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**SAN FRANCISCO
POLICE OFFICERS ASSOCIATION**

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www.sfpoa.org

President's Message

Police Suicide: It's Time We Talk About It

By Gary Delagnes,
SPPOA President

There is little point in avoiding the serious conversation surrounding the three recent suicides that have taken place in our police family over the past year. It is a topic rarely discussed publicly by police administrators because no department wants to acknowledge it has a greater problem than any other law enforcement organization. The fact is that we have seen an epidemic in suicides across the country relating to public safety personnel. I have been told that seven firefighters in Chicago alone have taken their own lives over the past year.

In a recent study it was determined that over 300 police officers per year are dying as a result of suicide. Law enforcement suffers more self-inflicted deaths each year than they do by the hands of others. The crisis must be addressed without delay.

As police officers, we routinely experience incredible stress. On a daily basis we witness tragic scenes of violence, abuse, and death. Few occupations outside of the public safety matrix (police, fire, EMT/trauma/ER) requires its workers to not only see and experience these awful events, but also to stabilize, report — in vivid detail, and resolve that which most often cannot be resolved.

Conversely, we are expected to suppress our emotions and soldier forth, seemingly oblivious to the pain. Any other response is seen as a sign of

weakness, ineptitude, or common melodrama. You don't have to be a Rhodes Scholar to figure out what takes cops to the breaking point. You only have to be another cop.

Many studies point toward a combination circumstances that can quickly form into a perfect storm of self-destruction. The key elements are depression, stress, and alcohol. Factor in a constant access to hand guns and you have as serious a situation as you can get. The only viable life vest is early intervention by professionals, family, and friends.

Trying to balance this job with a healthy relationship can be extremely difficult. Not only are we asked to work nights, weekends, and holidays, but many of us also squander away what quality family time we have as we pursue overtime and the almighty dollar. It can be a deadly trap that ends in divorce, depression, and alcoholism. Over the past few years, our members have not been immune to the economic meltdown forcing some of us into foreclosure or economic turmoil. Sometimes life can seem insurmountable, and after we retire it can be even worse as we suffer a form of separation anxiety. When we see a fellow officer going through difficult times and not acting in a rational manner on or off the job, we are doing him or her a great injustice by not reporting it to someone that may be able to intercede before it is too late.

Most of us have experienced some or all of the warning signs mentioned

above. I know I have. Many years ago, I was going through a painful divorce. I felt isolated and alone. I had pretty much cut myself off from the world out of embarrassment and disappointment. I had my job and not much else. I was frazzled and preoccupied at work. Away from the job, my new best friend became alcohol, lots of it, and I usually drank alone. The future seemed pretty dim, and the answer pretty simple. One night, intoxicated and alone, I actually picked up my gun from the glove box of my car to secure it in the trunk. There I was in the eye of that storm. For a brief moment, I held it in my hand and thought, "Maybe it would be better for everybody if I just..."

Fortunately, the critical moment of self-pity (some will say self-loathing) passed quickly. It was one of those "wake up calls" that one never forgets, but that if survived, changes things forever. In my case, it was certainly for the better.

We all suffer from one universally common malady: the human condition. We suffer from the same insecurities and vulnerabilities that everyone else in a society endures and we have the added struggles of dealing with our stressors as well as those of others, of total strangers. We are not super heroes with unique powers to endure. We are simply good people trying to make a difference.

Fortunately, the SFPD has a first-rate Behavioral Science Unit. Sergeant Mary Dunnigan does a remarkable job with a very small staff, but has been



SFPOA President Gary Delagnes

there for countless officers in their time of need. The POA has been able to intercede many times and act as a bridge to Mary and her colleagues before tragedy strikes, but we need to do more. We cannot suffer the loss of any more friends and co-workers.

Any time you see a co-worker devolving into a depressive funk, bring it to someone's attention. If you are uncomfortable with involving yourself into the intimate business of others, then give Mary a call and seek her experienced and knowledgeable guidance. Do not fail to take some initiative and maybe be that one person who will make a difference in someone's life — and in yours.

Kevin Martin has some thoughts on this topic as well. Read them on Page 6. — Ed.

Support SFPD Reservists

Honor America's Veterans

By Greg Corrales

November 11th is Veterans' Day. Join the men and women of the San Francisco Police Officers Association in honoring America's military veterans, and those brave and dedicated men and women currently serving at home and abroad.

I am reprinting the Veterans' Day tribute from the November 2009 American Legion Police/Fire Post column by Greg Corrales. It is specially placed again this year on the front page to underscore why November 11 means so much to our veterans and to our country. — Ed.

"It is not the critic who counts, not the man who points out how the strong man stumbled, or where the doer of deeds could have done better. The credit belongs to the man who is actually in

the arena; whose face is marred by the dust and sweat and blood; who strives valiantly; who errs and comes short again and again; who knows the great enthusiasms, the great devotions and spends himself in a worthy cause; who at best, knows in the end the triumph of high achievement, and who, at worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory or defeat."

—President Theodore Roosevelt, 1910

Veterans' Day, formerly known as Armistice Day, was originally set as a U.S. legal holiday to honor the end of World War I, and then known as "The Great War." The war officially ended when the Treaty of Versailles was signed on June 28, 1919. Fighting

ceased, however, seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918 is generally regarded as the end of "the war to end all wars."

In November of 1919, President Woodrow Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her



sympathy with peace and justice in the councils of the nations..."

In 1954, after having been through both World War II and the Korean War, the 83rd U.S. Congress, at the urging of the American Legion and other veterans' organizations, amended the holiday by replacing the word "Armistice" with the word "Veterans." On June 1, 1954 November 11 became a day to honor American veterans of all wars.

Many Americans confuse Veterans' Day with Memorial Day. Memorial

Continued Back Page

Minutes of the October 20, 2010 POA Board Meeting*

Secretary Montoya was excused. President Delagnes directed Sgt-at-Arms Breen to record the minutes of the meeting.

1. Meeting called to order by Sgt-at-Arms Breen
2. Pledge of Allegiance led by Breen.
3. Roll Call conducted by Breen.
4. Motion made by Vice Pres. Martin to accept the minutes from Sept. Board meeting. Seconded by Rep. M. Madsen, Tactical Co. Motion passed unanimously by voice vote.
5. Treasurer Halloran thanked the Board of Dir. for their participation in the annual golf tournament.
6. President Delagnes spoke extensively about the current status of the "Proposition B" campaign and the imperative need for volunteers

to help in the campaign.

7. President Delagnes initiated a discussion about the morale of the membership, observing that some officers are frustrated about changes that are taking place throughout the department. Numerous Representatives spoke about a variety of issues that are taking place within the department that could perhaps be better addressed. After a lengthy discussion, President Delagnes assured the Board that he would form a committee to address the issue.
8. Under the topic of "financial requests," Vice President Kevin Martin made a motion that the POA donate \$17,500 to the UCSF clinic for children with terminal illnesses. The motion was seconded by Rep. Madsen. The motion passed unanimously by voice vote.

9. Treasurer Halloran advised the Board about the significant financial contribution that the POA has made to the "No on Prop B" campaign.

10. Treasurer Halloran advised the Board about the severance "payout" to a recently resigned office staffer.

11. Treasurer Halloran made a motion that the POA make a \$5,000 donation to the "Cable Car Pull" contest in the name of the "Make a wish Foundation." The motion was seconded by Rep. Falzon. The motion passed unanimously by voice vote.

12. Treasurer Halloran read a letter from a police inspector about a crime victim who lost all worldly possessions during the commission of an assault. Motion made

by Rep. Falzon to donate \$1,500 to replace some of those possessions. The motion was seconded by Rep. Goldsborough. The motion passed unanimously by voice vote.

13. President Delagnes adjourned the meeting at 1500 hours.

*Minutes submitted by
Sgt.-at-Arms Breen*

**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.*

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Board of Directors Meeting Roll Call				
Wednesday, October 20, 2010				
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Vice President	Kevin Martin	P		James Trail P
Secretary	Tony Montoya	E	Co. I	Jody Kato P
Treasurer	Marty Halloran	P	Co. J	Kevin Lyons E
Sergeant-At-Arms				Brian Philpott P
	Chris Breen	P	Co. K	Matt Gardner P
Editor	Ray Shine	E		Steve Landi A
Co. A	Ed Browne	P	Hdqtr.	John Evans P
	George Rosko	P		Troy Peele P
Co. B	Larry Bertrand	P	Narcotics	Dave Falzon P
	Jayme Campbell	P		Frank Hagan P
Co. C	Dermot Dorgan	E	Tactical	Dan Laval E
	Chris Schaffer	P		Mark Madsen P
Co. D	Matt Rodgers	P	Invest.	Gavin McEachern P
Co. E	Jesus Peña	P		Dean Taylor P
	Tim Flaherty	P	Airport	Anton Collins E
Co. F	Peter Dacre	P		Joe Finigan P
	Rob Imbellino	P	Retired	Ray Allen P
Co. G	Dean Sorgie	P		

San Francisco Police Officers Association Editorial Policy

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

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

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

Other Submitted Material
 All other written, photographic, or graphic material must be:

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

The San Francisco Police Officers Association

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

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

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

Counselor's Corner**November 2, 2010: Rendezvous with History**By John Tennant
SFPOA Counsel

It's hard to remember a day more important to police labor's future — and, by extension, to the future of all public employee labor — than the approaching Tuesday of November 2, 2010. For it is on that day that we will know whether the citizens of both San Francisco and San Jose believe that police officers and other public employees are equitably compensated or receive too much. There is simply no other way to put it.

If a majority of San Franciscans pass Measure B, such a vote will reflect the public's belief, misguided and inaccurate though it may be, that the health care and retirement benefits received by San Francisco's public employees are excessive — "excessive" at least

in this current economic climate — thereby warranting sharp increases in the amounts those employees must contribute in order to continue receiving such medical care and retirement. Similarly, if a majority of the voters in San Jose pass Measures V and W, it will be an unmistakable sign that the voting public thinks compensation of public employees in San Jose has reached so high a level as to justify whittling away at officers' and firefighters' lone substitute for their inability to strike, namely, interest arbitration, as well as opening the door to a second, reduced tier of retirement benefits by affording the City Council unilateral authority to change the rates of contribution to the City's retirement system.

In other words, on Tuesday, November 2nd, police officers in particular and public employees in general have a rendezvous with history. And if there's one force in the universe whose effects cannot be ignored, it is the iron law of

history. A victory in public employee labor's favor will signify a dramatic call by the public for government employers to halt their hitherto relentless attacks on the public's servants. Conversely, a defeat at the polls will signal a new age in the history of public employee unionism, particularly for police officers and firefighters, who have long enjoyed wide support given the risks inherent in their jobs.

By "iron law of history," I do not mean to suggest that the results of the pending vote are in any way preordained or that we, as individuals, have neither the responsibility nor the power to work as hard as we possibly can to achieve an outcome counter to what some polls presently indicate, namely, that ours is a bit of an uphill battle. To the contrary: our rendezvous with history is a call to arms, a call to action — if ever there were an opportunity to take your destiny in your hands, this is it. Our time, our challenge is now.

Such was the message San Francisco Chief of Police George Gascón delivered to rank-and-file police officers at a labor relations symposium last month: those who expect that history will simply return us to the heady economic times of the late 90's stand in ignorance of history's unforgiving law: time's arrow only moves forward, it does not revert back. It is our duty to recognize the historical reality of the present economic age in which we live — unpleasant as that might be with the ubiquitous cries for "pension reform" and the rollback of public employee pay and benefits — and do the best that we can to shape the trajectory of our economic future. Irrespective of how the vote on November 2nd ultimately turns out, that duty will remain. The iron law of history demands no less.

*"Roll the Union On..."***Calendar of Events**

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

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 AM	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Ingleside Police Station, Community Room	Second Tues. of Every Month, 2:00 PM	Mark Hurley (415) 681-3660
Meeting, American Legion SF Police-Fire Post	War Memorial Building 410 Van Ness Ave., SF	Second Tues. of Every Month, 6:00 PM	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 AM	Reyna Kuk (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730 – 1130	Range Staff (415) 587-2274
Specially Scheduled Events			
SF Probation Officers Memorial Mass	St. Michael's Ukrainian Church 345 - 7th St., SF	Friday, November 5, 2010, Noon	Karen Totah (415) 553-1496
Retirement Celebration Honoring Bill Darr	SF Elks Lodge #3 450 Post St. 3rd Floor	Saturday, November 20, 2010, 6:00 PM	Mengo Darr (415) 337-0518
Dudley Perkins Toy Run Honoring Off. Felix Sung	Dudley Perkins Harley Davidson So. San Francisco, CA	Sunday, December 12, 2010, 9:00 AM	Dudley Perkins Co. (650) 737-5467
Operation Dream Toy Drive	49er/Seahawk Football Game Candlestick Park, SF	Sunday, December 12, 2010	Bev Immendorf (415) 559-1373
Statewide Conference Cal. Homicide Invest. Assc.	Hilton Hotel Downtown, SF	February 28 – March 3, 2011	Julie Lazar (415) 553-9595

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WIDOWS' AND ORPHANS' AID ASSOCIATION

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October 12, 2010

The regular meeting of the Widows' and Orphans' Aid Association of the San Francisco Police Department was called to order by President John Centurioni at 2PM in the Conference Room of Ingleside Station.

PLEDGE OF ALLEGIANCE; Led by President John Centurioni.

ROLL CALL OF OFFICERS: President John Centurioni. Vice President Matt Gardner. Treasurer John Fewer, Secretary Mark Hurley. Trustees Bob Mattox, Al Luenow. Excused Bill Gay, Mark McDonough and Harold Vance. Also in attendance were Past President and Treasurer Jim Sturken.

MINUTES OF THE SEPTEMBER: Motion by Bob Mattox that the minutes be approved as published. Seconded by Al Luenow. Motion carried.

BILLS: Treasurer John Fewer presented the usual bills. Motion by Bob Mattox that the bills be paid. Seconded by Matt Gardner. Motion carried.

WE HAD FOUR DEATHS THIS PAST MONTH:

RAYMOND E. RAY, 84 years. Ray was born in San Francisco and grew up in the Mission. He went to Balboa High School. Ray joined the Marine Corps during WWII and served in the Pacific. He fought in many battles including Guadalcanal. He served in occupied Japan before he returned home. Ray worked as a warehouseman before he entered the Police Academy in 1947. His first assignment was Taraval Station, followed by Park. He was called back into the service during the Korean Conflict. When he returned home and back to work, he was assigned to the Accident Preven-

tion Bureau at Company K. After five years, he was assigned to Park Station. He also worked briefly at Headquarters Criminal Information Bureau. He then went to Southern Station for three years before he went out on a D.P. pension in 1963. Ray went to City College and studied Real Estate. He opened his own Office in the Mission. Ray did well with his great personality. He was active in the American Legion with Police Post 456 and attended many State Conventions as a delegate from our Post. Semper Fi Ray.

EARL L. OPPENDIKE, 85 years. Earl was born Rapid City, Ill. He served our country in the Navy during WWII and Korea and went out as a Lt. Commander. He worked as a surveyor before he entered the Police Academy in 1959. His first assignment was Central Station, followed by Mission and Taraval. He then was assigned to the Mounted Unit and worked the mounted until 1980 when he made Sergeant and was assigned to Richmond Station. Earl received many Captains Commendations and a Silver Medal of Valor for his arrest of a hit and run driver who, when stopped by the officers, armed himself with a revolver and had to be physically subdued. Earl retired in 1985.

PHILIP S. ROEBLING, 86 years. Phil was born in San Francisco and grew up in the Mission. He went to Mission High School. He served our country during WW II by serving in the Coast Guard, Army, and then Air Force. He had 34 combat missions in Europe and was well decorated. After the war, he returned home and was working as a bartender before he took the Police Exam and entered the Police Academy in 1948. His first assignment

was Potrero Station. A couple years later, he went to Mission, and was detailed to BSS. He then worked Taraval and Northern before he made Inspector. He learned to be a safe expert in the Bureau. Phil retired in 1982. He was awarded many Captain's Commendations and several Medals of Valor. A Silver Medal of Valor for his arrest of a holdup suspect who committed several robberies in the city. In making the arrest, the suspect had to be physically disarmed of a revolver. A Silver Medal of Valor for his arrest of an armed suspect who with his partner robbed a supermarket. Through his interrogation, Phil learned where the getaway car was and the other suspect was arrested. A Silver Medal of Valor for his arrest of an armed robbery suspect of a service station. A Bronze Medal of Valor for his investigation and solution of an armed robbery they worked on for ten months resulting in the arrest of two suspects. Phil had a very fine career with his military service and his expertise in the Inspectors Bureau.

