



JOURNAL

— Official Publication Of The —
SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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VOLUME 51, NUMBER 4

SAN FRANCISCO, APRIL 2019

www.sfpoa.org



The Recruitment and Retention Crisis Continues

How Recruitment and Retention of Police Officers Remains an Ongoing Challenge

By Tony Montoya
SFPOA President

In the October 2018 edition of the *POA Journal*, I wrote about the challenges facing most law enforcement agencies in our country surrounding the recruitment and retention crisis. In that article which is reprinted on page 9 of this edition, I highlighted the hard work being done by the SFPD to try and keep staffing levels up even though we are not at the mandated 1,971 available full duty police officers per the City Charter.

I also pointed out in that article that the city made a pledge in 2018 to hire 250 SFPD officers. The POA believes the City is certainly moving in the right direction but we also believe that they are falling far short of what is actually needed for effective and necessary policing in our City.

I am not a mathematician nor do I know how to analyze statistical data. My training and experience over the past 30 years has been in policing. Despite that, I can do the basic numbers as it pertains to staffing for potential officers entering the SFPD and the number of officers leaving the SFPD and it doesn't add up in the favor of the City. After looking at new projection numbers and actual numbers for 2019, it does not look good right now.

Judge for yourself:

260th Academy Class

51 Entered the Academy
28 Graduated on October 12, 2018
24 completed FTO and are on probation
24 out of 51: Not Good

261st Academy Class

56 Entered the Academy
37 Graduated on February 8th, 2019
2 have recently departed and the field training has not yet concluded

262nd Academy Class

6 Lateral Officers and all completed FTO

Excellent but that is only 6

263rd Academy Class

51 Entered the Academy
33 remain in the academy
Set to graduate on May 24, 2019
33 out of 51 so far? Not good

264th Academy Class

42 Entered the Academy
31 still in the Academy
Set to graduate July 26, 2019
Not bad but they're only half way through the academy

265th Academy Class

Budgeted for 55 Recruits
Only 30 candidates were accepted
Set to start the Academy March 25, 2019

Not good at all

266th Academy Class

Unknown budgeted numbers
Unknown potential candidates
Start the Academy June 17, 2019 (Tentative)

The 267th and 268th Academy classes have been budgeted but have yet to be filled and chances are they will not have the number of recruits that are budgeted and necessary.

Now factor in the normal attrition rate from the SFPD which is between 65 and 70 officers annually. Now factor in that potentially 50 to 60 additional officers



will retire prior to June 30, 2019, due to an earned benefit that has been set to sunset in the current MOU between the SFPOA and City. The benefit will sunset on June 30, 2019, so highly experienced and veteran officers will retire before that date rather than lose the benefit that they earned over their entire career. **Not good at all.**

During contract negotiations last year the POA sounded the alarm and brought this crisis to the attention of the Department of Human Resources. We showed them the numbers and potential for additional officers to walk out the door. DHR's response, "We've got 2,000 applicants waiting to join the SFPD." As we told DHR then and what is still true today is the fact that 2,000 people filling out an application to be a SFPD officer does not equal 2,000 cops ready to hit the streets. It never has and it never will.

A Remarkable Young Man

By Brandon Newman
SFPD Healthy Streets Operation

On March 18, 2019, my partner Jonathan Sylvester and I were assigned to the SFPD Healthy Streets Operation. We were addressing a homeless encampment in the area of 5th and Bryant Streets, talking with people and offering them information for resource services and explaining the issues surrounding illegal encampments.

While doing this, I noticed a fragile figure walking towards me. As he got closer, he stuck out his bony hand and with a big smile on his face introduced himself in a very soft voice as Nicholas Peters. He asked me if I was there to supervise his visit with the homeless, as he and "Meli" were going to be providing them with meals. I could see that Nicholas was struggling to speak and appeared very weak. Not too sure of what Nicholas meant, I told him, "of course" and that we would be there for as long as we could.

Nicholas slowly walked away and soon sat down in the middle of a large group of people, handed out sandwiches from a bag and began eating with them. Curiously, I walked over to Meli who

was keeping a close eye on Nicholas. Meli greeted me with a big smile as we introduced ourselves to each other. He told me that he worked for Nicholas' family and was his caretaker. I quickly and sadly learned that Nicholas — just 18-years of age — had cancer and only a very short time to live. Meli told me that before he died Nicholas had on his bucket list to feed hungry people and read to them from the bible. Meli had been driving Nicholas around various parts of the Bay Area in the past few months to help him with his mission.

