are very grateful for his willingness to share his expertise with us.

Fall also means it's time for football! Flag football! PAL is involved in the Potrero Hill Rec Center's Pee-Wee Flag Football program that will play every Saturday for the next few weeks. Former SFPAL President, Rick Bruce is fielding a team of 8-10 year olds from the Willie Mays Clubhouse on Hunter's Point Hill. For these kids it's their first experience in playing organized football. Thanks, Rick for giving your time so these



youngsters can play some football! Life for SFPAL won't be slowing down in October with anticipation growing for the Crime Scene Investigation seminar scheduled for the 15th. This is a real favorite with the kids and promises to be an invaluable learning experience. Also in October the SFPAL Command Staff will begin planning for the 2015 Holiday Party. Yes, believe it or not, it's that time of year again! Rest assured PAL will be ready with a slue of holiday activities.

Remember, you can keep in touch with SFPAL through the website, [sfpal.org](http://sfpal.org), our Facebook page at [facebook.com/sfpoliceactivitiesleague](https://www.facebook.com/sfpoliceactivitiesleague) or follow us on Twitter @goSFPAL.

## After Threats, Dallas Police Union Requests Change to Keep Officers Safe

DALLAS, TX — After the murder of Harris County Sheriffs Deputy Darren Goforth and others in law enforcement, the Dallas Police Association says officers and their families are in more danger than ever.

In a letter to Chief David Brown, the DPA's President Ron Pinkston urges the department to stop releasing the names of the officers involved in deadly force situations.

The DPA says the department's recent policy of identifying these officers puts them and their families at risk.

Pinkston says, "It's wrong what the chief is doing by releasing their names. It's wrong releasing the names of the others officers, implying that they were a part of what occurred out there."

But Collette Flanagan, of the group Mothers Against Police Brutality strongly disagrees. "It's totally ridiculous."

Flanagan founded the organization after her son was shot and killed by an officer authorities say her son was choking.

The officer wasn't charged.

Flanagan says the department can't be transparent if it's not releasing the officers' names. "It sends a message

that you can shoot and kill anyone, unjust or not, and you will be protected and that's one thing Dallas does not need."

*"Pinkston urges the department to stop releasing the names of the officers involved in deadly force situations."*

But Pinkston, the DPA's President, says the anti-police campaign by fringe groups is difficult to ignore. "We're hearing the language. We see it on the internet. We see it in the media."

While the union hopes the chief will change his policy, Flanagan says if that happens, she'll fight back.

Flanagan says, "That is not something we are going to let be swept under the rug and unchallenged."

When asked if that means she will take the issue to court, Flanagan said, "If we have to, absolutely."

Pinkston says after the incident with Flanagan's son, the officer involved and his family were threatened.

He says that can't continue. "These officers are serving the citizens, putting their lives on the line everyday, and he needs to do the right thing and make sure they're protected and their families are protected."

Chief Brown made these comments in a statement regarding the releasing of officers' names after officer involved shootings:

"The names of officers are considered releasable public information."

"With the growing attacks on offi-

cers, my responsibility is to make sure officers get home safely."

"The dedicated men and women of the Dallas Police Department need the public's support more than ever during this difficult time."

The DPA says it will talk with the Mayor and city council members about this next.

*From DFWCBSLocal.com  
The post After Threats, Dallas Police Union Requests Change To Keep Officers Safe appeared first on Labor Relations Information System.*



Photo courtesy of Insp. Matt Perez

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# Sports



## NICK'S NOTES

By Nick Shihadeh,  
Journal Sports Editor

### The Stick Is Gone

**CHECK IT OUT:** The pic that accompanies this column is a sad one as it shows the parking lot where Candlestick Park no longer sits. The final demolition of the stadium was completed recently and that's all that's left. It's sad for me as I grew up going to

The Stick for Giants and Niner games and have great memories there as I imagine many of you do too. A.T. and T. Park (formerly known as Pac Bell Park) turned out to be a great place for the Giants to play in, as there are many fantastic memories over the last 16 seasons out there; also, that stadium happens to be in the city limits. Levi's Stadium on the other hand is a place that is frustrating to get to down in Santa Clara, and so far has nothing but frustrating memories in its short life as well; but, the "jury is still out" as far as the Niners having success at that newer stadium, and we'll have to see what transpires over there in the future. Good bye to Candlestick Park and thanks for all the memories...