MATTHEW GOODIN, 38 years. Matt was born in San Francisco and grew up in Novato. He attended St. Vincent High School and graduated in 1991. He entered the Police Academy in 1995. His first assignment was Company C. A few months later, he went to Co. E and then to Co. B. Matt remained at Southern and was still working Southern when he passed away. Matt, during his short police career, was very active with sports. Matt was awarded several Captain's Commendations, Police Commission Commendations, and a Silver Medal of Valor for his actions in the arrest of a suspect with a loaded carbine. It turned out the suspect was a gang member and was out to shoot a woman living in the area. The Code-33 vehicle chase and foot chase and the firing of their weapons resulted in the arrest. This incident was also noted by Police Post 456, and later by the State of California with its highest award for Valor. Matt served

his Department as a specialist and was very well liked by his fellow officers and the public he served.

REPORT OF TRUSTEES; Wells Fargo Bank had our investment team of Jerome Palioni and Ash Daggs give us their report. The Market was up in September. Our unemployment remains at 9.6%. The recovery is slow but seems to be getting better. The Problem in Europe and lately the Irish Banking system and Portugal are causing investors to hold their money. With our diversity in our asset allocation account we were up on paper \$337,000.00 for September.

REINSTATED: Pursuant to Article III, Section 5 of the Constitution. Treasurer John Fewer received payments of all back dues. Helene Valencia, Tim Dempsey, Mike Nowlin, James Petty, Lora Venters and Debroah Daher. President John Centurioni ordered them put back on the roles.

NEW BUSINESS: The counting of the ballots from our mail out to the membership on changing our Constitution Article V, Section 3. The membership gave their overwhelming support to the Officers and Trustees and our investment team from Wells Fargo Bank. The Vote was 430 Yes

Votes and 33 No votes. The only thing that we have a concern for is that over 300 ballots were returned due to incorrect address. Most of these are active members with a few retired. **WE NEED YOUR CURRENT ADDRESS.** We will be working on this problem to have an accurate database of our membership. If you can sent it through inter-department mail or call 415 681 3660.

ADJOURNMENT: President John Centurioni had a moment of silence for our departed members and those men and women serving their Country in the Armed Forces. He set the next meeting for Tuesday November 9, 2010. Meeting adjourned at 3:15 PM.

Fraternally,
Mark Hurley,
Secretary

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Retirements

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

- Officer Martin Loo #836 from Park Station
- Deputy Chief Morris Tabak #499 from the Chief's Office
- Inspector David Tambara #279 from Gang Task Force



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FR120808-0059

AROUND THE DEPARTMENT

By Al Casciato



...Lateral Transfers:

On October 18 the Civil Service Commission authorized Human Resources to conduct a one-time recruitment directed to lateral hires on the following eligibility conditions: 1) that the person has served as an active Police Officer for two (2) years preceding the date of the job announcement; and 2) applicant must have a current P.O.S.T. certification for the State of California. Interested parties should monitor the SFPD website for job announcement...

...Rest in Peace:

On August 31, 2010 Gang Task Force Inspector David Tambara retired. On October 22, 2010 David unexpectedly passed away. Our thoughts and Prayers go out to his family and loved ones... Last month we said good-bye to Dispatcher Sara Ann Kelly who served for 33 years and was the "voice of the Chief" for the details at Candlestick and AT&T Parks. Sara is greatly missed. Our hearts go out to her family and friends who nurtured and cared for her over the last year as she fought to remain among us...

...Proposition B:

By the time you read this edition the election results for Proposition B will be known. If it failed then we will be greatly relieved and will begin the process of working with the "body politic" on next year's budget in a sane and deliberate manner. If it passes then we will be in the courts battling for an extended period...

...Employee Burnout:

Recent news articles have been discussing the effects of Employee Burnout which can take tremendous tolls on organizations, families and individuals. The toll can be costly and even permanent when it results in suicide for individuals and for orga-

nizations when they fail. All of us are responsible to monitor if our systems and culture is causing burnout because if we do not we all will suffer...

...Italian Heritage Day:

On October 10 the Italian Heritage Committee organized and produced the Columbus Day Parade in North Beach. Retired Lieutenant Larry Barsetti was the Chairman of The Committee and is commended for doing an "outstanding job". Behind the scenes of the parade which almost did not happen was Linda Toschi-Chambers, daughter of retired Inspector David Toschi, who served as the financial secretary of the committee. When the 143rd annual parade was in danger of fiscal collapse Linda paid a visit to the Bank of America and called upon the spirit of the banks founder A.P. Giannini to assist. The bank responded and one of the best parades in recent memory took place. Big Thank You to Linda, Larry and the Bank of America...

...Training Priority:

If you haven't noticed Chief George Gascón is trying to make training a priority and is out marketing and exposing our department to a variety of professional organizations and foundations. He's been to a variety of forums and on November 15 will be the opening speaker at the California Peace Officers' Association's Annual Conference where he will discuss budgetary issues and challenges. You may wonder how this is of value to you on the street. At these conferences the Chief contributes and shares his experience while learning from others and networking to find the funds that will purchase the latest equipment, to make those of us on the street safer and enable us to do our job more effectively...

...Quote:

Received the following in the mail a few months ago and gave it some thought. It does have a message: "The best talker not necessarily the best employee or player" seems like another version of "...talks a good game." It is interesting that we are thinking that way...

...Birth:

Retired Sgt. Nick Rubino and his wife, Dee-Dee, are proud to announce the arrival of their first granddaughter, Emily Rose Rubino, on September 7, 2010. Emily Rose weighed in at a dainty 5 lbs. 15 oz. and measured 18 inches. Daddy Mike (CHP), Mommy Hilda (DEA) and big brothers, Nicholas (Papa Nick's namesake) and Giovanni, are thrilled to welcome little "Rosie" to the "Family" Congratulations to all...

Announcements, notices or tidbits can be e-mailed to alfrmsf@aol.com, faxed to 552-5741, or mailed to *Around the Department*, 800 Bryant St., 2nd Floor, SF, CA 94103.

Community Service Committee

By Marty Halloran/Chairman

In an ongoing effort to keep the membership advised of activities at the POA I will make every attempt to provide the minutes of the Community Service Committee. The committee meets approximately every six weeks and as always we discuss and vote on requests for donations submitted to the POA. The majority of the requests are submitted from non-profit organizations in and around San Francisco. Many of these organizations depend greatly on associations like ours so that they may provide assistance to the sick, elderly, and the youth of our community.

The Community Service Committee Fund has been designated as a federal tax exempt 501© 3 account at the S.F.P.O.A. The majority of the funds in this account are raised through our annual "Parade of Stars" show held in December each year.

The Community Service Committee met on August 28, 2010 & October 14, 2010 and although many requests are submitted only the below listed organizations were approved for donations.

August Meeting

San Francisco Suicide Prevention Center (Officer Kevin Martin).....	\$1,000.00
San Francisco Airport Charity Golf Tournament (Officer Bob Massola).....	\$1,000.00
Lung cancer Foundation (Officer Matt Gardner)	\$250.00
Leukemia & Lymphoma Society (Inspector Dan Cunningham).....	\$250.00
Knights of Peter Claver, Ladies Aux. (Officer Silvia David).....	\$250.00
Darius Jones Foundation (Inspector John Keane)	\$1,000.00
San Marin Youth Football Team (Officer Kevin Lyons)	\$1,000.00
San Diego County Deputy Sheriff's Foundation	\$150.00
Ronald McDonald House.....	\$500.00
The Sundance Association.....	\$500.00
Senior Action Network.....	\$300.00
Star 6 Foundation.....	\$250.00
San Francisco Deputy Sheriff's Foundation	\$700.00
Ohlhoff Recovery Programs.....	\$800.00

October Meeting

Abraham Lincoln High School Volleyball (Inspector Mike Siebert)....	\$250.00
Foster City Tournament Baseball Organization (Officer Rob Fung)	\$250.00
St. Stephen Woman's Guild	\$250.00
FALEO (Inspector Glenn Sylvester).....	\$1,000.00
Northern Ca. Asian Peace Officers Association (Inspector Glenn Sylvester).....	\$700.00
Police Unity Tour (Sergeant Ron Banta)	\$2,500.00
George Washington High School Marching Band.....	\$250.00
Janet Pomeroy Center	\$250.00
Bay Area Rescue Mission.....	\$250.00

Homicide Investigators to Meet in San Francisco

The California Homicide Investigators Association (CHIA) will hold its annual conference in the city on February 28 through March 3, 2011. More than 500 Investigators from across the United States and other cities around the globe will attend.

Plan to visit the SFPD sponsored historical exhibit featuring artifacts and photos from some of the city's most notorious homicides.

Open to all police officers, their families, and the public.

Attendance is open to any law enforcement person, active or retired.

Register on-line at www.CHIA187.org.

Attention active and retired SFPD members. We are seeking to display items of memorabilia related to the history of the SFPD Homicide Detail. Any item loaned to the exhibit will be secured 24 hours per day, and returned to the person lending the item upon the closing of the conference.

If you can help us create a comprehensive and interesting exhibit, or have an interest in establishing a vendor booth at the conference, contact any of the following persons:

SFPD Inspector Dave Falzon at 415-553-9595

SFPD Inspector Julie Lazar at 415-553-9595.

SF Police Museum Curator Marie McNaughton at 707-529-0734.

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This and That...

By Kevin Martin,
SFPOA Vice President

Where should one really begin with a conversation about police suicide? How does one approach a subject that for far too long has been regarded as "taboo" within the police community? How does one cope with the reality that within the past year our department has suffered the loss of three members (2 active and one recently retired) due to suicide and the attempted suicide by another two members? It should be noted that all incidents referred to above included the use of a handgun during the acts or attempted acts.

For far too long, any talk of police suicides were whispered in hushed tones. Too many police administrations avoided the subject of "police suicides" as it reflected an unspoken "weakness" among their ranks that was a direct reflection upon the leadership of the organization. This can and should no longer be the case. This is a subject that can no longer be avoided, but must be dealt with in a very respectful and responsible manner. This department owes it to its members to get out in front of this crisis and meet it head on. Am I being overly dramatic using the term crisis? No, I'm not.

The department and association have been rocked with the suicide of one member last December, another this past August, and most recently a third member just last month. The loss of each — all popular and well respected — has been hard on our membership. So many questions go unanswered as each death creates a sense of loss and pain. I cannot even begin to imagine the devastation and grief engulfing their immediate families and friends of these three members.

There are so many questions surrounding suicide in general and police suicides in particular. After all we have learned about suicide in the past several years, it is still a subject that lends itself to more questions than tangible answers. Despite the stigma associated with suicide, it's evident that we need to address the issue now, with straight talk and objective and effective training.

There are so many emotions surrounding the suicide of an individual that are evoked from within. The deep sense of sadness and loss are often coupled with feelings of anger, anguish, fear, doubt and concern among others.

From my training and experience, I absolutely believe that suicide is but a

very short-term solution for one that leads to lifetime of grief and sadness for those left behind. Mothers, fathers, sisters, brothers, wives, children, family members and friends are unfairly burdened with a daily reminder of the loss and the tragic circumstances surrounding the loss. Many of those closest to the suicide victim will forever be questioning himself or herself, wondering if they had done enough to prevent such a loss. Of course, the ONLY person able to answer any of their agonizing questions is no longer around to ease the pain of the living.

Concerns are growing concerns among our members about the general mental and emotional health of our officers. The national average of police suicides number approximately 300 in a year. All too often while we are busy taking care of so many other people, we lose sight and forget to take care of each other and ourselves. How ironic to think that we could be more dangerous to ourselves than are the bad guy's!

There are many barriers that discourage troubled cops from seeking help for themselves. The Blue subculture is perhaps the most difficult to overcome. There is a definite cultural stigma associated with a cop seeking emotional help.

First of all, we consider ourselves to be the caretakers...people come to us for help, not the other way around. People don't go out of their way to call the cops when life is good. They call us when things are bad and they want us to take care of their problems and make them go away. We are trained to be strong, resourceful, and resilient. We are trained to "man up" and deal with chaos. We are trained to discipline ourselves not to show weakness or emotions out on the street when things are going to hell. We are taught and cautioned to "keep it together" and "move on." We can sometimes lose our own sense of humanity after witnessing man's inhumanity to man day after day and year after year. It is absolutely amazing the amount of sadness, anger, fear and despair we encounter over the years of our careers and even more amazing how we keep all that crap inside of us. We have not been very good at being able to confront these feelings and often turn to unhealthy substances to get us through the pain or the daily rigors of surviving the trails and tribulations of this job. We don't want to be seen as "nosey" or intrusive into fellow officers' personal lives.



There is also the fear among cops that if they seek help for a rather sensitive issue that the police administration will learn about it and they will now have a "jacket" as being a "nut" or "unstable," or a person that "needs to be watched" or, even worse, they will have their star and gun taken away and sent away to "Siberia" or to the "rubber gun squad" never to be heard from again. Cops fear they may lose their jobs if their bosses or the police administration learn about their situation.

We often hear that our jobs and the madness related to it, coupled with substance abuse, stress, poor health, and all the other negative features in our lives, is a recipe for disaster, especially when you consider the access we have to guns and the opportunity to use them at a point of utter despair. And all of that is true.

It deeply saddens me to think that three of our members were at such a low point of despair that they could not see any other viable option other than to take their life to ease their pain. They were in such a state of pain that they could no longer think or act rationally, that each closed their mind to hope.

Like so many others in this department, I knew all three. I did not know two as well as I knew the third, but I grieve their losses all the same. I spoke to one a week before he took his life and he assured me that everything was cool. He told me that he was working out and taking care of himself. He told me he was grateful that the members of this department still watched out for each other and thanked the members of his unit in particular for looking in on his well being.

The one I knew the best I first met when he entered the department. He was a decorated police officer with a tough exterior, but also with a heart of gold. He always displayed a good sense of humor and always seemed to be comfortable with himself and his surroundings. He was going through some tough personal issues and over a period of time a noticeable change overtook him. Though many people interceded or attempted to intercede on his behalf, he succumbed to his overwhelming despair. It broke my heart to hear that he had left us. Many were shocked by the circumstances of his sudden death and the improbability. It was painful to comprehend and digest.

Many of us are looking for answers. We are wondering aloud and silently from within for reasons that will bring us a sense of understanding. We are asking why and how this could happen. Was this job related? What were the circumstances; what were the causes? Was anything being done to address this? We ask ourselves, "Is there anything I could have done to

prevent this? Could I have done more? We are angry and sad. We ask, what is the department is going to do about this problem? People are asking why certain units in this department designed to investigate cops are growing in numbers while there are only three members assigned to the Behavioral Science Unit to address the concerns of and take care of over two thousand officers and their families.

I know the Behavioral Science Unit is doing it's very best to address the private and sensitive concerns of our members in a professional, responsible, and respectful manner. The Behavioral Science Unit staff routinely addresses the Advanced Officer or CPT classes at the Academy. The topic is in a training block designed to explain the nature of our work and the professional resources available to our members and their families. We have an outstanding PEER Support program within the department comprised of almost 300 members who are specially trained by professionals to listen and to communicate with our members and offer resources of help and hope. We also have a top notch Critical Incident Response Team (CIRT) that responds care and assist members who themselves have been involved in a critical incident such as an officer involved shooting, an officer injured, etc. We respond to such scenes to offer support and encouragement to those members and attend to their needs. We see them through the incident and do post incident follow-ups to check on their well-being.

At a recent meeting at the Behavioral Science Unit between BSU staff members, twenty Psychological Professional Staff Members and Assistant Chief Denise Schmitt, discussions were held and ideas exchanged as how to expand the involvement of the Psych Pros and the members of our department. I am very hopeful the department's administration will seize this opportunity based on recent events to recognize that in fact we do have a serious problem on our hands and that necessary measures must be taken to address this issue.

From our very early stages of training at the academy we are taught how to back each other up on runs, how to do a "roll-by" when a unit is doing a traffic stop or taking on some suspicious characters. We now have to train ourselves to take care of each other when one or some of us are going through a rough patch. We need to be able to step in and ask those we care about "Are you OK? You seem down?" If you find it difficult to approach someone you are concerned about, please don't hesitate to contact someone over at Behavioral Science and we will take care of your concerns. We will make the confidential contact and do a well being check. Our phone number is 415-837-0875. We are located at Treasure Island.

Please remember that help and hope are just a telephone call away. If working together we can save the life of even one of our fellow officers, then all of efforts will be incredibly worthwhile. Please take care of yourselves; please take care of each other. Our lives depend on it.

I leave you with one of poet John Donne's greatest meditations. It is absolutely an appropriate passage with which to close this discussion. God Bless and Be Safe!

"No man is an island, entire of itself... any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it tolls for thee." — John Donne

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Notice of Nominations for SFPOA Elected Officers or Representatives

As per the following sections of the SFPOA Bylaws, nominations shall be taken at the December 15, 2010 Board of Directors meeting for the following elected positions as specified in Section 400:

Section 400. Officers.