Seeing the name "NEWMAN" on my nametag, Meli quickly changed the topic. "My cousin was from the city of Newman; he was a police officer there. My cousin was Officer Ronil Singh." I immediately recognized Ronil's name as the police officer recently slain in the city of Newman this past Christmas. I once again expressed my sadness to Meli.

I was struck by this encounter with Nicholas and Meli and felt it was more than just a random occurrence...that there was something much more involved. I would remember this moment. Shortly before Nicholas and Meli left the encampment, we gathered for a photo. As I stood next to Nicholas, I knew that

We should not have been surprised that DHR put on their blinders. DHR is all about crunching the dollars during negotiations. They are not concerned about the safety of the residents and visitors of San Francisco.

The competition among law enforcement agencies to recruit qualified candidates and agencies poaching experienced officers from other police departments is at an all time high in our country. The SFPD has recruited candidates from as far away as New York but we still cannot reach our charter mandated number and that number was set in place over 25 years ago.

Clearly the scope of our work along with our responsibilities and the expectations set upon us have greatly increased since the mid 1990s. Quality of life issues, the opioid and homeless crisis, traffic nightmares, hundreds upon hundreds of scheduled and non-scheduled events and demonstrations, and the mental health crisis are stretching our resources to their limits. Therefore, unless the City and County of San Francisco takes this crisis seriously and unless they put tangible incentives and benefits on the table, to lure new officers to our great department and retain those already in our department, then our numbers will continue to dwindle.

What I wrote in the October issue still rings true. Read that and more recruitment articles on Pages 8 & 9.



Left to right- officer Jonathan Sylvester, "Meli", Nicholas John Peters, Officer Brandon Newman

meeting both Nicholas and Meli would make me a much better person and police officer.

I told Nicholas that at times as police officers we see the worst in people, but that meeting him and Meli restored my faith in the good and goodwill of people. I thanked him for his acts of kindness that touched not only the lives of the homeless and hungry to whom he fed and read, but also touched my heart. Before leaving, Nicholas softly said to me, "God Bless you."

This encounter was one of the reasons I became a cop, and an experience that would not be forgotten any time soon.

Editor's note: Brandon Newman and Jonathan Sylvester are the sons of recently retired Lieutenants J.J. Newman and Glenn Sylvester. The legacy and tradition of outstanding police work continues.

Minutes of the March 20, 2019, Board of Directors Meeting

Call to Order

1. Sergeant-at-Arms Tracy McCray called the meeting to order at 1204 hours.
2. Sgt.-at-Arms Tracy McCray led the Board in the Pledge of Allegiance. Tracy McCray asked for a moment of silence for our service men and women, as well as for law enforcement, who have lost their lives serving our country and communities.

Approval of February 2019 Board Minutes

6. A motion to approve the February 2019 meeting minutes was made by Sgt at Arms McCray and seconded by Director Carew. The minutes were approved by unanimous vote.

President's Message

7. President Montoya discussed SB230 and the recent e-mail blast sent to



President Montoya swore in Director Rob Vernengo of Traffic and Director Matt Friedman of Park Station.

Swearing in of new Directors

3. President Montoya swore in Director Rob Vernengo of Traffic and Director Matt Friedman of Park Station.

Roll Call

4. Secretary Lobre conducted roll call. 30 Board of Directors were present, 7 were excused.

Presentation by Catherine Gardner of Miller, Kaplan re 2017 Audit

5. Catherine advised that the POA's audit for 2017 showed the Association in sound financial standing, that it was clean with no issues to report, and it has remained that way for the last 10 years.

all members. President Montoya encouraged members to please fill out the online petition to support this bill. President Montoya encouraged members to have their family and friends fill out this form as well.

8. President Montoya discussed recent court rulings with SB1421. Other courts in Northern and Southern California have ruled against police unions and are accepting retroactivity. There is a court date set for April 3rd for the POA. Labor Attorney Gregg Adam discussed the ramifications from the appeals process. There is a potential for being on the hook for opposing groups legal fees, the longer this continues. The POA is

currently in a meet and confer with the department on how this policy will be implemented. Gregg took time to answer various questions from the Directors.