### It's Fall

October and November in The city happens to be the best time of the year for me not only for the weather (Indian Summer winding down and Fall weather taking over), but with what's going on in the sporting world too. In addition to high school and college football being in full swing, you also have the NFL going strong — the Niners are who they are but I'll always be watching. Major League



baseball has wound down its season and playoffs will be under way; even though the Giants are out of it as of the writing of this column, I'll still be watching post season play. The Sharks and the Warriors are starting their seasons up again soon, so there is a plethora of my favorite sports to

watch either in person or on TV. With my birthday coming up next month and Thanksgiving being my favorite holiday of the year, I can't go wrong. Once December starts though, it all goes down hill from there...

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



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Ray Shine, Editor.

# Seals Baseball at US Summer Games

By Dominic Celaya, retired

This year's 2015 SFPD Seals Baseball team looked to build off of last year's Police and Fire Games heartbreaking 1-run loss in a play off game that would have sent them to a medal round.

The Seals lost some key players from last year, but thankfully, with many new faces joining the ranks of the SFPD, there are skilled ballplayers who were willing to represent SFPD hardball!

This year's team was made up of the following players: Eric Barreneche, Dominic Celaya, Rich Cibotti, Dave Colclough, Pat Cummins, Edgar Gonzales, Niko Hawes, Rueben Herrera (CHP), Irvin Huerta, Andrew Lucas, Mike Montero, Mark Obrochta, Dennis O'Connor, Glenn Ortega, Eric Reboli, Joe Salazar, George Santana, Nick Stewart, Brent Sullivan, Mike Tursi, Bryan Zahn.

The Gold Medal had been won the last few years by the powerhouse NYPD team, who decided to sit out this year's U.S. Police and Fire Games in lieu of playing in the World Police and Fire Games. The Gold Medal was up for grabs by hungry, well established, strong teams.

Last year's format had all teams playing in a 1 game playoff that decided medal play. That meant that the pool games were essentially practice games leading up to the playoff game.

This year, the format changed to a more traditional one, where the record in pool play would determine only 4 teams making a playoff round to determine Medal games. This really put the pressure on all the teams to win their pool games in their respective bracket. Seals tradition has always been to balance trying to win while making sure everyone got a chance to play and contribute. This year's format would make that a challenge, but as in the past, this Seals team had great chemistry, and everybody was on board with that ideal, feeling confident of each teammate's ability to contribute.

As with last year, this was a committed team that had great turnouts for practices which enabled the team to go into the Games feeling confident in a challenging field of teams.

Hard work, team chemistry and some smiles from the baseball gods made the Seals a hard team to beat. The first game saw the Seals ultimately "Ten Run" the Orange County Fire team (who last year beat the Seals 14-2), with effective use of pitchers, timely hitting, and speed (which had been lacking in other years), putting a lot of pressure on the opposition.

That same formula held tight for Game 2 against Oceanside (a combo team with a lot of strong players from various agencies) and the Seals again were dominant, winning 9-3. This was a huge win, since based on the other teams' records, the Seals were assured of being able to advance to the 4 team playoff, and ultimately would have a chance to play for a medal.

Game 3 against the LAPD saw the Seals suffer their first loss, but again, good fortune was ours since due to the combination of wins, runs scored vs. runs allowed, we became the top seed



Top Row L-R: Cibotti, Lucas, Santana, Ortega, Colclough, Sullivan, Gonzales, Montero, O'Connor, Stewart, Barreneche. Bottom Row L-R: Celaya, Obrochta, Herrera, Cummins, Hawes, Zahn. Missing: Huerta, Reboli, Salazar, Tursi

in our bracket, assuring us of being the home team in the playoff game.