The officers of this Association shall be:

- President — elected at large by members.
- Vice President — elected at large by members.
- Secretary — elected at large by members.
- Treasurer — elected at large by members.
- Sergeant-At-Arms — elected at large by members.

Nominations will also be accepted for candidates seeking election as a Representative from a station, unit, or detail, as per the Section 401(F)(1) as follows:

401.

F. Directors.

1. The Board of Directors shall consist of two elected representatives from each of the following units:

Central Station, Mission Station, Northern Station, Airport Bureau, Administration/Head-quarters Bureau, Investigations Bureau, Ingleside Station, Park Station, Bayview Station, Richmond Station, Southern Station, Taraval Station, Narcotics/Vice-Crimes Division, Traffic Division, Tactical Division, and the Tenderloin Station.

2. In addition, the Board of Directors shall include a retired member of the Association, who shall serve in an advisory, non-voting capacity for a term commensurate with that of the elected Directors, as set forth in these Bylaws at Article VI.

Any member interested in being nominated for election to any of the positions listed in Section 400 or 401(F)(1) should abide by the bylaw sections 600 and 602 excerpted below. A complete copy of the SFPOA Bylaws is available to any member upon request. Said requests should be made to the POA office by phone, email, or in person. District or Unit Representatives can also provide any member with a copy of the SFPOA Bylaws upon request. – Ed.

ARTICLE VI: NOMINATIONS, ELECTIONS, AND INSTALLATIONS
Section 600. Eligibility and Term of Office.

A. Any active member of this Association who has been a member for at least one (1) year shall be eligible for election to office in this Association.

B. The term of office of Officers of the Association shall be three (3) years... The term of office of all other members of the Board of Directors elected as representatives of various units shall be two (2) years...

Section. 602. Election Process.

A. Nominations for Officers and Directors to serve on the Board of Directors shall occur at the December Board meeting ... Nothing herein contained shall preclude the right of a member in good standing from being nominated from the floor at the December Board meeting.

B. When an election is to be held, the Board of Directors shall appoint a General Election Committee. This Committee shall consist of not less than five (5) members, nor more than ten (10), whose duty it shall be (i) to receive nominations, (ii) to review the eligibility of the nominees, (iii) draw an election ballot, (iv) administer the election process via on-line voting through the SFPOA website in a manner than ensures a fair election and accurate tabulation of all votes, and (v) to make the results known to the membership. Members of this Committee shall not be members of the Board of Directors, nor candidates for office.

This notice will be reprinted in the December issue of the POA Journal.

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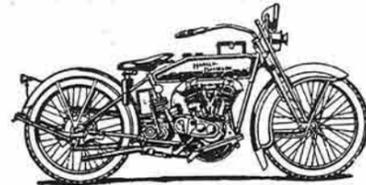
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Force Science News

Force Science Pinpoints Human Dynamics of Police-On-Police Shootings

Forwarded to the Journal
by Michael Nevin
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Force Science News
Part 2 of a 2-part series

A Governor's Task Force in New York recently issued a 147-page report on police-on-police shootings in which it emphasizes that "unconscious race bias" may be a compelling factor when out-of-uniform officers, working plainclothes or taking some law enforcement action off-duty, are mistaken for life-threatening criminals and are shot dead by other cops.

During 6 months of nationwide research, the task force asked Dr. Bill Lewinski, executive director of the Force Science Institute, for his perspective on these tragedies. In a special 7-page position paper, attached as an appendix to the group's report, Lewinski argues that human dynamics wholly apart from race are, in fact, most likely to shape these unfortunate incidents.

"I greatly respect the efforts of the task force in surfacing important data about this little-studied phenomenon," Lewinski told Force Science News. "We at Force Science are wholly in favor of racial equity in law enforcement. But I believe that the core of the problem of police-on-police shootings lies with more fundamental factors than any race bias.

"I believe that by exploring universal laws of human performance that cut across all racial lines, we stand the best chance of truly understanding why these horrible fatalities occur and how to prevent them."

In his paper, Lewinski points out that he has studied more than 1,200 officer-involved shootings and that the police-on-police, mistaken-identity encounters he has investigated "share some common elements" with the vast majority of other OISs.

"They are seldom static and frequently involve elements of time compression and urgency," he writes. "Simply stated, the [challenging] officers' perception is that if they don't respond extremely quickly something very serious will occur.

"Performance of psychomotor skills under conditions such as this produce some very predictable and characteristic errors, including 'stimulus confusion' where the officer misidentifies the behavior or action of the subject."

His paper then presents in detail what he believes are "some of the behavioral science dynamics" that are pivotal in cop-on-cop shootings. His comments provide a template for explaining other OISs as well, including many that provoke great public controversy.

Pattern recognition. "Human beings from birth begin to organize

experiences into patterns," Lewinski explains. Understanding familiar patterns or "schemas" allows us to "read the context of information" coming into our brains from our senses "and predict an outcome.

"This means that we do not have to see each new incident to its completion before deciding what to do. The better we get at reading patterns and the more unconsciously we can activate skills, the more we can effectively engage in strategy and planning.

"[F]or police officers to be effective and safe, they must learn to recognize certain movements, behaviors, objects, and scenario characteristics as being potentially or immediately threatening" and respond with "prompt, definitive action." Depending on circumstances, that could range from "seeking cover to create more options" to issuing "additional verbal commands" to, "in the most extreme situations, the delivery of deadly force."

Police-on-police example. Lewinski poses a common mistaken-identity shooting scenario and dissects the influence of pattern recognition in its tragic outcome.

In his example, an out-of-uniform officer is attempting to arrest a criminal suspect at gunpoint. Unaware of who's who, a civilian witness calls 911 to report a man pointing a gun at another individual. A responding officer, approaching the "gunman" from the rear, repeatedly orders him to drop the weapon and raise his hands. No response. Then, gun still in hand, the man begins to turn toward the officer who, not aware the man is a cop, believes he's presenting a deadly threat and shoots him.

For the responding officer, Lewinski explains, pattern recognition in this incident begins with being dispatched to a man-with-a-gun call, which he knows "can be a very dangerous, potentially deadly situation." At the scene, with "no visible or auditory factors" to the contrary, he believes he's dealing with "a civilian pointing a gun at another civilian."

When his verbal commands are ignored, particularly the commands to drop the gun, the known pattern this suggests is "indicative of a defiant individual who is determined to follow through on a mission of violence regardless of police presence and the results."

When the "gunman" begins to turn toward him, the responding officer has "significantly limited options" because an individual can spin around and fire accurately "in an extremely short period of time." Indeed, the officer has "less than a second to respond appropriately to end this [perceived] threat."

Inadvertent threat. The "threat" the out-of-uniform officer presents, of course, is unintentional. Lewinski cites the effect of stress on human performance as a salient factor.

In these incidents when circumstances have prompted the out-of-uniform officer to draw his gun, he is likely to be "funneled in" on the suspect he's engaged with, "failing to take into consideration the observations and perceptions of the responding officer," Lewinski writes.

"Typically, the stress of the en-

counter causes the [challenged] officer to lose focus on--or completely ignore--the fact that he/she is not in uniform, is not immediately recognizable as a law enforcement officer, and is armed."

In turning toward the challenging officer, which proves to be "a fatal move," the victim officer may not actually point the gun in a threatening manner, Lewinski says, but if the responding officer is not behind cover he may need to shoot in self-defense before the turn is completed.

Auditory exclusion. Research shows that officers involved in high-stress encounters commonly fail to hear certain things, "ranging from verbal comments to gunshots," Lewinski told the task force. "This is a normal process" of selective attention. That is, when we are focused on something we have decided is important, "our brain assists us in focusing by ignoring or suppressing information that could distract us."

In police-on-police confrontations, this "auditory exclusion" can work both ways, Lewinski suggests. When the out-of-uniform officer is trying to control a dangerous suspect, the "attentional focus" required by that stressful effort may cause his hearing to diminish dramatically, resulting in his "inability to clearly hear and comprehend" commands to drop his weapon.

Under his own stress, the responding officer, in turn, may be "unable to hear the 'gunman' loudly identifying himself as a police officer." The challenged officer "begins to glance behind him and the responding officer shoots him. Later, witnesses recall the [victim] clearly identifying his office. The officer who shot him claims to have heard nothing."

Selective visual attention. In life-threatening encounters, an officer's vision also typically narrows "to an element of threat while filtering out seemingly superfluous elements" in an "instinctive survival response," Lewinski writes.

"In a law enforcement context, this phenomenon...would be clearly illustrated by [officers] 'zooming in' on the barrel of a gun or the blade of a knife pointed in their direction or zeroing in on a suspect's hands, which they have been trained to watch closely, while simultaneously filtering out extraneous visual elements, such as clothing color, facial features, and even subject race or gender." [See FSN Transmission #2, sent 9/29/04, for a detailed description of experiments in which highly stressed test subjects had difficulty accurately recalling important personal characteristics even of people they had been in close contact with for as long as 40 minutes.]

This visual narrowing can pose difficulties in ambiguous cop-on-cop confrontations, Lewinski states. For example, "Some suggest that the presentation of a badge or other visual identifier [like a color-coded armband] by an off-duty or plainclothes officer would be sufficient to avoid a tragic misidentification.

"Science may suggest otherwise," Lewinski cautions. "It's quite possible, if not probable," that a responding

continued on next page

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officer experiencing "a high level of stress may not even be able to notice such things."

Training deficiency. Most agencies provide "little or no training in how to handle" police-on-police face-offs, thus leaving officers "dependant upon their own resources" in these encounters" and leaving officers on both sides of the confrontation "in a precarious situation," Lewinski writes.

He notes that the use of a firearm in any deadly force encounter is analogous in some ways to a high-stakes athletic activity. "I find it fascinating that in any athletic activity...instructions about the rules of the game and the development of skills with the tools of the game are only the beginning of the instruction into the game."

"A tennis or soccer player with [only] this level of instruction would not do very well in competition. The strategy and tactics of the game--the recognition of patterns of play, the anticipation of outcomes, the play patterns that defeat an opponent's attack before it develops — all need to be developed in the athlete if they are to perform well.

"In law enforcement, for the most part, we stop or move very little past the rules of the game and the development of fundamental skills with the tools." The result: "a high level of both predictable and preventable errors in judgment during the game."

And this, Lewinski writes, may be a fundamental underpinning for "both predictable and preventable errors in officer-on-officer shootings. I suspect that the roots of [these] shootings start with the limitations of skill training and then proceed from there."

Bottom line, in Lewinski's judgment: cop-on-cop confrontations are just one aspect of force training that in general needs extensive expansion and improvement. Research that takes human dynamics into consideration needs to continue in search of training methods that can improve officer assessment, decision-making, and reaction in uncertain, rapidly unfolding, and potentially threatening situations.

Meantime, Lewinski fully agrees with a cautionary suggestion stressed by the task force in its report: Off-duty

officers in civilian clothes should not attempt a law enforcement action except in life-threatening situations where there is no alternative. "This may go against officers' instincts," he says, "but the risks of actively intervening in most cases are likely to be greater than the benefits, all things considered."

The task force poses these "4 rules when considering intervention":

1. It's usually wisest to show restraint and "serve as a good witness rather than intervene unless someone's life or personal safety is at stake."

2. If you feel you must intervene, call 911 or have someone else do so, alerting "other police units to your presence, including your physical description, that you are armed, and that you are in plain clothes."

3. Display your badge "close to your firearm," where it stands the best chance of being seen.

4. "Communicate frequently your identity as a police officer in a loud and clear voice."

Most important, Lewinski advises out-of-uniform officers who are challenged in possible mistaken identity circumstances to obey commands of the challenging officer to the letter, work to slow things down, and above all do not look or move toward the challenging officer with a gun in your hand.

"We may differ on some conclusions about mistaken-identity shootings," Lewinski says, "but the task force has provided the first in-depth study of this sad phenomenon and has initiated important dialogue on how to address it.

"Any police death is a tragedy but when one inadvertently occurs at the hands of other officers, the tragic impact on the participants, their families and departments, and the communities they serve is double regrettable."

The full report of the Governor's Task Force, entitled Reducing Inherent Danger, can be downloaded free of charge.

For a full copy of Dr. Lewinski's position paper, paste the following address in to your browser: <http://www.forcescience.org/NYSreport.html>

What is the IPA?

By Calvin Chow, IPA-USA,
Vice President-Region 9
Mission Station

What is the IPA? No, I'm not referring to the beer. I'm talking the International Police Association (IPA). This is a worldwide membership organization for active and retired police officers. Its aims have remained consistent since 1950 — to unite through friendship and professional understanding, any active and retired police officer, without exception. Its motto "Servo per Amikeco" translates from Esperanto into English as "Service through Friendship". The IPA today has 60 member nations with 350,000 members worldwide. There are 60 regions in the United States Section. The San Francisco Bay Area is IPA-USA Section-Region 9 which consists of Alameda, Contra Costa, Marin, San Francisco, and San Mateo Counties. We have about 300 members scattered throughout our region.

The IPA provides social activities at an individual or family level — trips, BBQ's, events, competitions and exchange visits. The IPA also organizes seminars on police related topics. The benefits of individual police participation are many — make new friends, learn about policing in other countries, cultures and professional practice, and receive local help with travel and accommodation. There is a wealth of knowledge and experience within I.P.A. For retired police officers, IPA offers another opportunity to stay in touch with former work colleagues and meet new ones. We are the world's largest independent police membership organization. We are mainly an "off duty" association linked by our common past or present occupation. The IPA now has over 60 properties worldwide where members can stay in a reasonably priced accommodation. The idea behind IPA Houses originated in Germany and followed on from the founding of IBZ Castle Gimborn (Germany) in 1969. Today there are IPA Houses across the globe, from Australia to South Africa, Israel to the United Kingdom — the concept is still developing with more Houses being opened each year.

Every effort is made to put mem-

bers who desire so in contact with members of the police profession in I.P.A. member countries which includes participating in an exchange vacation program, tours of police facilities, ride along, either individually or as a member of a party. In many cases the exchange may give you the opportunity to stay in the home of a police officer in the country selected, and during visits abroad or locally, members will have the opportunity of studying methods of policing in other countries, which members are able to engage in professional police relations throughout the world. An International Children's Exchange Program may give your child or children the opportunity to spend some time in a foreign country in exchange for your hosting this child for an equal amount of time. Members are able to contact other members with similar interest or hobbies through the newsletters. Whatever one can think of can be accomplished through the "Friendship through Service" motto, it can be travel, cultural exchanges, collector's exchange, personal requests, the concept is endless.

Membership is only \$25 per year. Each member receives a copy of the quarterly National Reporter, membership pin, ID card, and subscription to their respective Region's newsletter. What does it take to become a member? Be an active or retired sworn officer of a Federal, State, County, or Local law enforcement agency. Within these below listed websites you will find information about our organization, activities, services and news. If you are an active or retired law enforcement officer and not yet a member of the IPA then consider joining. It will open up a whole new world to you.

IPA International website:

<http://ipa-iac.org/>

IPA USA Section website:

<http://www.ipa-usa.org/index.php>

Region 9 website:

<http://websitesbycook.com/ipa9/>

Region 9 on Facebook:

<http://www.facebook.com/?ref=home#!/group.php?gid=118184638205793>

For more information or an application to join contact: calvinchow.ipa@gmail.com

U.S. Law Enforcement Deaths in 2009

The FBI has tabulated the nation-wide number of Line of Duty deaths of law enforcement officers for the year 2009. They are:
48 officers were killed in the line of duty. (Compared to 41 in 2008)
47 died in accidents. 57,000 were assaulted.

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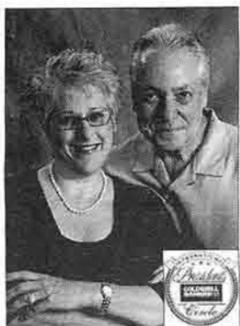
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Long-Term Investing

Economic Chaos: USA's Great Recession of 2007 Further Shrinks the Middle Class

By Edwin K. Stephens,
The Stephens Group

A little rebellion now and then...is a medicine necessary for the sound health of government.

— Jefferson's letter to Madison

A banker is a man who lends you an umbrella when the weather is fair, and takes it away from you with it rains.

— Anonymous

Is the current economic recovery and job insecurity creating discontent and concern for working families?

Answer: Yes. American working families are under siege on many personal and economic fronts with the prospects of little relief in sight, and viable solutions from our political leaders?

Are You Middle Class?

In a 2008 poll, more than half of Americans identified themselves as middle class. The label "middle class" is defined not so much by income as by aspirations.

On 1/25/10, Mark Trumbull, staff writer for the Christian Science Monitor noted in his article "Obama's challenge: reversing a decade of middle-class decline" said, "who is exactly the middle class?" In 2008, the median household income stood at \$50,303 according to the United States Census Bureau. However, that figure is below where it stood a decade earlier, at \$51,295, after adjusting for inflation, and a break from steady decade-by-decade gains seen since World War II. The



middle group of households is earning a smaller share of US income now than it did a decade ago — and significantly less than in 1967.