9. President Montoya asked for a Director to make a motion to not pursue any further litigation after the April 3rd court date. The motion was made by Director Garrett and seconded by Director Obot. The vote was unanimous 28-0.
10. President Montoya advised that during his recent meeting with Chief Scott there will be promotions after the new fiscal year starts, but no set date for promotions. For the 2018-2019 budget, the Chief is adding an additional 15 Sergeants, 8 Lieutenants, and 1 Captain. This does not take into account the unknown amounts of those members looking to retire between now and the end of June 2019.
11. President Montoya emphasized that if you know of a member retiring between now and the end of June, to please get a hold of someone at the POA, to arrange for plaques to the retiring members.
12. President Montoya reminded the Directors of the upcoming event at the Valley Tavern at 4054 24th Street on March 27th at 5 pm. This will give members an opportunity to meet with the Executive Board to ask questions or discuss issues.

Vice President's Message

13. Vice President Andreotti discussed the agreement with the POA and Department of Human resources re AB1749. Essentially members who take law enforcement action outside the state of California, in any of the other 49 states that involves an act of domestic terrorism as defined in Section 2331 of Title 18 of the United States Code, an active shooter situation or other incident likely to cause multiple casualties; or a catastrophic event such as an earthquake or flood

requiring Local law enforcement deployment. Members who sustain injuries while acting in an off duty capacity trying to assist will be covered. Most of you know this Bill stems from the October 2017 Las Vegas incident.

14. Vice President Andreotti advised that any member who had been certified as a bilingual speaker, were being paid, and then without notice had stopped being paid, only to have to take the bilingual test again, to contact him at the POA.

Treasurer's Report

15. Treasurer Perdomo indicated that the POA had spent 16% of this year's budget through February 2019.

New Business

16. Director Chan advised that a station Sergeant had been sent a members Body Worn Camera footage to review by Internal Affairs. Apparently the footage was brought to Internal Affairs attention, and IA sent it back to a station supervisor to review and determine if there were policy violations.
17. Director Trail inquired if members were required to go to mandatory rifle training, as members of the airport have been sent to training they did not sign up to attend.
18. Director Kevin Lee advised members are being sent to Crisis Intervention Training with less than a days notice, and some members are being sent on their H days. President Montoya asked that should this occur again, as described to contact him.
19. Director Macchi asked for clarification about the July 1, 2019 raise. President Montoya indicated that the raise would be 3% for all members and an additional 1% for those that have a POST Intermediate or Advanced certificate.
20. Director Hart pointed out that the most a member's hours could be

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The San Francisco Police Officers Association

POA JOURNAL

(USPS #882-320)

MANAGING EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

WEBMASTER
Cyndee Bates

LAYOUT & PRODUCTION
Georgette Petropoulos

PUBLISHED MONTHLY OFFICIAL PUBLICATION OF
THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103
(415) 861-5060
www.sfpoa.org

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ASSOCIATION OFFICE: (415) 861-5060

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

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

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
(415) 515-1862 • sfpoaads1@gmail.com

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

San Francisco Police Officers Association Editorial Policy

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

Member Opinions and Commentary: Unsolicited Written Material

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

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

Other Submitted Material

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

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

Thank You SFPOA

By Sergeant Dan Laval
SFPD Marine Unit

The Federal government began a shutdown of "non-essential" services on December 22, 2018, due to the legislature's inability to come to a compromise with the President regarding funding disagreements. It remained non-funded and "shut-down" until January 25, 2019. I refer to it as a "shut-down" because in fact the term is used loosely and incorrectly. Many of the non-funded and "non-essential" services were federal employees who still had to show up to work and perform their duties with professionalism and the expectation of

full performance of their required assignments.

One of these proud groups of federal employees is the men and women of the United States Coast Guard (USCG.) Working for the San Francisco Police Department Marine Unit, I have regular contact and interaction with Coast Guard Station Golden Gate and Coast Guard Station San Francisco. These two stations account for almost 100 "Coasties" who serve and protect the San Francisco bay region on a daily basis, 24 hours a day 365 days a year (except for a leap year then 366 days.)