The Seals and the always strong Sacramento Fire Team were both fired up to play each other as they were the only 2 Northern California representatives this year. This game was exactly what a playoff game should be, extremely well played and tense every inning. Seals Ace Dennis O'Connor repeated his stellar performance of last year's playoff game, going the distance, but this time coming out with a 1 run, nail-biter to the end, 3-2 victory. This meant that the Seals, for the first time, would be playing in the Gold Medal Game! (and Top Seed, Home Team honors again)

The Gold Medal Game against a very powerful hitting Border Protection Combo Team, proved to be an exciting back and forth game, that saw each team pitching well when needed, and hitting in clutch spots. Ultimately, in fitting fashion for a Gold Medal game, the contest came down to clutch offense vs. great defense, as the Seals were able to put together the needed offense to overcome a 1 run deficit, only to be denied twice in the last 2 innings by 2 outstanding, exciting plays at the plate, where there was absolutely no margin for even the slightest of errors on throws to the plate. The Border Patrol earned their one run 7-6 victory, as they had to be perfect to achieve it. While we were disappointed to come so close to winning it all and just falling short, we were extremely proud to be part of such a thrilling game, and to win a well earned, hard fought Silver Medal. To make the medal even sweeter, we were able to have every Seals player get in the game and fill a role, compete and contribute in a Gold Medal championship!

This was a real milestone for the SFPD Seals, who had not won a medal since 2007. This medal was especially sweet for original Seals members (formerly known as Blues 2 when formed in 2006) Dom "The Captain" Celaya, Edgar "Gar" Gonzales, Mark "OB" Obrochta, Glenn "GO" Ortega, Joe "No Cup" Salazar and long time veterans Mike "Turs" Tursi, Dave "Claw" Colclough, Rich Cibotti "Bread", Andrew "Drew" Lucas (who hit his first bomb this tourney!), Mike "Monty" Montero, Eric "Reb" Reboli and Ruben "Rube" Herrera. The future is

extremely bright for the Seals with the return of our young talented crew of versatile athletes, Dennis "Doc" O'Connor, Irvin "the Politest Guy on the Team" Herrera, George "We don't know where he is staying" Santana, Brent "Sully" Sullivan and Bryan "BZ" Zahn. That same talent and versatility really put us at the top with the addition of Pat "Pat" Cummins, Nikolas "Niko" Hawes, Eric "Bear" Bereneche and Nick "Stew" Stewart. These guys can literally do it all on the ballfield and they all represent a great future for SFPD baseball. (and we know there are other talented ballplayers out there that didn't get a chance yet!).

Lastly, special recognition goes out to the Seals management: Mark Obrochta, who for the last 2 years has taken the reins for most of the operations of the team, organizing the Team for the Men's Senior Baseball League

(MSBL) Fall league to keep our skills sharp, and all our practices, Dave Colclough, for managing the pitching corp, Glenn Ortega and Joe Salazar for obtaining our practice field and equipment and Brent Sullivan, stepping up to carry on for the future. These guys are a well oiled machine, who all worked together to continually formulate strategy, and while certainly no easy feat, stayed true to the Seal tradition.

And for me, what a great way to end my Police career! My final week in the Department was spent representing the SFPD by playing baseball with the team I started, and on my last official day on the books, winning a silver medal with great old and new teammates!

Congratulations, SFPD Seals Baseball Team, 2015 United States Police and Fire Games Silver Medalists.



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# Kettlebells are Back

By Rich Thurman III

Kettlebells have been back for quite some time. However, some people still don't quite know what to do with them.

If you haven't been properly instructed on how to use them, then I recommend consulting with a Personal Trainer or Strength & Conditioning Coach.

The cool thing about Kettlebells is they don't require a lot of space and you can get a full body workout.

Let's start with a little breakdown.

**There are two main types of Kettlebells:**

1. Competition Kettlebells — All the same size, handle shape and color coded based on weight. They are the same size in order to create a standardization of position/movement when competing.
2. Cast Iron Kettlebells — Usually black in color, vary in handle size/shape and size changes according to weight. This is what you find in most commercial gyms.

In our case, we are using Kettlebells for workouts as opposed to competition, so either type will do.

This workout will be very simple. The workout consists of 3 Exercises done in consecutive rounds with a short rest break between rounds.

**Things you'll need:**

1. A Timer (Usually smartphones these days have good apps). I use Boxing Timer.
2. A Kettlebell — I would start with an 8kg kettlebell (just over 17lbs)
3. A Body

**Exercises:**

1. Goblet Squat
2. Suitcase Squat
3. Kettlebell Hinge (Progression to Swing if you've been properly trained on the Swing)

\*After performing the Goblet Squat, rest for recommended time and then do a Suitcase Squat.