According to the United States Census Bureau the middle 60 percent of households received 46.6 percent of all income in 2008, down from 47 percent in 1998 and 52.4 percent in 1967. Household debt levels, as a percentage of household income, are edging downward since the recession began. But they remain far above levels seen in the 1980's and earlier. The financial turmoil in US households includes an interesting phenomenon; losses in income for husbands are being offset partly by gains for wives. Full-time working women have seen their median income rise over the past decade, while full-time male workers have seen their real median income decline. Women also have a lower unemployment rate (8.8 percent) compared with men (11 percent).

The 2010 Census Bureau Median Family Income by family size notes that in California a single person who earns \$47,969 is middle income or middle class; two people must have an income of \$64,754; three people \$70,638 and a family of four has a household income of \$79,194. So while the middle class is clearly under stress, millions of Americans are still much better off than they were 20 or 30 years ago.

A Weak U.S. Labor Market

In July 2008, Economist Christian E. Weller and research assistant Amanda Logan noted in their research report "America's Middle Class Still Losing Ground" which was written for the Center for American Progress, a Washington, D.C. progressive think tank, that since 1989, data showed an increase in middle class security though the 1990's. After 2000, however, the situation deteriorated very quickly — all of the gains in middle class security were erased in a few years.

Professor Christian Weller noted that rising middle-class financial insecurity after 2000 is the result of several factors. Incomes have fallen as a result of the weakest job growth since the Great Depression, flat wages, and declining benefits. At the same time, prices for necessary items, such as food, energy, housing, and transportation, have all risen sharply.

Many economists have noted that personal wealth among the middle-class has been decimated, first by the mortgage boom, which allowed more families to build wealth by purchasing homes but also required them to take on higher debt levels, and then by the bursting housing bubble which, of course depleted the value of those home investments, and then by much weaker financial markets.

Adjusting to New Economic Realities

The financial security of America's middle class has dropped since early 2001, easily erasing all gains made during the 1990's.

Mr. Rick Newman, a columnist for USNews.com noted that for the past 40 or 50 years, Americans have lived by a series of unofficial tenets: A good education guarantees a good job, hard work will bring prosperity, and 40 years of 40-hour-a-week work earns a comfortable retirement. This idea that your children would have a better life than you, for many, had become an expectation of a middle class lifestyle.

In 2010 and beyond we are now competing in a global economy. American workers who believe that somebody owes them a comfortable life just because they try hard are risking bitter disappointment in a Darwinian economy, where there are likely to be more losers and fewer winners than we are use to. However, the winners in the new economy will be those who learn how to adapt, expect nobody to give them anything, and are prepared to work harder in the future than they did in the past.

As Rick Newman said, "That's how it was in America before anybody ever heard of the middle class, and it may be that way for a while again. The real middle class — the true bedrock of the nation — will be able to handle it."

Americans are a resilient group of people. I am confident that this difficult economic period will pass, and as Americans we will only improve our collective resolve to find viable solutions to our current economic problems. And, we will face these problems both individually and as a nation.

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"I am a 42 year old male police officer-who had to retire in 2010 due to a **severe low back injury (L5/S1 disc herniation).** Injured in 2002, reinjured in 2005, low back surgery in 2007. The surgery was not a success, and I ended up with constant severe low back pain, and pain down both legs. I started getting treated in Dr. Rosenstein's office, and within a few visits I could feel the pressure coming off my nerves. **For the first time in years, I now have days when I have no pain!"** *Paul Olson, California State Park Police*

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San Francisco Police Department's Operation Dream

By Bev Immendorf

Since 1994 the San Francisco Police Department's Operation Dream has served as a beacon of light in communities that experience too much darkness. For more than 15 years I have had the opportunity to work with hundreds of children who have enjoyed baseball games, bowling events, movies, ski trips, camping trips, days at Amusement Parks and even visits to Disneyland.

Operation Dream has coordinated basketball tournaments, scholarship events, picnics, Easter Egg Hunts, and the annual Holiday Toy Patrol. For several years Operation Dream has partnered with PSI World by providing a new experience for children at the High Valley Ranch located in Clearlake Oaks, California. At the Ranch children experience a whole new world of open and honest discussions, opening up these young minds to a new way of thinking and acting. A wide variety of planned activities enables the children to deal with conflict resolution and develop a great deal of self-esteem.

Operation Dream has partnered with KIDSTOCK Inc. in bringing elementary and middle school children a whole new experience of learning and self-confidence through performing arts. The children learn the value of working as a team to develop and then put on a performance for their schools and families. We have also escorted many of these children to actual live professional productions.

The majority of the participants in these programs are children at high risk. Their prior contact with Police Officers have often been unpleasant and usually under sad circumstances. It has been very personally gratifying to watch San Francisco Police Officers, Board Members and volunteers interacting with these children in very positive and character-building ways.

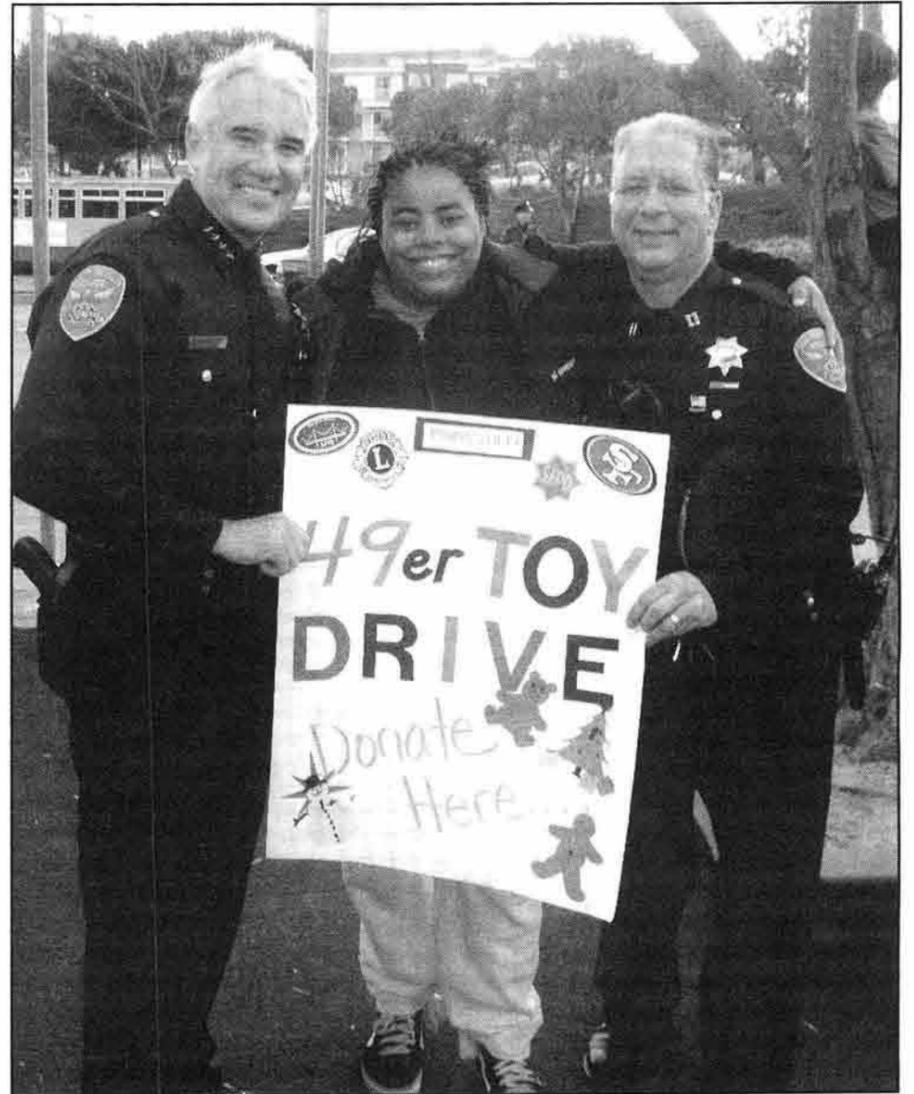
Operation Dream is excited and very grateful for the partnership of the San Francisco Police Officers Association with us this year in the Holiday Toy Patrol program. Despite the difficult economy, we are certain that this partnership will ensure that many thousands of children will again share in the joys of the holiday season.

I know what it's like not to have toys

By Evangela Brewster

Every year since I was about 8 or 9 years old, I started doing the Toy Drive with Operation Dream, because when I was doing Kidstock (a play that I started doing in elementary school) they talked about helping out the community. So my 1st year I just said, yea, I wanted to do it to help others. My parents have nine of us children in this four room housing, I know what it's like not to have toys, It was barely enough money for clothes and if I could get out of the house to help somebody else then I would because I know what it's like. At that age I wasn't looking at it as being a big thing, I was just helping other people. The Toy Drive has affected my community, my family, and me because the people who bring us the toys are the Police Department. The children look up to these Police and the parents are happy to get help with making their children happy for the holidays. Just seeing the smiles on the children faces, the grandparents who let the children give us the toys and the children who receive them it's so beautiful to see a family help out people they have no idea about. After the age of 15 when I wasn't able to get any toys I still helped out because it's very important to me I get to see the faces of the children, parents, grandparents and teenagers who donate to people they have no connection with and to see the children in low income housing communities smile is a gift.

Operation Dream has helped me with a lot of fears about the police, I see they are people just like you and me and they want to keep the streets safe for us the people and the community. I have years of memories from the circuses, the cotton candy and nachos I got to eat and the friends I met. The games at the Easter Egg Hunts in the City and on Treasure Island, also helped me to meet people from



Chief George Gascón with Evangela Brewster and Capt. Al Casciato.

other communities. Going camping at Manteca with girls and boys from different communities helped me also get to know people I had never met.

Also my sister, Malorie, and I worked with several other Dream kids to write the 1st ever grant to help Operation Dream, which was fun and a great learning experience. This helped my outlook on life because my sister Malorie and my brothers Anthony and Esau were the 1st group of teens who started with Operation Dream and High Valley Ranch/ Camp Choice 18 maybe 19 years ago. I met lot of great people through this camp and I have a big extended family, because my

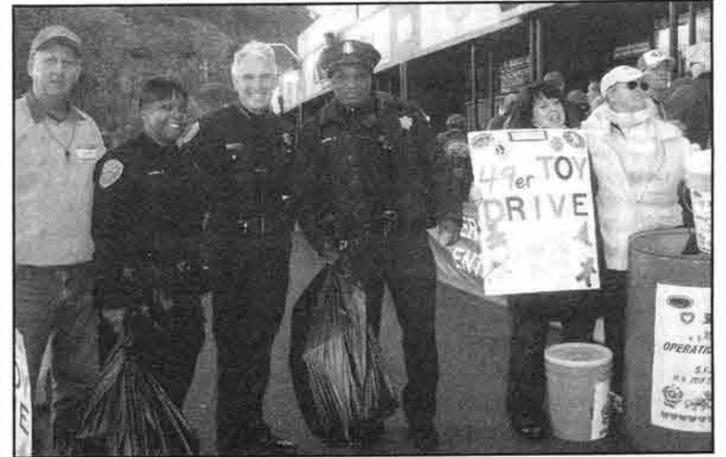
parents let me go to this camp 13 years ago. I learned skills of how to work with children, while being one at the same time. I learned how to not let my fears hold me back. This affected my attitude in a positive reaction, because my sister and brothers were doing it and I wanted to be like them and do everything they did. I learned how to control my angry and how to speak how I feel. Also because I needed to learn something, I wanted to teach my younger brothers and sisters, and this was it. All of my sisters and brothers have been through the Operation Dream programs and loved them; we all still do work with them.



Maritza Casciato, a great volunteer with a load of "Team Spirit."



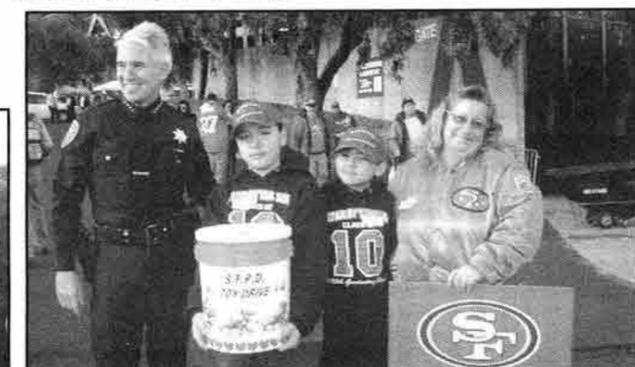
The Chief with a single mother and her 3 children; her youngest is the youngest volunteer and stole the hearts of the 49er faithful, as she got them to donate.



Chief Gascón at the Bus Loop Gate with some of SFPD's finest and some regular fans.



Capt. Al Casciato, Chief Gascón and Stadium Operations Manager, Jim Mercurio.



Board Member/Parent, Linda Baker (her 3 girls have all participated) and volunteer kids from Star of the Sea School with Chief Gascón.



L to R, Bev Immendorf; Carson Johns with PSI World and the right hand for getting the annual PSI Volunteers; Kathy Quinlan Perez, Board Member and the person responsible for all the trips to High Valley Ranch/Camp Choice; and Chief Gascón.

Retirement Planning Seminar Class #55

Three Days At Sigmund Stern Grove

By Mike Hebel
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (June 8, 9 & 10, 2010) — class #55. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggely arrested Mayor Eugene Schmidt's bag-man — the notorious Abe Ruef — on corruption charges at this very site. Shortly after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

The seminar has been expanded to include discussion of social security and medicare benefits, health service system plans, long-term care, post retirement employment, retired employee organizations, health and nutrition, taxation, essentials of estate planning, and critical psychological issues presented by and in retirement.

This seminar, titled "The Gino Mari-onetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 25th year having started in March 1985. Since its inception, more than 2,380 participants have completed this seminar.

Special thanks to **Chief George Gascón** and **Captain John Goldberg** for providing the necessary funding to expand the seminar subjects and to allow members a three day detail to make their plans for a successful and prosperous retirement.

38 Participants

Thirty-eight participants attended this lively and informative seminar which was coordinated by Courtney Dixon, POA staff member.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Mary Petrie** — a member of the 126th Academy class of July 1975. A special moment of appreciation was offered to senior department members **Marty Bastiani** (54 years department service joining on 9-1-56) and **Ray Koenig** (46 years department service joining on 1-3-64 in the 97th class).

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. Tier I members are nearly an extinct species amongst active members. Class attendees were from the 126th to the 169th recruit classes. The 227th recruit class is currently completing its basic course at the Academy. Some members attended with their spouses/partners (which is much encouraged).

The long standing tradition wherein members attending from Taraval Station either provide sunshine or presto-logs for the fire-place was not followed since there were no attendees from Co. I. Three members of the seminar will be 4-baggers in retirement (SFPD pension, social security, deferred compensation, and DROP).

Hot Topics

As expected, much discussion focused on the 3% at 55, 90% cap charter amendment which was approved by the voters at the November 2002 election. It passed with an unprecedented 65% majority. Also the source of lively discussion was

the DROP (deferred retirement option program) passed by the voters on the February

2008 ballot (effective July 1, 2008), the 3% at 55 Charter amendment (passed by the voters on the November 2007 ballot) for those who served at the Airport prior to the merger in 1977, and the additional 4% pensionable, longevity pay with 30+ years of service.

The DROP will allow police officers to defer retirement by entering DROP, direct their monthly retirement check into a 401(k) like-account, and continue to work in the Department earning full salary and benefits. Police officers could remain in DROP for up to 3 years, sergeants for up to 2 years, and lieutenants/captains for up to one year. The monies placed in the 401(k) like-account have a 4% interest guaranty. DROP is a voluntary program allowing members to build a substantial, supplemental retirement nest-egg. As of September 30, 115 members have entered DROP (65 police officers, 18 sergeants, 21 inspectors, 6 lieutenants, and 5 captains). Forty-three members have exited DROP — many of whom did not complete their original term. This program will continue to June 30, 2011 at which time its renewal will be determined by the SF Board of Supervisors.

Assistant Chief Kevin Cashman and **Lieutenant Tim Falvey** welcomed the participants and asked them to put to practical use the information that is contained in this 3 day seminar. The Chief urged thoughtful consideration on the decision to retire. He reminded the attendees that police work is a stressful occupation; he exhorted them to take good care of themselves, their families, and their future. He said the focus of this 3 day seminar was to provide adequate time for attendees to attend to their life after the SFPD. The Chief noted that the Department expects between 300-500 retirements in the next 3 to 5 years — 25% of the Department — since there are currently over 600 members with 25+ years of service of which 175 have over 30 years' service. The Chief also indicated that he was working on a proposal for a part-time (20 hour) employment for retirees — including those who were on light duty.