On January 16, 2019, the SFPOA Board of Directors held its monthly meeting



Sgt. Dan Laval, left, and Officer Braden Todaro, center, presenting gift cards to members of Coast Guard Station San Francisco.

at the POA Building, and the issue of the members of the local Coast Guard stations not receiving a paycheck for approximately one month to date was brought into discussion during New Business, and then again during Financial Requests. The SFPOA Board of Directors who has generously donated to many philanthropic causes over the years stepped up to the plate again and unanimously voted to donate \$50.00 Safeway gift cards to each member of

Station Golden Gate as well as Station San Francisco totaling 100 gift cards. The \$5,000.00 in gift cards were purchased and personally delivered the same day by Officer Braden Todaro and Sgt. Dan Laval of the SFPD Marine Unit.

The appreciation and gratitude of the USCG personnel at both stations was clearly apparent and well received. Thank you again to all the members of the SFPOA, your representatives are clearly representing you well.

Minutes CONTINUED FROM PREVIOUS PAGE

changed were 3 hours, especially if it pertained to going to training. Adjustment of 7 hours apply to Halloween, Fourth of July and New Years Eve.

- Sgt at Arms McCray provided all Directors with a copy of the 4th quarter 2018 EIS results which are being presented to the Police Commission on March 20th.

Old Business

- President Montoya indicated that an arbitration regarding 5 members from and OIS who were removed from their assignments for 2 plus years are entitled to compensatory damages as a result of the Department not completing the OIS investigation within the time allotted. The two sides have 60 days to meet and

confer to determine compensation. If there is no agreement, the Arbitrator will decide the compensation.

Financial Requests

- None

Adjournment

- President Montoya adjourned the meeting at 1340 hours.

Submitted by
Matt Lobre

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

Board of Directors Meeting Roll Call Wednesday, March 20, 2019

			Vote 1
President	Tony Montoya	P	Y
Vice President	Rick Andreotti	P	Y
Secretary	Matthew Lobre	P	Y
Treasurer	Sean Perdomo	P	Y
Sergeant-At-Arms	Tracy McCray	P	Y
Editor	Ray Shine	E	
Co. A	Josh Cabillo	E	
	Larry Chan	P	Y
Co. B	Damon Hart	P	Y
	Louis Wong	P	Y
Co. C	Joseph Kavanagh	P	Y
	Danny Miller	P	Y
Co. D	Mikayla Connell	E	
	Thomas Johnson	E	
Co. E	Joan Cronin	P	Y
	Jesus Peña	P	Y
Co. F	Jeremy Cummings	P	Y
	Matt Friedman	P	Y
Co. G	Anthony Garrett	P	Y
	Chris Mansfield	P	Y
Co. H	Matt Inocencio	P	Y
	David Lee	P	Y
Co. I	Michael Ferraresi	P	Y
	Pavel Khmarskiy	P	Y
Co. J	Kevin Lyons	P	Y
	Bassey Obot	P	Y
Co. K	Crispin Jones	E	
	Rob Vernengo	P	Y
Hdqtr.	Patrick Macchi	P	Y
	Patrick Woods	E	
Tactical	Dan Laval	P	Y
	Steve Needham	P	Y
Invest.	Ed Carew	P	Y
	Rich Hunt	E	
Airport	Kevin Lee	P	Y
	Jim Trail	P	Y
Retired	Val Kirwan	P	

Attention all active and retired members please join us on Thursday, May 2, 2019 as we remember our "Fallen" Heroes for an "Evening of Remembrance" where we will pay tribute to our fellow officers who have made the ultimate sacrifice.

A Memorial Tribute Ceremony will held at the SFPD Police Headquarters Building Lobby 1245 3rd Street at 6 pm with a hosted Reception immediately after

Join us as we honor, remember and show support for the surviving family members of the San Francisco Police Officers who have died in the line of duty honored on the SFPD Memorial Wall.

**"Gone but not forgotten"
"We shall never forget"**



An Evening of Remembrance

On behalf of the San Francisco Police Department (SFPD), the San Francisco Police Officers Association (SFPOA), and the Bay Area Law Enforcement Assistance Fund (BAL EAF), you are invited to a special commemoration event honoring San Francisco Police Officers who have lost their lives in the line of duty.