For exercise Video and Instructions go to:  
[www.TheFitnessLibrary.com/KettlebellVideos](http://www.TheFitnessLibrary.com/KettlebellVideos)

**Workout 1 (Advanced) Total Time: 15mins**

Rounds (each exercise)	Work (Seconds)	Rest (Seconds)
5	30	30

**Workout 2 (Advanced) Total Time: 18mins 45sec**

Rounds (each exercise)	Work (Seconds)	Rest (Seconds)
5	30	45



**Workout 3 (Advanced) Total Time: 22mins 30sec**

Rounds (each exercise)	Work (Seconds)	Rest (Seconds)
5	30	60

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

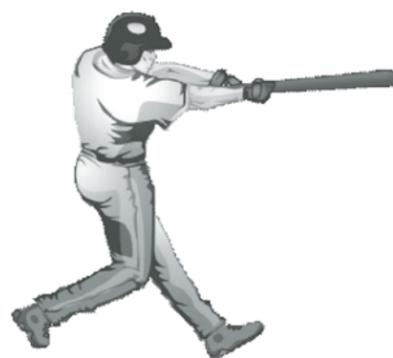
Rich has a Bachelors of Science in Physiological Science from UCLA and a Masters of Arts in Sports Management from USF. He is a Certified Strength & Conditioning Coach and Personal Trainer with over 15 years of experience in sports, health and fitness. Rich began his career volunteering hundreds of hours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

To contact Rich for any professional services, inquire at 415.990.4874 or [info@xodusfitnessSF.com](mailto:info@xodusfitnessSF.com)



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

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

## Boat For Sale

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

## For Sale

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

## House For Rent

**NOVATO HOUSE FOR RENT.** 1810 sq. feet, 3 bedroom, 2 bath, family and dining rooms, fireplace, large kitchen, laundry room, spacious yard, carport. Quiet neighborhood, close to schools & downtown. NO PETS, NO SMOKING. Rent \$3475 per mo. Email [ggateinv@comcast.net](mailto:ggateinv@comcast.net)

## Motorcycle For Sale

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

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

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

## Vacation Rental

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

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

**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

## Vacation Rental

**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](http://www.eldoradoranch.com) for more details or call Jim at 650-520-3868 and tell him Mike told ya about a discount for cops!

**MAUI CONDO-SUMMER RENTAL-** Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/info at [www.flipkey.com/kihei-condo-rentals/p317667or](http://www.flipkey.com/kihei-condo-rentals/p317667or) [www.VRBO.com/221566](http://www.VRBO.com/221566). SFPD discount. Contact Alan (925) 672-0578.

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

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

## Vacation Rental

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

## Wanted

**HOTWHEELS** die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene 415-913-9161. [reneg301@sbcglobal.net](mailto: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](mailto:journal@sfpoa.org)

# Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

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

Find the Halloween related words in the October Word Find!

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

- APPLES
- AUTUMN
- BATS
- BLACK
- BONES
- BOO
- BROOM
- CANDY
- CAT
- COSTUMES
- CREEPY
- FALL
- GAMES
- GHOSTS
- GOBLIN
- HOOT
- HOWL
- MASK
- NIGHT
- OWL
- PARTY
- SAFETY
- SCARE
- SKULL
- SPIDER
- SPIRIT
- TREAT
- TRICK
- WEB
- WITCH

# POA Endorsements — November 3, 2015 Election

## Mayor

**Ed Lee**

## Sheriff

**Vicki Hennessy**

## Board of Supervisors, District 3

**Julie Christensen**

## Community College Board

**Alex Randolph**

## Propositions

- A:** Affordable Housing Bond **YES**
- D:** Mission Rock **YES**
- F:** Short-Term Residential Rentals **NO**
- I:** Suspension of Market-Rate Development in the Mission District **NO**



### POA Endorses Supervisor Julie Christensen

*Please help us re-elect our District 3 Supporter*

We can think of no time in the past 20 years when it was more important for police unions to become politically active. To fend off aggressive assaults on our rights and benefits, police officers must develop influence in the world of politics, both local and statewide.

Some local politicians, especially a few on the San Francisco Board of Supervisors, have been quick to chorus the recent trend of nation-wide anti-law enforcement rhetoric, attempting to label our department with the broad brush of racism and racial profiling. We must assure that the majority of the Board remains open minded and level headed.