POA president **Gary Delagnes** stated that a large exodus of police officers was expected over the next 5 years with as many as 600 police officers reaching a full/maximum pension status (a full one-third of the Department, not including the Airport Division). Between 2008 and 2012, over 800 police officers will join the KMA club. These officers entered the department between 1979 and 1982 when an unprecedented 22 Academy classes were graduated; then from 1984 through 1988 there were no Academy classes due to CCSF fiscal problems followed by only one class in both 1989 and 1990. The Department is now understaffed by over 200 officers; he noted that police officer recruitment is an urgent problem for all large city police departments. He stated that the first raise under the new MOU did occur on July 1, 2007 at 4%; over the next 5 years (through July 2011) the wage increase will equal 25.5% compounded. A third tier retirement was created as a result of Proposition D passing in the June 2010 election for new city employees hired on and after July 1, 2010. Gary was commended for his primary role in advancing, in fourteen years, the total compensation of SF police officers from #92 in the state of California to #1 in the nation (cities with populations of 200,000 and over). Gary appears close to accomplishing his personal goal of financial freedom for the rank and file: a

thirty-year veteran Q4 police officer, on July 1, 2010, receiving an annual wage of \$106,754 and thereafter retiring with an annual pension of \$96,079. Gary set forth the pay raises that have been received over the last decade: 1992 – 5%; 1993 – 5%; 1994 – 5%; 1995 – 0%; 1996 – 3.5%; 1997 – 3.5%; 1998 – 3.5%; 1999 – 5.5%; 2000 – 5.5%; 2001 – 8%; 2002 – 8%; 2003 – 0%; 2004 – 9% (with uniform allowance); 2005 – 6.5%; 2006 – 4.9%; 2007 – 6%; 2008 – 7%; 2009 – 6%, and 2010 – 4%. (Note: subsequently the contract was revised to provide for a 2% raise in July 2009, 2% raise in January 2011, and a 3% to 5% raise in July 2011). What a glorious record of accomplishment! This will be known as the **Gary Delagnes legacy**. Gary outlined the 30 year police career path: years 1-10, job oriented; years 11-20, promotion oriented; years 21-30, retirement oriented; and years 31-33 in DROP.

Mike Hebel urged all to consider participation in the 30 – 30 program: 30 years of service and then at least 30+ years' collecting a retirement benefit with no death before age 80. This is the Hebel corollary to the Delagnes police career path description.

Class Comments

Comments from past and present attendees during the informal course evaluation included: "very helpful and useful information. What an eye opener. A wonderful seminar – the Department did something good for us all. I am glad I came; everyone close to retirement should come to these. Much needed information; should be open to officers with 20 or more years of service. Super and marvelous; I enjoyed this seminar immensely. I am now more confident in the City's retirement system. I would hate to think what would happen if we retired without the knowledge that we now have. Great class, everyone should attend, keep them up. Very good, can I come again. Most practical course I have ever attended. Great facility, coordinators, and presenters."

From a class member comes the following admonition: Cops must think out of the box when it comes to retirement. We are so used to 30 years of taking directions and receiving a check every 2 weeks. At retirement, the gate opens up. You have to think about what to do every day. You can no longer look at a calendar for your days off - for every day is a day off. Your retirement requires at least 3 years' advance planning. Take your pension and go do what you really want to do. Now it is solely your choice.

Another member stated that when neighbors ask about his retirement, he says: "I am on a fixed income." But I do not say what it's fixed at. Many others marveled at how truly wonderful their retirement and health plan benefits are.

And just recently this comment was received: "This class is worth at least \$20,000. Consider all the experts you have direct contact with, who stay and answer your questions, and give such helpful advice. Any SFPD member who doesn't attend this 3 day seminar has truly failed to take advantage of a marvelous pre-retirement resource."

And of course, the comment by a member for achieving a successful financial plan and life: "Save at least 15% of gross income, be great at the work you love, stay social with good friends and family, develop a spiritual life or get those big questions answered for your self, choose a true companion, exercise often, sleep and eat well."

Instructor Comments

Maria Newport and **Candice Fan** set forth all the basics of the CCSF Re-

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

It was noted that the average retirement age for San Francisco police officers in 1931 was 71.5 years; in 2009, the average age was 55.5. Quite a difference in two generations.

Joe Collins, Great West Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCA has 18 options and, if desired, a self-directed brokerage account through TD Ameritrade. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the life style portfolios (near term, mid term and long term), with their automatic daily rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options. He also explained the distribution options for your designated



beneficiary who will receive any remaining funds in your account upon your death. Joe urged continued contributions into equity funds appropriate for each participant's risk tolerance and distribution date.

When to start social security payments? The class agreed, the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

Wow! Said many: a CCSF retirement pension (at 90%), deferred compensation distributions, and social security. And now DROP!

George Eimil, retired deputy chief and dedicated instructor in these seminars, said that he began estate planning as an attorney when he realized, after his 1986 retirement, that he needed something more than golf to keep him occupied. George does an excellent job in explaining the basics of estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives). George covers a lot of territory in 50 minutes interspersed with great jokes. His advice on dying remains: "If you have to, the year 2010 is best for federal estate tax avoidance." Although he believes that the Congress would make further changes in the federal estate tax in 2010. He again warned attendees not to put their real property in joint tenancy with anyone other than your spouse or domestic partner. With respect to titling property, he continues to urge the use of "community property with right of survivorship" for best tax advantages. He urged the use of a revocable living trust to avoid probate and to protect estate tax exclusions. George emphasized the need for a Will, Revocable Living Trust, Durable Power of Attorney and Advance Health Care Directive.

Duane Collins (SFPD 1976-2000), licensed tax preparer and dedicated instructor in these seminars, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount).

Tier I vs. Tier II

The participants reviewed the retirement/survivor benefits contained in the two police retirement plans. Tier I (old plan, pre-November 1976) remains superior for 3 main reasons: 1. spousal/domestic partner continuances are 25% larger; 2. cost of living adjustments are about 1.5 times better; and 3. the

marriage/domestic partner rights are superior (a Tier I member can marry or form a domestic partnership after retirement, live one year, and then the spouse/domestic partner is entitled to a continuation; for Tier II, the marriage/domestic partnership must have occurred at least one year before retirement for there to be a spousal/partner continuation entitlement).

To understand the cost of living adjustment (cola) differences, the class undertook a comparison exercise. One of the presenters, who retired holding the rank of sergeant in May 1976 in the Tier I system with 29+ years' service at age 51, received his first monthly check in the amount of \$1,130 — having contributed less than \$15,000 in retirement system contributions over his long career. In January 2010 that monthly check had grown to over \$5,200 thanks to the power of the cost of living adjustments. Wow! For a \$15,000 investment — a pension that started at \$13,560 a year has now grown to a pension of \$62,400 a year and it will keep growing. Tier I grew at a 4.7% compounded rate. Fortunately for Tier II members, the supplemental 1% cola has been paid in every year since its adoption in 1996, except 2003-04 & 2008-09, thereby lessening, but not eliminating, the cola differences in the two systems; and the recent passage of Proposition B creating a compounded basic cola (up to 2%) and added a ½% supplemental cola (now supplemental cola tops at 1.5%) will also lessen this difference. The retired sergeant also reminded the class that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to Larry Barsetti and Sol Weiner for discussing the Veterans POA and the Retired City Employees organization. Sol said that he retired in 1979 (Tier I — at 73.5%) with a monthly pension of \$1,750; he said that his pension has since more than tripled thanks to the cola provisions. This well informed and entertaining duo said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. The retiree's most valuable personal asset is his/her training as a decision maker which is much valued in post-retirement employment. They urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement.

Darlene Hong (VP — Organizational Development) provided many convincing reasons why members should continue their financial contacts with the SF Police Credit Union. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 25 years service — congratulations. Thanks also to Art Howard and Paul Lane for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses.

Other Observations

Chief Gascón continues the tradition of gifting every retiree with his/her police officer star as the Department's recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age.

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. Susan Rodriguez-Corns, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. On an average day, there are up to 200 walk-ins and over 1,000 phone calls. The plans available, as of July 2010, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Clare Zvanski**, employee elected commissioner on the City Health Service Board, spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Clare is the longest serving city employee on the Health Service Board. **Sharon Ferrigno** (SFPD lieutenant, Homeland Security unit), a recently elected employee commissioner talked about the recent negotiations with Blue Shield concerning their costs and that the Board is seriously considering replacing Blue Shield if they cannot control their costs to city employees.

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

value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Joining this seminar for the 12th time was retiree **Mike Gannon** (SFPD 1972-1998) speaking, robustly and vigorously, on the issue of long term care insurance. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Met Life, & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

Retirement Board commissioners **Herb Meiberger** and **Al Casciato** helped bring this seminar to a most successful conclusion. Al and Herb proudly told the attendees that San Francisco's retirement fund is amongst the best funded in the United States. It is safe, sound, and well capitalized. They urged the members to stay active in the retiree organizations to protect their retirement and health service benefits. Of course, with the recent passage of Proposition B improving the supplemental cola, attendees asked Herb and Al: "Will the SFERS earn sufficient 'excess returns' so as to be able to pay the annual supplemental cola at 1.5%?" Answer: probably yes in FY 2010-2011. Let's hope and pray for continuing better returns thereafter. They said the Retirement Trust Fund had achieved a 97% funding status. They both uttered favorable comments about the new Retirement System executive director — Gary Amelio.

Next Seminar

The next retirement planning seminars are scheduled for February 15-17, 2011, June 7-9, 2011, and October 4-6, 2011. Seminars will also be held in February, June and October of 2012. The seminar will be available to the first 44 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Cyn-dee at the POA (861-5060) if you desire advance notification for these seminars or desire to sign up.



POA MAIL



Dear POA —

I'm ecstatic to be writing to you in thanks of accepting my scholarship. The money that I was awarded is much needed and will be used efficiently. I believe that myself as well as many others are grateful that they were given the opportunity to apply for the scholarship. Right now in this economy every little bit helps, especially when you are paying for a young adult's college finances. I cannot begin to thank everyone that was involved with the scholarship, but I can tell you that it will not be wasted. The scholarship money will let me be able to help pay for my college expenses and go on to do great things. Thank you truly.

Sincerely,
Katie Stokes

Dear POA —

Thank you for your time and effort in regards to the generous SFPOA Scholarship. I greatly appreciate everything you have done to help me out with my college tuition. I am currently taking a criminology class at Marquette University and I love it! It's one of the classes I can't fall asleep in even if I tried. The stories told about Milwaukee Police Officers remind me of the stories my Dad, Tom Cunnane, tells me about San Francisco. I think about the SFPD every class!

Thank you so much, again!

Sincerely,
Shannon Cunnane

Dear SFPOA —

On behalf of Father John Crews, the Event Committee, and the boys, we would like to thank you for your participation in Hanna Boys Center's 18th Annual Golf and Tennis Classic.

Thank you for your generous contribution of \$1100.

This year's Golf & Tennis Classic was a great day of sport and fun in a beautiful location in the heart of the wine country. Above all, it was a day to support the courageous boys who have made the difficult decision to leave their families and friends and come to Hanna for life-changing help. Without your support, the close to 200 boys and their families whom we serve each year might not receive the help they so desperately need.

Again, thank you for your support of Hanna Boys Center!

Sincerely,
Kris Van Giesen
Chief Development and
Community Relations Officer
Hanna Boys Center

Dear SFPOA —

The Philippine Exchange Training (P.E.T.) Program appreciates your generous donation for our Benefit Dinner held on September 18th, 2010.

Your donation will help to defray some of the costs normally incurred by the volunteer P.E.T. Team.

We are so pleased that you could be a part of this special Fundraiser event and we look forward to sharing future events with you.

Again, thank you for your support.

Sincerely,
SFPD Sergeant/Inspector
Glenn R. Sylvester
President

Dear SFPOA —

I would like to express my appreciation to you for your assistance during the last ten months. Your office handled all my questions and offered words of kindness, encouragement, and sympathy. I can't tell you how much that meant to me. The SFPD truly is a family and I know why Moose loved it so much.

Thank you all for everything.

Sincerely,
Ann Marie Koniaris

Dear POA —

Thank you for your support for my dragon boat team, Bay Area Dragons, for the past 5 years.

Your continued financial support helped us provide underprivileged kids the opportunity to learn about teamwork. We are able to provide paddling equipment and life vests along with the coaching free of charge. Through this we are able to keep these kids off the streets and out of trouble.

Special thanks go to board members Marty Halloran, Chris Breen, and Steve Johnson for their continuous support. Without their help, I will not be able to help out these underprivileged kids.

Sincerely,
Stanley K. Lee
Richmond Station
Member of Bay Area Dragons

that's exactly the leadership San Francisco needs in its next Mayor.

Now, I know being the best candidate offers no guarantees. I'll need to run one of the best campaigns, too. That's why I'm so appreciative of your early financial support. With the help of friends like you, I know our campaign over the coming year can be a winning one. And that working together we can make San Francisco a city that works for all of us.

Thanks again for your generous contribution!

Sincerely,
Dennis Herrera

Dear SFPOA —

On behalf of the Blind Babies Foundation board and staff, I would like to thank you and your colleagues at the SFPOA for your sponsorship of the Fourth Annual Blind Babies Foundation "Swing for Kids" Golf Invitational at TPC Stonebrae in Hayward. We are grateful for your members' participation in this year's event, which will support the work BBF does to help families with children who are blind or who have visual impairments. We have enclosed photos of the players in your foursome, as our way of showing you our thanks. We've sent several out to golfers who provided us with their

standing beside these families at the darkest time in their lives, bringing comfort and hope. Thanks to you, these families stay in a caring environment while their child is receiving treatment at a San Francisco medical center - stays that, for some families, last not weeks but months. Volunteer-prepared meals, access to counseling and other supportive services are provided by our dedicated volunteers and staff.

We are grateful for your commitment to our work and look forward to earning your future support.

Thank you,
Steve Rajninger
President, Board of Directors
San Francisco Ronald McDonald House

Dear SFPOA —

On behalf of Crime Victims United Charitable Foundation, we would like to thank you for your participation in our Annual Classic Cup Tournament at Catta Verdera Country Club. We greatly appreciate your kind support.

We had a wonderful and successful tournament and look forward to your continued support in the future.

Our foundation could not accomplish the goals we have set without the assistance of people like you, who make things happen.

We were very proud to present a portion of the funds raised this year to our scholarship recipients. Funds raised this year will also assist to fund The Teddy Bear Program, a program for adoption of "at risk" youth, Teddy Bear Rooms in District Attorney's office and books and toys for literacy programs throughout the entire state.

As always, we appreciate your support of public safety and victims' rights and we look forward to having your continued support in the future.

Thank you again,
Sincerely,
Harriet Salarno, Chair/President
Crime Victims United

Dear SFPOA —

This letter is in response to the generous donation to our Lonny Brewer Memorial Golf Tournament.

The San Diego County Deputy Sheriff's Foundation was developed to enhance the partnership between the law enforcement officers on the street and the people we serve. Often times through our work we come across people in situations that have needs not readily visible to other charitable organizations. We want to be able to help them beyond what can be done through our profession and your contribution helps make that possible.

Thank you for your support,
Steve Purvis
Tournament Chairman
The San Diego County
Deputy Sheriff's Foundation



The Bay Area Dragons, supported by the POA.

Dear SFPOA —

Thank you for your generous contribution to my campaign for Mayor of San Francisco!

I am honored and humbled by the enthusiastic support I've received from all across San Francisco. As I've already said to hundreds of people in dozens of neighborhoods in the short time since declaring my candidacy, the 2011 Mayor's race will be about which candidate offers the strong, principled, proven leadership to best meet the challenges we face.

And that's why I believe I'm best positioned to win.

In my nine years as City Attorney—a job some call the second toughest in City Hall—I've led an award-winning public office that is nationally recognized for its integrity, professionalism, and progressive values. I've learned that strong leadership takes hard work, a commitment to the right priorities, and the ability to put problem solving ahead of politics.

That's the leadership I've demonstrated throughout my career. And

address and we hope you may share these with the golfers, in each photo. We hope they had a great time.

As you know, BBF prepares children for their transition into preschool and kindergarten, train day-care providers to offer appropriate developmental activities and mentor families as they become advocates for their children.

Because of the generous support of people like you, this year's Golf Invitational was a great success. Once again, thank you for your contribution.

Sincerely,
Steven Love
Director of Development
Blind Babies Foundation

Dear SFPOA —

Thank you for your sponsorship of the Ronald McDonald House of San Francisco's Annual Gala. Your gift provides a safe, healing haven, a supportive home-away-from-home, for families of critically ill children.

Through your support, you are

Book Reviews

Making Our Democracy Work: A Judge's View

By Stephen Breyer

Reviewed by Dennis Bianchi

I had the good fortune of listening to United States Supreme Court Justice Stephen Breyer being interviewed at the Herbst Auditorium this past September. He comes across as both perfectly polite and approachable, formal but not stiff. Many of you who might read this review or the book being reviewed may already know that Justice Breyer is also a native of San Francisco, and a graduate of Lowell High School. His tales of growing up in our City added to his presentation and aided in one of the major points he has been attempting to make: Justices are folks with different backgrounds, families and varying degrees of empathy, and in spite of their divergent views they share a great collegiality when together. As an example he discussed the close relationship between the families of Justices Ruth Bader Ginsburg and Antonin Scalia. Upon the death of Justice Bader-Ginsburg's husband, Justice Scalia was observed weeping at the bench as Justice Bader-Ginsburg took her seat to begin again their arduous task.

Justice Breyer's book is more than just a collection of cases, although he does begin the book with several well-known cases: Marbury v. Madison, the Dred Scott decision and, later, Brown v. Board of Education. In short summaries Breyer explains not only the significance of these cases but

also their historical context. He raises the question that has been asked for many years: Why do the States and the American public comply with the Court's rulings? Breyer believes that as long as the Court's opinions are "principled, reasoned, transparent and informative" they will hold public support. But it has not been always thus, as the example Breyer provides of President Andrew Jackson responding to Chief Justice John Marshall's ruling that the Cherokee nation had standing as a nation: "Mr. Marshall has made his decision. Now let him enforce it."

Breyer believes that as long as the Court's opinions are "principled, reasoned, transparent and informative" they will hold public support.

Justice Breyer is very effective when writing as an historian and the book can be enjoyed as a history of the court, to some extent. But more importantly he gives the reader an understanding of how many historical decisions were made and how cases continue to be resolved. He writes clearly about the differences of those justices who attempt to make their

rulings based upon original intent and text. In opposition, Mr. Breyer believes that the thinking should be based upon purpose, workable reality and consequences. In spite of his diametrically opposite views to those Justices such as Scalia and Thomas, Justice Breyer is never caustic, always polite and clear. The discussion is always based on cogent argument and leads, I believe, to his desire for the American public to understand how all of government works, and could work better.

The book contains an interesting discussion of lower Federal Courts and the importance of precedent and when and why it should be followed. His treatment of all courts and judges and where they fit into our triad of government powers makes clear why politics and the public's views of the day should be left entirely out of the judicial system. The Supreme Court has a duty to make decisions that have nothing to do with what one group or another wants, but rather to make decision based upon the United States Constitution. This sometimes complies with what the majority may want but at other times prevents the tyranny of the majority trampling on the rights insured by our Constitution.

As the book reaches its end Justice Breyer discusses the current situation with the detainees in Guantanamo and compares those with the internment of Japanese-Americans during World War II. He recognizes that the Court must be respectful of the authority of the President and Congress and that solutions are seldom easy or clear cut.

This book is likely not best read while curled up with an adult beverage at one's hand. One needs to read closely and carefully, but should you chose to do so you will be rewarded. Justice Breyer didn't write this as a legal textbook or an academic screed. Rather he is clearly hoping to make better citizens of us all by explaining to us, in clear prose, the significance of the Court and how it effects us.

A Confession

Over the past several years I have tried to submit two book reviews each month, but the past two months I have been very preoccupied and managed only one. What has pulled my attention away from books and writing is the San Francisco Giants. Next month I will sadly no longer have their games to divert my attention but we will all be, hopefully, reveling in their success.

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Bill Darr
For 31 years of service in the SFPD

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Guardians of the City

By Inspector Liane Corrales

"Ain't they virtuous? Don't they take good care of the City? Is not their constant vigilance and efficiency shown in the fact that roughs and rowdies are awed into good conduct?"

Mark Twain describing the 1866 SFPD.

On the 21st anniversary of the Loma Prieta Earthquake, October 17, 2010, a group of San Francisco historians dedicated a historic, Victorian firehouse as the site for our Guardians of the City Museum Headquarters. This grand turn of the century firehouse has the classic beauty of every San Francisco "painted lady" Victorian. The difference is that this one has a hard-working, colorful, fire-fighting past. When one walks through the firehouse and closes one's eyes, one can almost hear the draft horses being hooked up to the old fire engines, while the firemen rushed to jump into their boots.

Due to the enthusiastic backing of SFFD Chief Joanne Hayes-White, the Guardians of the City were able to obtain this classic firehouse as our museum office and headquarters! With the outstanding support of San Francisco Sheriff Michael Hennessey, our own Guardian committee member, Deputy Michael Anderson, took the old firehouse, and with a great deal of back-breaking work, transformed the abandoned, vacant building into our beautiful headquarters. Our professional museum curator, Jamie O'Keefe, assisted Michael with her expert guidance.

As I mentioned earlier, on Sunday, October 17, 2010, this firehouse was dedicated by retired Fire Captain James Lee, as our official museum

headquarters. Police Commissioner Petra De Jesus cut the ceremonial ribbon, while the committee looked on. The dedication was an important first step towards the opening of our police, fire, sheriff's museum, aka Guardians of the City. Once the business office is operational, all our attention will be on obtaining a property that will be our museum site. There are several under consideration at this time.

As I have written many times before, San Francisco is one of the few major cities without a police museum. A city with our mystical, colorful history must chronicle the dynamic crime fighters of the Barbary Coast, the fire fighters that saved the City in 1906, and the heroes that followed them. We have only to look at our patch to see the phoenix rising out of the flames and ashes of the 1906 earthquake and fire to feel the power of our incredible history.

In closing, many thanks to Fire Chief Joanne Hayes-White, Sheriff Michael Hennessey, and Chief of Police George Gascón, for their support. Also many, many thanks to our hard-working committee, Captains Al Casciato and Greg Corrales, and Inspectors Liane Corrales and Darlene Ayala of SFPD, Retired Captain James Lee and Firefighter Paul Barry, SFFD, Senior Deputy Michael Anderson, SFFD, and Museum Curator Jamie O'Keefe, from the Legion of Honor.



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Audit Finds NH State Police Average 7 Hours of Patrol per Week

From The Nashua Telegraph, October 20

CONCORD, NH — State troopers spend an average of only seven hours a week on patrol, or less than one-third of the time that troopers in other surveyed states do, according to a legislative performance audit released Tuesday.

Safety Commissioner John Barthelmes said continued reliance on "paper and pen" documents and other duties deplete the time troopers get to be on the road.

"It's unacceptable. There is so much inefficiency because we haven't developed technology," Barthelmes told the Legislative Fiscal Committee. "The answer is we need to be more efficient with the people that we have."

State Police Director Robert Quinn said paperwork requirements, criminal investigations and overnight coverage in small towns all cut into how much time troopers get to spend patrolling highways for speeders and other motor vehicle violators.

"When you are trying to balance, something suffers," Quinn said during an interview.

The 96-page audit also found while troopers are paid at least four hours of overtime for off-duty appearances in court, they actually spent less than half that time in those cases.

The troopers' union bargaining

agreement mandates troopers get at least four hours of pay at time-and-a-half, regardless of how long they need to resolve these cases.

The audit found troopers spent an average of two hours in court on each off-duty appearance in court.

Barthelmes said the state is seeking to change that four-hour payment mandate in the next contract for state troopers that comes up next year.

In the budget that ended June 30, the state spent \$4.8 million on extra duty details for state troopers who work off duty on such matters as construction or escorting overweight loads on the highway.

The audit found that among 365 vouchers examined, 197 (54 percent) had at least one inaccuracy in them.

In one out of seven of those vouchers, the trooper listed the incorrect number of hours that were worked.

Quinn said these mistakes did not amount to abuse or overpayment but either faulty paperwork by the trooper or insufficient supervision by the supervisor.

"You've got to see the mounds of paperwork that a supervisor has to sign off on to fully appreciate how it can happen that a signature is missing or the wrong box is filled in," Quinn said.

Further, the audit found there was evidence that some troopers were violating personnel policy that prevents

them from working more than 16 hours during the course of a day.

The audit showed there was inadequate supervision over what troopers were turning in for paperwork on extra detail and whether they were working too many hours.

Barthelmes said conversion to an "electronic rather than paper" system would resolve many of the findings.

"State police is the only large agency that does still have an outmoded, records management system," Barthelmes said. "That is going to eliminate a lot of inefficiencies."

Auditors concluded state police

should have civilian clerks making \$19,000 a year to do administrative duties like manage commercial driver license testing rather than a state trooper who is paid an average \$45,000, or a sergeant who gets \$53,000 annually.

"We found sergeants spend the majority of their on-duty time performing administrative duties, hindering their ability to more actively supervise patrol troopers," the audit said.

State police have already begun using retirees to serve as part-time auxiliary troopers to perform some of these tasks, Barthelmes said.

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Tight budgets lead to more civilians used for policing

From *The USA Today*, October 11

Police agencies across the country are recruiting thousands of civilians for a growing number of duties previously performed by uniformed cops, in an unusual concession to local budget cuts.

The positions — some paid and others volunteer — are transforming every-day citizens into crime-scene investigators, evidence gatherers and photographers in what some analysts suggest is a striking new trend in American policing.

"It's all being driven by the economy and we should expect to see more of it," says University of Pittsburgh law professor David Harris, who analyzes law enforcement practices. "As budgets are squeezed, an increasing number of duties are going to be moved off officers' plates."

The chief opponents of the movement are police union leaders who believe cash-strapped agencies are lowering standards and undermining professionalism in the ranks. In some cases, the civilian positions circumvent pay and benefit obligations out-

lined in hard-fought labor contracts, says Bill Johnson, executive director of the National Association of Police Organizations (NAPO).

"The economy ought not to be pushing this," Johnson says. "You want the real deal when you call 911."

Among the agencies expanding civilians' roles:

- San Francisco. Police officials plan to hire 16 civilians to investigate burglaries and other property crimes. The \$1 million pilot program and others like it are being designed to allow dwindling numbers of uniform officers to focus on more serious violent crime.

San Francisco Assistant Chief Thomas Shawyer says the civilians will save up to \$40,000 per person in training, equipment and benefit costs required to hire an officer.

Mesa, Ariz. Eight civilian investigators hit the streets in June 2009 when the department could not afford to hire uniformed police. The unit's members— some drawn from the customer service ranks of Southwest Airlines, Costco and Barnes & Noble, where they are accustomed to dealing

with the public — respond to property-related offenses, including burglary, fraud and vehicle theft.

All eight, says Sgt. Stephanie Derivan, have been trained to lift fingerprints, photograph crime scenes, interview witnesses and victims. They do not carry guns.

Derivan says the department is saving an estimated \$15,000 per investigator in salary.

"It's an efficient way to do business," Derivan says.

- Durham, N.C.: Teams of civilian volunteers help police canvass neighborhoods immediately after murders and other violent crimes to aid responding units and put

potential witnesses at ease.

Durham Chief Jose Lopez says other volunteers in city-issued cars patrol shopping centers during the busy holiday seasons and conduct property checks for residents who are away from home.

"They are additional eyes and ears for us," Lopez says. "It effectively puts more people on the street."

Not everyone is so enthusiastic.

"For most people, the only contact they have with local government is the police department," says NAPO's Johnson. "At that point of contact, we want a full-fledged police officer dealing with the public."

In Spite Of Economy, LAPD Seeing 30% Fewer Applications

From *The Los Angeles Weekly*, October 12

LOS ANGELES — After we echoed *La Opinion's* report about how the LAPD is seeing 30 percent fewer applications despite the area's high unemployment, the Los Angeles police union weighed in with some of the reasons why, in its opinion.

One of the more interesting points made by the Los Angeles Police Protective League is that starting salaries for incoming officers were cut 20 percent last year, from about \$55,000, based on the LAPPL's take, to today's offering of \$45,226.

The salary cut was made last fiscal year as the city started to face its historic budget crisis. The union says on its blog that this kind of pay, along with other factors, isn't going to help the city continue to attract the best candidates:

This should be cause for inquiry and concern by the Chief, the Mayor and the City Council. After all, the quality of recruits accepted for Academy training is in direct proportion to the size of the candidate pool. The larger the pool, the higher the caliber of applicants chosen to join the fin-

est police department in the world. With unemployment the highest it's been since the Great Depression and some 300 sworn positions open in the Department, one would think the candidate pool would be at record high levels. If this is an early warning sign, Los Angeles needs to heed the warning and take corrective action.

The union also blames bad press over the city's budget crisis and the increasing threat represented by the state's early release of inmates for discouraging wannabe cops from trying out for the LAPD.

Interestingly, some of the other larger departments in Southern California, including San Diego and Long Beach, have been unable to hire at all, representatives of the law organizations told *the Weekly*.

The Long Beach Police Department hasn't seen an academy class in nearly two years, so the number of applications is almost a moot issue.

You would think that, with other departments under hiring freezes, and the LAPD looking at 300 openings this month, that even more folks (not less) would be vying to wear the original blue uniform.

Another Facebook Police Disciplinary Case

From *MyCentralJersey.com*, October 6

CARTERET, NJ — Police union leaders have lashed out against Carteret officials who are set to hold a disciplinary hearing for an officer who was suspended for comments he posted on his Facebook page earlier this year.

Union officials are alleging that officer Thomas Kaminsky was suspended for posting comments about a local clergyman who has a "close connection" to Mayor Daniel Reiman, according to a statement from the state Policemen's Benevolent Association.

The union also charges that Kaminsky is simply being punished for writing tickets to the borough attorney and a borough councilman this past summer.

The hearing is scheduled for 10 a.m. Friday, according to the PBA. But the union is blasting borough officials for keeping the hearing closed to the public.

"This hearing is a total waste of taxpayer money going to politically-connected lawyers over a matter of free speech," Patrick Colligan, head of Middlesex-Somerset County PBA Conference, said in a prepared statement.

In August, Reiman said in a statement that the charges against Kaminsky "stem from egregious conduct that took place while the officer was off duty, and in no way relate to any actions taken while on duty or in uniform."

On Wednesday, Reiman said Kaminsky was being disciplined for allegedly making "other comments which are of concern" on Facebook and not just for comments ridiculing the Rev. Taras Chubenko of St. Demetrius Ukrainian

Orthodox church in Carteret.

"It's one part of the puzzle, but it's not the whole issue," Reiman said. "There's a lot there which I can't discuss publicly."

Kaminsky posted the disparaging comment about Chubenko after comments the clergyman made at a PBA function in May, Carteret PBA Delegate Sal Renda Jr. said. Chubenko is the chaplain of the police department and a former chaplain of the union.

Borough officials confirmed that in August the patrolman was suspended indefinitely with pay, pending a disciplinary review.

But the PBA has claimed that the suspension is also payback after Kaminsky wrote tickets to Borough Attorney Robert Bergen, who is also the mayor of Keyport, and Councilman Joseph Sitarz.

Bergen was cited in June for talking on his cell phone while driving, Renda said. Sitarz was ticketed in July for failing to wear a seat belt and failing to produce a driver's license.

The union also criticized the borough for allegedly not allowing the meeting to be open to the public and for planning to hold it at an off-site location. Kaminsky has requested a public hearing, Renda said.

"We are pushing for this to be an open hearing so everyone in town can hear the facts for themselves," Renda said. "The town wants it closed because they know it will be an embarrassment on how they wasted money."

In response to the allegations, Reiman said, "I can't confirm that Carteret has been trying to do anything. I can tell you personnel matters have never been held in a public forum."

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Matthew Goodin	October 6, 2010	38	Active SFPD	M. Ortell
Henry Pengel	October 10, 2010	83	Retired SFPD	M. Ortelle
David Tambara	October 23, 2010	57	Retired SFPD	E. Dare
Richard Weick	October 7, 2010	74	Retired SFPD	B. Welch

*Notifications are made by a POA member, family member, or other reliable source.

The POA Journal believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, with prior approval of the editor, as a sidebar piece. The *Journal* will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the *Journal* will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.

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Newark To Lay Off All But 19 Of 184 Police Recruits

From The Star-Ledger, October 13

NEWARK, NJ – Three years ago, Newark began recruiting new police officers and training them to fight crime in a city steeped in violence.

Now, facing one of the worst budget crises in its history, the city next month will layoff all but 19 of the 184 police academy recruits hired during Mayor Cory Booker's tenure, said Derrick Hatcher, president of the Newark Fraternal Order of Police. The recruits will lose their jobs so the city can plug an \$11 million hole in the 2011 police budget, part of an \$83 million citywide deficit.

Booker said he empathizes with the recruits, but said the city had hard choices to make. He blames the police unions, saying if they would have renegotiated contracts to reduce

nighttime and overnight pay, accept once-a-month furloughs and eliminate uniform allowances, the cuts would not have been as deep.

"It pains this administration that many of the hard-working, dedicated officers we have hired over the past four years will face layoffs if the police union does not come to the table and make reasonable concessions that will save police jobs," Booker said in a statement. "The union leadership should apologize to their members for selfishly refusing to make even the smallest concessions."