With that in mind we are asking the members, and their families, to become involved in the District 3 Supervisorial race in support of incumbent Julie Christensen. She has done an excellent job so far and has shown a willingness to work with the POA on our issues and has also been an ally of Mayor Lee to move forward an agenda for San Francisco that we support.

**Please join us on:  
SATURDAY, OCTOBER 24TH  
1100 HRS.  
CENTRAL STATION**

We will be asking our members and their families to hang Door Hangers throughout the Central District. Please help us re-elect Julie Christensen as our District 3 Supervisor. It's important to your future!



### RESTORE TRUSTED LEADERSHIP TO THE SHERIFF'S OFFICE

- Vicki Hennessy is a respected public safety leader whose leadership and work ethic has earned her the support of the Deputy Sheriffs, elected officials and important community organizations.
- Vicki was appointed interim Sheriff by Mayor Ed Lee in 2012. Born and raised in San Francisco, Vicki joined the Sheriff's Department in 1975 and quickly rose through the ranks, becoming the youngest Captain in California law enforcement in 1983. In 1997, she was promoted to Chief Deputy.
- In 2008, Vicki was appointed by Mayor Newsom to be Director of the San Francisco Department of Emergency Management, where she directed 911 emergency response, for police, medical, and fire, making sure the service included translation for Chinese dialects.
- Vicki is running for Sheriff because San Francisco deserves experienced law enforcement leadership that serves with integrity and adheres to the highest standards of personal and professional conduct.
- Vicki is committed to balancing criminal and social justice and will partner effectively with public safety, rehabilitation providers and victims' advocates to keep residents and businesses safe.

### VICKI IS PROUD TO BE ENDORSED BY:

#### ELECTED OFFICIALS

Senator Dianne Feinstein  
 Congresswoman Jackie Speier  
 Lieutenant Governor Gavin Newsom  
 Board of Equalization Member Fiona Ma  
 Assemblymember David Chiu  
 Assemblymember Phil Ting  
 Mayor Ed Lee  
 Assessor-Recorder Carmen Chu  
 Board of Supervisors President London Breed  
 Board of Supervisors Member Julie Christensen  
 Board of Supervisors Member Malia Cohen  
 Board of Supervisors Member Mark Farrell  
 Board of Supervisors Member Jane Kim  
 Board of Supervisors Member Katy Tang  
 Board of Supervisors Member Scott Wiener  
 Board of Supervisors Member Norman Yee  
 San Francisco City College Board of Trustees  
 Alex Randolph  
 Former Mayor Frank Jordan  
 Former San Francisco Supervisor Bevan Dufty  
 Former San Francisco Supervisor  
 Roberta Achtenberg  
 Former San Francisco Supervisor Susan Leal

#### COMMUNITY ORGANIZATIONS

San Francisco Democratic Party  
 Alice B. Toklas Democratic Club  
 Asian Pacific Democratic Club  
 Black Young Democrats of San Francisco  
 Building Owners and Managers Association of San Francisco  
 Chinese American Democratic Club  
 College Democrats at San Francisco State University  
 District 5 Democratic Club  
 Noe Valley Democratic Club  
 Progress Democratic Club  
 Raoul Wallenberg Jewish Democratic Club  
 San Francisco Moderates  
 San Francisco Tech Democrats  
 San Francisco Young Democrats  
 The Mission District Democratic Club  
 Willie B. Kennedy Democratic Club

#### LABOR

San Francisco Deputy Sheriffs' Association  
 San Francisco Sheriffs Managers and Supervisors Association  
 San Mateo County Deputy Sheriff's Association  
 San Francisco Firefighters, Local 798  
 San Francisco Municipal Executives Association  
 Sheet Metal Workers Local 104  
 United Educators of San Francisco  
 Glaziers, Arch. Metal & Glass Workers Local Union No. 718  
 Laborers International, Local 261  
 San Francisco Building and Construction Trades Council  
 San Francisco Police Officers Association  
 SEIU Janitors Local 87  
 International Union of Operating Engineer's Local 3  
 Northern California Carpenters Regional Council  
 United Brotherhood of Carpenters and Joiners of America Local 22  
 Plumbers & Pipefitters Local 38

\*Partial List

WWW.HENNESSYFORSHERIFF.COM | 415-969-4991 | INFO@HENNESSYFORSHERIFF.COM