Hatcher said the police unions will not reopen talks because they negotiated their contracts within the past year and don't believe concessions would offset enough of the budget shortfall to save jobs.

Several recruits said they find little solace in Booker's statement.

"We stood at our graduation and (Booker) told me and my family about this whole career we're getting into, and here we are six months after the academy out of a job. We're done. As it is now we're not coming back," said one officer, who is in his mid-20s and works in the West Ward. He asked that his name not be used for fear of disciplinary action.

Another officer from the West Ward said most members of the 2010 class left jobs with high-paying salaries to join the police department.

"We're going to lose everything, our houses and our cars. A lot of us were making more when we came here. We made sacrifices to come here," he said. "Booker's main thing when he took office was cops and law enforcement. Now it's turned to teachers. He turned his back on us."

When he took office in 2006, Booker promised to reduce violence in New Jersey's largest city. That year, the city of 281,000 had 106 homicides, one of its bloodiest years in a decade.

Booker brought in a new police director — Garry McCarthy — new crime-fighting equipment and new recruits in three separate police academy classes. Det. Josephine Santaniello, a department spokesman, said it cost the city about \$825,000 to train the 165 officers who will be pulled off the streets in November.

At the police academy graduations in 2008 and 2009, Booker referred to the newly minted officers as "heroes" and "modern-day freedom fighters."

At the police academy graduations in 2008 and 2009, Booker referred to the newly minted officers as "heroes" and "modern-day freedom fighters." He admitted to squeezing the budgets

of other departments so he could hire and retain these new officers. Overall crime dropped by 21 percent since 2006 and the number of homicides dropped in 2008 to 67, one of the lowest levels in recent years.

In June, Booker announced that the city had a budget gap. After other efforts to close the gap failed, the city announced the elimination of more than 800 municipal jobs, including police, firefighter, parks, sanitation and others.

The most recent graduates, those of March 2010, will have to retake a civil service exam to take a police position elsewhere. Members of the classes of 2008 and 2009 won't have to retake the exam, but may have trouble finding work in other departments.

Other police chiefs may not be eager to hire Newark's laid off officers, said Rocco Miscia, director of the Essex County College Police Academy.

"A chief is typically hedging his or her bets on the odds the officer is going to go back to the agency they came from," said Miscia, a 26-year veteran of the Montclair Police Department."

The recruits' predicament has garnered the attention of state Sen. Ronald Rice and Assemblyman Al Couthino (D-Essex). Last month, they drafted a bill that would give priority to officers terminated "for reasons of economy" who were unable to complete their first year of service, thus allowing them to be rehired without retaking the civil service test.

"You have to wonder why the city would have hired a class knowing they might not have the money to actually pay for it," Couthino said. "What this legislation is trying to do is to correct state law so these people would not be punished."

Couthino is trying to fast track the bill by combining it with other public safety legislation. He said it could be signed into law by late October. McCarthy said he supports the bill but hopes it isn't necessary.

Hatcher has similar sentiments, saying these officers need as much help as possible.

"These people's dreams are being deferred," the union chief said. "They had their families bear with them while they were in the academy and they are going to be hurting now."

San Diego Pd Faces Deep Cuts

From SignonSanDiego.com, October 6

SAN DIEGO, CA – More than 100 officers would be laid off and two stations would be closed if the San Diego Police Department makes nearly \$16 million in cuts, the police chief said Wednesday.

The city of San Diego faces a \$70 million budget deficit for the next fiscal year beginning in July. To help close that gap, Mayor Jerry Sanders requested all city departments propose significant cuts to their operating budgets by Oct. 4.

Police Chief William Lansdowne said his department's potential reductions included laying off 108 police officers, 30 detectives, 20 sergeants, two lieutenants, a captain and seven dispatchers. Additionally, two of the department's nine stations would be closed.

Lansdowne said the department was trying to decide which two stations would shuttered, but said the busiest stations--the central, mid-city, south southern and southeast divisions--would not be considered

The mayor has said the only way to avoid the cuts is for voters to approve Proposition D, a measure that would implement a half-cent sales tax for five years after the city makes 10 changes to its operations and employee pensions. The sales tax is expected to raise \$510 million over that time period.

Opponents of Proposition D, like Councilman Carl DeMaio, have said the threat of public safety cuts are being used as props for the Yes on D campaign.

"I think that the mayor and the council majority have put the fire and police chiefs in a really unnecessary and unfortunate position," he said.

At least three council members, including DeMaio, have vowed not to cut public safety dollars any further and at least one other had tried to eliminate an unpopular policy that leaves up to eight fire engines idled at a time.

DeMaio has repeatedly said the council does not have enough votes to cut public safety and that more aggressive changes to pensions and the implementation of outsourcing could provide the money necessary to prevent further budget reductions.

All other city services had to cut 24 percent of their budgets. While public safety only needed to cut 7 percent of

their operating budgets, police and fire had to shoulder the highest dollar amount in cuts with a combined \$22 million.

The mayor does not have to present a proposed budget to the council until April, though it is possible for the city to make mid-year cuts.

Lansdowne said citizens will see significant reductions in services if the cuts go through.

He said police response times would suffer and special units, like the narcotics and homeless outreach teams, would be reduced.

Budget cuts have become an annual event at City Hall for the past few years.

Fire and police officials have said they have already cut all the fat in their departments and, if the new cuts must be implemented, they will have no choice but to layoff some individuals on the front lines.

Tuesday, the fire department announced it would have to layoff 60 firefighters and idle more engines if it had to slash \$7.2 million from its budget.

San Diego had the third-lowest crime rate among the 10 largest cities in 2009. The crime rate continues to decrease with the latest report showing the city had the fewest homicides from January to June in 10 years.

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By Rick Bruce
SFPAL President

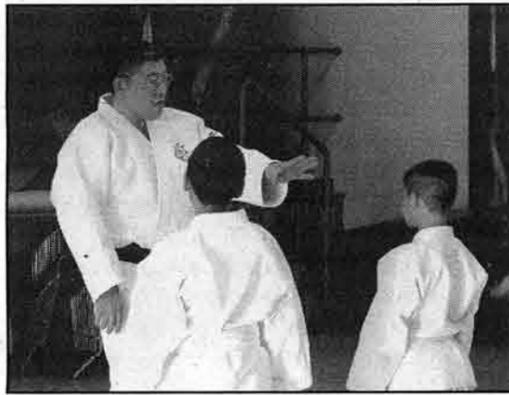


Thanks for Dropping by the PAL BBQ-by-the-Bay

Thanks to all of SFPD and friends who came out to the Mariposa Hunters Point Yacht Club on Friday September 24. The SFPAL Law Enforcement Cadets hosted a great barbecue, with help from the San Francisco State chapter of Hermanos Unidos. Local band District 8 provided lively music. And did we mention the superb weather? Looking forward to seeing everyone next year!

Think of PAL for the Combined Charities Campaign (Code L2214)

As the City & County of San Francisco combined charities campaign



winds down, please consider a pledge to San Francisco Police Activities League (recipient code L2214.) In these difficult times, with foundation and government support down, we count on individual support now more than ever. Every penny helps us provide high-quality sports and activities for San Francisco youth.

Judo Moves to the Boys & Girls Club

After ten years at the Mission Recreation Center on Treat Street, the SFPAL judo program has a new home. By moving to the Columbia Park Boys & Girls Club on Guerrero, our judo program, under the direction of Sensei Bill Wong now is able to serve both kids from the neighborhood and members of the Boys & Girls Club. Already in just the first few weeks in our new home we have seen an uptick of interest in the program. The judo program serves youth ages 7-17 Mondays, Wednesdays, and Fridays from 4:30 to 6:00 PM. For more information go to: www.sfpal.org/judo

PAL Cadets start new internships at two SFPD Stations.

After completing the 4-week intensive training in July, our 25 PAL Summer Cadet Academy graduates have begun their volunteer internships at Bayview and Ingleside Stations in September. Bayview PAL Cadet Coordinator, Officer Lisa Curry, commented,

"We get a lot of praise from the community on how helpful the PAL Cadets are. The officers and PSAs have noted how eager they are to learn and that the PAL Cadets seem to know just as much as the recruits coming in for field training. Just last week the defense tactics training staff commented on the knowledge of the Cadets in areas they haven't even studied. The PAL Cadets are seeing first hand the work that police must do as well as the challenges we face and the patience needed to be a police officer that works effectively with the public."

Ingleside PAL Cadet Coordinator, Officer Amanda Curry, observed,

"The kids have really impressed people at the SFPD community events. The summer program was a great foundation for what they'll learn in the future through their internships and biweekly meetings. The kids are enthusiastic about the program and upcoming events — especially

the ride-alongs."

And what about the kids? As one PAL cadet put it, "It's been everything I hoped for and more." Stay tuned as we develop plans to expand in 2011.

PAL Boxing Gym Stars in White Collar Brawlers

A few months ago a couple of guys approached us looking for a training gym to use for filming a small internet TV show. The show follows two decidedly out-of-shape white collar workers (Kai and Nate) who quit their jobs to train with Third Street gym trainer Angelo Merino. They needed a gym in the early morning – perfect, since the PAL youth boxing program at the Bayview YMCA is open in the late afternoon under the direction of volunteer boxing coach Robert Fernandez.

Little did we know that these same guys would go on produce the internet smash Giants Anthem "Don't Stop Believing." Now White Collar Brawlers has a large following on the internet and Facebook. Our gym, recently remodeled by PAL President Rick Bruce, looks considerably better than Nate and Kai after a hard workout! See for yourself at www.whitecollarbrawler.com

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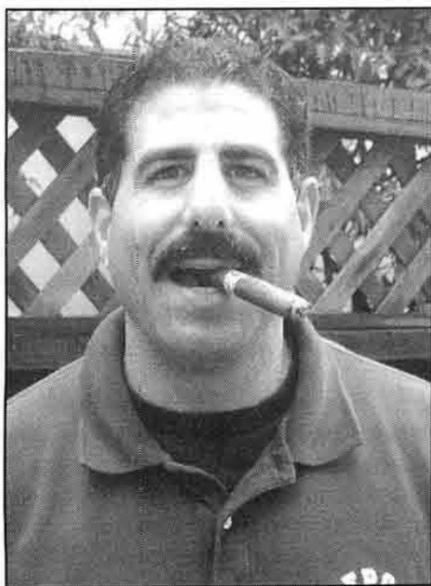
NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Fleet Week Softball

CHECK IT OUT: The SFPD (with the help of Glenn Ortega of Mission Station) sent an all star softball team to Moscone Playground on Fri. Oct. 8th to play in a tourney in honor of Fleet Week. In addition to the department team, teams representing the SF Fire Department, the Marines, and of course the Navy were present to make a four team competition (see photos that accompany this column). Also present was retired Forty-Niner **Jamie Williams** who was the "master of ceremonies" of the event.

The first game featured the Fire Dept. vs the Navy which was won with no problems by the SFPD. The second game was our department team vs the Marines which we won handily. The game between our SFPD team vs SFPD unfortunately ended up a victory in Fire's favor. Never-the-less it was a good day to be out playing ball especially when lunch was catered by Scoma's Restaurant. It was also a very special day to get together with our men and women in the armed forces



and show our appreciation for serving and protecting our country.

By the way, Ortega did a great job getting the SFPD team together and organizing the tourney. He also did a great job putting a co-ed softball team together that represented the department in the SF Worker's Children's Fund tourney that took place on Sat. Aug. 7th. I don't have the names of all the participants but I do know that they won the tournament for the second year in-a-row. Great stuff!

More WSPFG Results

I'm still getting results from the Western States Police/Fire Games that took place in Reno, NV during the summer. Both **Mike Simmons** (Southern Station) and **Ed Marchand** (Taraval Station) competed in "track and field" in the over 50 Grand Masters category. Simmons won Gold as

part of a 4x100 meter relay and won another gold as part of a 4x400 meter relay race with Marchand a part of both teams. Simmons also won a silver in the individual 200 meter race and a bronze in the individual 100 meter race. The Southern Station Flash even competed against younger runners in the 100-200 meter race; and, even though he didn't medal, he still held his own against the "whipper snappers."

Marchand not only won the two gold medals mentioned above as part of the two relay teams, he also won a gold in the grand masters javelin competition. These were major accomplishments for Marchand considering that he was recovering from knee surgery during the spring. Marchand hopes to be even stronger next year for the Western Games taking place in Ontario, Canada, and the World Police/Fire Games taking place in New York.

Simmons is also shooting to attend both of those competitions next summer as he was happy with his recent

Jerry D'Arcy and the World Series

It's very exciting that the SF Giants are in the World Series and by the time this *Journal* gets to you, it will be already decided hopefully in the Giants' favor. I'd like to see the Giants organization continue to honor the fine officers of The City (like they do every season on Law Enforcement Night) by allowing our own Sgt. **Jerry D'Arcy** to sing God Bless America during one of these home games. I remember all those years when the Yankees were in the playoffs and World Series, and they had one of their officers singing God Bless America more often than not. Well, it's time for the rest of the country to hear and appreciate the fantastic voice that D'Arcy has as he's



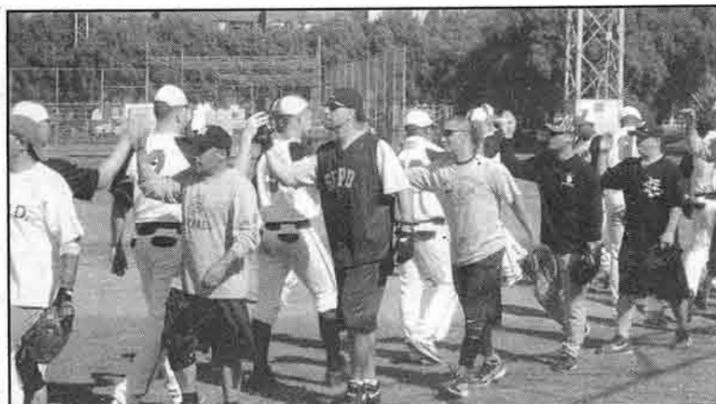
The SFPD Softball Team put together by player/manager Glenn Ortega. Front Row (L to R) Glen Wilson, Armann "Ichiro" Ramoso, Erick Solares, Nelson Ramos, Quoc "Q-Dog" Do, Nick "Someguy" Shihadeh, Juan Gala. Back Row (L to R) Aaron Fischer, Jamie "Former 49er" Williams, Greg Latus, Chris Olson, Pablo "The Joker" Ossio, and Mike Hara.



SFPD's Erik Solares, left, with former Forty-Niner Jaimie Williams, the MC of the event.



The SFPD, SF Fire Dept., Navy, and Marines softball teams, Friday, October 8 at Moscone Field.



performance in the Nevada Police/Fire Games that took place in Las Vegas the first week of October. He was able to take a silver medal in the 100 meter individual race for grand masters as well as a bronze in the 50 meter individual race. Good work by Michael Simmons and Ed Marchand representing the SFPD very well.

as good, if not better than that NY cop. At the writing of this column, the Series hasn't started yet so I'm going to end this by saying: Go Giants and good luck to Jerry D'Arcy if he ever gets this chance.

....That's all for now...so See Ya next month.....

PHOTOS
BY GLORIA
SOLARES

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Attention All Friends and Affiliates of SFPD Motorcycling Members

Mark Your Calendars for the Big Event

The Dudley Perkins 27th Annual Toy Run Honoring SFPD Solo Felix Sung

December 12, 2010

The ride will start at Dudley Perkins dealership in South San Francisco at 9:00 am and go to San Francisco General Hospital and conclude at the Mariposa Yacht Club with a breakfast. Contact Dudley Perkins at (650) 737-5467.

Proceeds will benefit Felix and his family. Participants need to bring unwrapped toy and \$20.00, which includes ride pin and breakfast.

Blind Babies Foundation Golf Tournament

The Blind Babies Foundation golf tournament was held on August 30th at TPC Stonebrae in Hayward, CA. The SFPOA has been a lead sponsor to this event for the past three years. This year, Blind Babies Foundation has become a sponsor to the (our own) SFPOA golf tournament. — Mark Hernandez



Dave Allen, Michele Larkey, Ed Conlon, Brian Guinn



Phil Fee, Kirk Edison, Darren Nocetti, Britt Elmore



Vince Neeson, Larry Mack, Frank Hagan, Tim Hettrich

POA Clothing Now Available

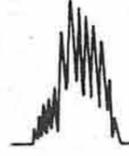
The latest line of POA T-shirts, ball caps, and thermal shirts is now available for purchase.

Contact Chris Breen at 861-5060.



- T-shirts with design on the back \$20.00 (Available in black, brown, burgundy, white, and blue)
- T-shirt with no design on back \$15.00
- Tank top with design on back \$15.00
- Long sleeve thermal shirts with POA emblem (gray only) \$30.00
- Polo shirts (blue only) \$35.00
- POA baseball hats (black only) \$15.00





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President of the 80th Recruit Class SFPD Academy

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Classified Ads

Automobile For Sale

1999 PORSCHE 911 CARRERA 4 ALL-WHEEL DRIVE 2D COUPE Black exterior/Black leather interior, 6 Cyl /6-Speed Manual Transmission. Excellent Condition/77,000 miles. Asking Price: \$24,000 OBO For additional details and info Contact Joe Filamor at (415) 254-8055

Home For Sale

MUST SELL: HOME IN INCLINE VILLAGE, NV. Near half acre lot, fenced in, good location, built in 1981, up to present building code, 4 Bds, 2 1/2 bath, hydronic heat, all privileges, was used as a rental unit and an in-law apartment until 2004 (in-law apartment has one bedroom, living and breakfast nook, walk in closet and large bathroom) for self use (skiing and summer recreation). Move in condition. Ample space for RV and Boat parking. Originally advertised for \$875,000.00, **now \$515,000 or best offer.** 504 Jensen Circle, IV, NV. The best buy and the least expensive buy on the market. (415) 661-9815. Photo available EMail: rgwallace@sbcglobal.net

COMPLETELY UPGRAGED BERNAL HEIGHTS FAMILY HOME. Top Floor: master bedroom w/full bath and lg. walk-in closet. 3 additional bedrooms and 1 additional full bath. Main Floor: Kitchen w/new cabinets, appliances, fixtures, granite countertops, tile and stone. Living rm. w/fplc, family rm, formal dining rm, breakfast area, covered deck. 2.5 bathrooms, new hardwood floors. Entry Floor: Au-pair studio w/upgraded kitchen and full bath (unwarranted), yard, patio and x-tra storage. Lg. finished 2 car garage w/new key pad auto door. New wall to wall carpet, double pane windows and new paint in and out. 3100 sq. ft. of living space. This home shows like new. **Price reduced to \$699,000.** Call Ariel Maracha (415) 533-6039.

Hunting Trips

Colorado Deer/Elk Hunts. Private ranches, Tresspass Fee Only. Contact Bob Brodnik, (415) 320-0628.

Lot for Sale

PINE MOUNTAIN LAKE, GROVELAND, CA. Half an acre about a minute's walk to the lake, main marina and beach. Near Golf Course and Pine Mountain Lake country club, swimming pool and tennis courts. Amenities also include, stables, airport, lake fishing and fly pond fishing. Lot is on public sewer system \$60k OBO. E-mail Suekerry@sbcglobal.net.

Miscellaneous For Sale

Inspector's star, hand engraved by Sabatini, 14K gold, 44.15 grams, or 1.41 Troy oz.; \$5,000 contact: 510-482-0644

Motorcycle For Sale

2004 HARLEY DAVIDSON (FXSTD) Softail Deuce, Fuel Injected, Vance & Hines Pipes, Windshield, Extra Chrome, Leather Saddlebags, Harley Stage One download, Sissy bar, Impact Blue Color, 14,000 trouble free miles, all maintenance & ownership papers in hand. Sale priced at 2K under KBB at \$10,000..... Email chezshea@sbcglobal.net for pictures or call Mick at 707-481-2520

2006 HONDA CBR 954. 23,000 miles Black & Silver paint, race exhaust, tank bag, new slick race tires. Never laid down \$9500. Call Katherine (707) 393-9432

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

Speaker For Sale (auto)

ONE-12" SUPER WOOFER SPEAKER (Auto) Case size-13"x14"x18 \$200 OBO (415) 566-6734

Truck For Sale

2003 TOYOTA TUNDRA SR-5 Extended Cab 2x4 TRD Package, Black/Gray Stepside with 72,000 miles. Fully equipped, asking \$12,500 OBO. Call Gilbert @ (415) 793-4502 for more information.

Vacation Rental

HAWAII- MARRIOTT'S MAUI OCEAN CLUB- one bedroom two bath ocean front unit (accommodates 5 persons) Check out the location and all the amenities at Marriott's web site: www.marriott-vacations.com/travel/resorts/marriott-maui-ocean-club/overview.html Date available: Friday July 16th 2010 for 7 nights. Asking: \$2300. email: mcoffey@dslextreme.com or call Mike or Sue at (530) 265-9199

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

LAKE TAHOE- EDGELAKE BEACH CLUB on the lake at Tahoe (web site: www.ta-hoedgelakebeachclub.com) units are seven night rentals with complete kitchens, available. One bedroom unit July 17th (\$1000.) and a two bedroom unit August 13th (\$1200.) Call or email for all the details: mcoffey@dslextreme.com or Mike and Sue 530-265-9199

KAUAI — KIAHUNA PLANTATION, POIPU BEACH! Owner direct rental rates 50% plus discount. Beautiful 1 bedroom/1 bath sleeps 4. Unit overlooks the Moir Garden at the only "beachfront" condominium project in Sunny Poipu. Email Rpmapiest@aol.com or call Patty or Roy at (925) 676-0568

ENJOY THIS 2 BEDROOM, 2 BATH CONDO in sunny old town Scottsdale AZ. Just steps away from the Giants Spring training stadium. This gated community offers 2 swimming pools, 2 spas, large fitness room and is next to the community golf course with bike/walking paths. ENJOY, NBA, PGA, NASCAR, NFL SUPER BOWL, NHL. Washer/dryer in unit, with plenty of storage. Pictures available on Scottsdalesprings.com. Contact Patti and Gary (650) 355-7770. SFPD OWNED

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! Enjoy the fabulous sunsets from our lanai, as well as views of the islands of Lanai and Molokai. 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. Free shuttle service is available throughout the resort. Pictures and additional information is available at www.VRBO.COM listing #276140. SFPD members receive discount on posted rates. Contact Alan Honniball at (415) 298-7205.

SOUTH LAKE TAHOE VACATION RENTAL Looking for a rustic cabin in the woods with a big screen TV? Take a look at this home perfect for families and larger groups. With sleeping for up to 10, a large living room with 50" TV and dining area, this property is wonderful for the vacations with budget in mind! Located just 4 miles to the casinos and less to the beaches and Heavenly Ski Resort. This home features 3 bedroom, 2 baths with 1600 square feet of room. Each room has a television with either a dvd/vcr player. Gas fireplace and nice wrap around deck to enjoy the scenery. Phone Maricela at 415-260-3484 or visit <http://www.vacationhomerentals.com/41600>

Vacation Rental

GOLF GETAWAY IN THE REDWOODS. This beautiful two bedroom, two bath home is right on Northwood Golf Course (the fourth hole is your backyard). The amenities include complete kitchen, VCR, cable television, deck and hot tub. There is a third room with bunk beds unattached from the house. Call Mike Siebert (415) 342-2241 for more information.

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

Wanted

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

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

I AM INTERESTED IN PURCHASING POA Notebook issues July of 1996, February, March and December of 1995, August of 1990, January, February, May and June of 1989, November of 1988 and any issues prior to January of 1988, Please contact Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

"OLDER" MODEL COLT GUNS. Contact Thomas Moore at (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

Word Search

Created by Officer Michelangelo Apodaca, Chief's Office

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!

By reading the words listed below, you'll no doubt guess which month we're on... November . . . and a very Happy Thanksgiving to you all!

- | | | |
|----------|-----------|-----------|
| GRAVY | BLESSINGS | GOBBLE |
| PILGRIMS | THANKFUL | PUDDING |
| BOUNTY | PUMPKIN | TRADITION |
| THURSDAY | PATRIOTIC | GOURDS |
| NOVEMBER | TURKEY | |

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

Close Encounters

By Steve Johnson,
SFPOA

You simply have to read the quarterly report submitted to the Police Commission by the Office of Citizen Complaints (OCC). It will have your head spinning by the time you finish — here's a sample excerpt taken verbatim from their 3rd Quarter Report:

Section III: Investigation of Cases

"By the end of the 2010 third quarter, the OCC opened 664 new cases, and closed 648 cases. The adjusted total of opened cases was 630. The adjusted total excludes cases that were voided or merged. During this quarter, the OCC closed 16 fewer cases than it opened. The OCC closed the quarter with 397 pending cases which are 4 less pending cases than the close of the third quarter in 2009. By the end of the 2010 third quarter there were 27 pending cases from 2009 and 397 pending cases from 2010."

Sounds like Bernie Madoff is running the OCC statistical report from his cellblock.

And, when you look at pending cases in the report they submitted, you'll find the following:

September/2008 396 Cases Pending
September/2009 401 Cases Pending
September/2010 397 Cases Pending

Really?! Are we backed up over 1,000 cases?

But this is just the beginning. Take a look at their other numbers. Especially, the Unwarranted Action (UA) and Conduct Reflecting Discredit (CRD) allegations. These are allegations that are constantly paired together with little basis in fact.

The Police Commissioners probably don't realize it but this is where the OCC can really 'pad' their books. I think the best way to describe this function is to use a real example. We had an officer who arrested an individual on an outstanding felony warrant (and, yes, the warrant was previously confirmed prior to the arrest.) The officer was subsequently charged with Unwarranted Action. When I asked the OCC investigator how they could possibly charge the officer under those circumstances he said that because the suspect told the OCC that he should not have been arrested they had no choice except to take his complaint... the inmates really are running things over at OCC.

And, it's also pretty obvious that the UA and CRD complaints are easy stats to pump up the workload when you see what happens to them after they've been investigated. A great majority of them are dismissed as Proper Conduct which is indicative that if a good preliminary investigation was conducted in the first place the officer never would have been charged.

For example:
3rd Quarter Unwarranted Action (UA) Complaints: 159 reported
107 were Not Sustained
139 were Proper Conduct

I believe that works out to 87 more

dispositions than complaints received.

3rd Quarter Conduct Reflecting Discredit (CRD) Complaints: 118 reported
136 were Not Sustained
9 were Proper Conduct
27 more dispositions than complaints received...Hmmm.

It's been common knowledge to the officers on the street for many years that this is a numbers game. Keep the stats up even if they don't make any sense and the money continuum for the OCC will always be there. It's only a matter of time before this Police Commission catches up to the gamers.

Meanwhile, there's work to be done in the Taraval District where Officer Laxman Dharmani is working a one-officer unit at approximately 1030 in the morning when he notices a suspicious individual walking west on Irving past 9th Avenue. Officer Dharmani watches this subject for a while until he has the opportunity to engage in a dialogue. The conversation doesn't last long since the individual was armed with both a knife and a fully-loaded, .357 magnum handgun. The subject put up some resistance when Officer Dharmani was checking him for weapons, trying to push Officer Dharmani away, but was soon in custody. This, again, raises the question of one-officer units and officer-safety. Things change real quick on the street and even though Officer Dharmani is more than capable of handling anything that might come his way it definitely doesn't hurt to have a partner who can help out.

Officer Martin Covarrubias and Officer Ryan Doherty were partnered in the Bayview when they found the car driven by four suspects who were responsible for a whole series of armed robberies in the City. The suspects definitely had the pedigree for such behavior since they were all on parole for kidnapping and prior robbery sprees. And they certainly didn't disappoint Officer Covarrubias and Officer Doherty since they had a carload of stolen property and several fully-loaded, semi-automatics that they, obviously, had no problem using if they had to.

Officer Ryan Doherty was later partnered up with Sergeant Kirk Yin assigned to the Bayview Violence Suppression Unit when they came across an individual who matched the description of a suspect who was supposed to be armed with a gun — he was. And not just any gun — it was a fully-loaded, .380 semi automatic with a laser sight. Nice. The fact that he was already on parole for robbery just complicated things...for him.

Looked like a narcotics transaction was taking place at Bayshore and Arleta so Officer Matthew Dudley and Officer Tigran Antonian stop to investigate. They detain two individuals and one of them gave enough of a reason to check for weapons — good thing they did. The suspect had a fully-loaded, .380 semi-automatic ready to go but he was not ready to give it up. The suspect fought with the officers trying to get a better hold on his weapon while both Matt and Tigran were fully aware of what would

happen if he was able to get the gun. Fortunately, the partners were used to working together and had the suspect in cuffs in what was probably a short period of time but felt like a lot longer when there is a loaded gun in the mix. We need to also thank Officer Kuer and Officer Diagiaco from the Daly City Police Department for responding to assist.

The officers had responded to the 2800 block of Broderick to investigate an arson. The home was multi-level and had sustained serious damage. Officer Michael Amoroso, Officer Steven Spagnuolo, Officer Michal Olkiewicz, Inspector Jeff Levin, and Inspector Jimmy Miranda were all present on the top floor obtaining a statement from the owner of the residence. She suspected her son was responsible for setting the earlier fire which had been put out over an hour before. Just then the officers watched as choking, black smoke started streaming from every vent in the home, filling it in a matter of seconds. They were all trapped upstairs as the arson suspect had struck again. They barely managed to get out of the building while also escorting the 81-year old resident to safety. Once they were out and had SFFD on the way they set up a command post and eventually located the suspect hidden in another backyard. Guns are just one hazard this job has — there are many others.

Dispatch was receiving numerous calls from neighbors on the 2100 block of Geneva Avenue at approximately

5:45 p.m. The callers were describing an individual who was "waving a gun around" in the middle of the street. Officer Christina Johnson, Officer Robert Toomey, Officer Albert Johnson, and Officer Uwem Obot all responded to the call and found the suspect at Geneva and Santos. Let's think about this for a minute. Most people would run the other way. Most people would want no part of this action. But these officers knew that if they didn't neutralize the situation immediately someone could lose their life. And they made that decision without hesitation. And, if you read this column with any regularity, you'll find that there are more guns out there than ever before and we aren't talking weapons capable of small arms fire — most of the weapons recovered give their owner(s) an ample opportunity for an extended firefight. Fortunately, in this case, the officers executed their plan of attack as the professionals they are and the suspect was disarmed and relocated.

This is a very complex and demanding job. It's a job that requires you wear a gun to work. And there's a reason for that. No call is ever the same nor is there any guarantee you'll be going home after your shift. But you can't worry about all the possible consequences and live the life you deserve. So if the job starts getting to you don't try to deal with it yourself. Give us a call. We're not in the business to leave anyone behind.

Honor America's Veterans

Continued from page 1

Day honors service members who died in service to their country or as a result of injuries incurred during battle. Deceased veterans are also remembered on Veterans Day, but the day is set aside to thank and honor living veterans who served honorably in the military, in wartime or peacetime.

I was assigned to my first station, Ingleside, on 1 January 1970. Eight other members of my academy class were also sent to Ingleside. Of course at that time we were all veterans. We used to marvel that many of the "old-timers" on the Day Watch were World War II veterans. World War II had ended 24 years earlier! Of course, as I write this, it has been over forty years since I served in Vietnam. For years it had been my tradition on Veterans Day to meet with my dear friend Mike Boyd. Mike and I would hoist a few in memory of our fallen comrades. This will be the second Veterans Day on which Mike is now one of those fallen comrades.

Veterans' Day facts:

Female veterans — 1.8 million. 16% of Gulf War veterans.

Race and Origin — Black, 2.4 million. Hispanic, 1.1 million. Asian, 278,000, American Indian, 27,000. Non-Hispanic White, 18.7 million.

When they served — 9.3 million veterans 65 and older, 1.9 million younger than 35. 7.9 million Vietnam-era veterans, who make up 33% of all living veterans, served during this time (1964-1975).

Disabilities — There are six million veterans with a disability.

Poverty — The percentage of veterans living in poverty is 5.7 percent. The corresponding rate for non-veterans is 12 percent.

By far, the career that veterans seek out upon completion of their service is criminal justice. Law enforcement officers that are veterans are continuing the service to this country and to our communities that we started while in the military. That is one of the reasons that every member of our Department that is a veteran should join the San Francisco Police-Fire Post of the American Legion. We are very anxious to have our newer veterans join the post, especially the female veterans who are very under-represented.

Harry Patch, the last British Army veteran of trench warfare in France during WWI, died July 25. He had a symbolic funeral on August 6 in his hometown of Wells, England. Patch was 111. British-born Claude Choules, who is 108, served in the Royal Navy in WWI and is the only other known survivor. The only surviving Doughboy in America is Frank W. Buckles, 108, of Charles Town, West Virginia.

Minnesota Vikings All-Pro defensive end Jared Allen is having a career-year so far this season. He is rich and famous, but he will be the first to tell you that he is not a hero. Allen spent part of the NFL off-season meeting U.S. troops serving in Iraq and Kuwait. The football star comes from a military family; his grandfather retired as a captain in the Marine Corps, and his younger brother graduated from Marine Corps boot camp in May.

When Allen was asked about heroism, he replied, "What I do does not make me a hero. I play a game for a living. I may have a chance to be a role model, but nothing I do is life or death. My livelihood doesn't mean life or death for someone else. These guys in the military, they're playing with live ammo. These guys are the real heroes."