*Thursday, May 2, 2019
6:00 PM*

Coffee and Dessert immediately following ceremony

*San Francisco Police Department Administration Building (Lobby)
1245 Third Street, San Francisco, CA 94158*

We look forward to seeing you at this special event

*William Scott
Chief, San Francisco Police Department*

*Tony Montoya
President, SFPOA*

*Fabian Brown
President, BAL EAF*

Behind Every Star Beats a Heart



By Kevin Martin
Assistant Legal Defense Administrator

This May, Mr. Ed Kressy, a man unknown to the majority of the SFPD family, will travel to Washington, D.C. to receive the "FBI Director's Community Leadership Award" presented by FBI Director, Christopher Wray. Ed will be honored in part for his work with formerly incarcerated and drug addicted members of our society. Additionally, Ed will be recognized for his work as a volunteer "First Responder" for the city of San Francisco, as well as for his work with "Defy Ventures", a non-profit organization delivering entrepreneur and employment training to currently and formerly incarcerated individuals.

Ed's journey to Washington, D.C. began many years ago in a small town outside of Boston, Massachusetts where he was born and raised. A bright, young, well-educated youth from a good solid home, Ed left high school a year early after he applied and was accepted into the University of San Francisco. Ed had been to San Francisco earlier when he was approximately sixteen years of age to visit with his uncle who was a high ranking officer in the United States Army assigned to the Presidio. What was supposed to be a two-week visit turned into an extended stay where Ed even took up a job working in the Fisherman's Wharf area.

The opportunity gave Ed a tremendous sense of freedom. The freedom to work and make money along with the ability to come and go as he essentially pleased. As well as the freedom to get into trouble with alcohol. Growing up, Ed was not very athletically inclined nor was he among the more popular students in his class or school. While most of his peers were involved in team or athletic activities, Ed sought refuge in books and became a voracious reader. He would lose himself in the many books he read, and often drifted into a fantasy world where he was very comfortable with himself — quite a contrast from his reality where he felt ostracized from his peers.

A beer drinking experience at a family function in his early teen years gave Ed the sense of "belonging" and self-assurance. The beer drinking experience gave Ed a newfound sensation which he longed for and quickly embraced. The first experience led to quite a few others while still in his early teens

and subsequently the consumption of harder alcohol. While a student at USF, Ed became involved with cocaine and methamphetamine. It was only in an intoxicated or drug induced state that Ed felt a sense of who he was...of whom he wanted to be.

Ed's continued use of alcohol and methamphetamine had a predictably bad ending with Ed falling into a deep state of paranoia and a very fractured lifestyle.

All of this came crashing down on October 24, 2004 when Ed Kressy met then Officer Renee Pagano of Ingleside Station, now Captain of Police for SFPD Field Operations.

As Captain Pagano recalls, "I was responding to a shoplifting call. The suspect information was a tall white man with a very large dog, and that the man had a gun. He had stolen meat from the store and, when the security guard attempted to stop him, he brandished the gun. I was a one-person unit that night and was driving northbound on Mission Street when I saw Ed and his dog Mickey. They were not hard to miss. Mickey was a very large wolf-looking dog that kind of gave them away! My biggest concern was wondering if the dog was aggressive. I could see Ed's hands and he wasn't holding the gun. I really did not want to shoot the big dog.

I think it was on the corner of Mission and Brazil in the early evening, and there were a lot of people on the street. I pulled into the intersection, got out of the car and took cover behind the driver door with my gun out. I began giving commands.

I remember seeing the people on the street that were near him and they began to scream and run away from him. I told him to tie up his dog to a light pole and to step away from the animal. To my amazement he did exactly what I told him to do. He was very compliant, and followed my directions. I handcuffed him and found the gun in his waistband. I brought Mickey back to Ingleside. Mickey stayed behind with other SFPD officers until he was placed into the custody of Animal Care and Control."

Ed Kressy says that in retrospect that arrest marked the lowest point in his life. He had lost everything...a great biotech job with a promising future, his closest friends and family, as well as the home he owned in the Glen Park District of the city. The realizations hit Ed, and that moment brought him to tears. Officer Pagano spent quite a bit of time talking to Ed that night about where Ed was in his life and the road he was heading down. "He (Ed) seemed to me that he was in a bad place, but wasn't a bad guy. He was self-reflective, intelligent, and was willing to listen to what I had to say."

There was one thing in particular that Renee said that had a very profound effect on Ed. At one point during their conversation, Renee told Ed, "We'll get you back on track." As Renee recounts, "You know I am a big dog lover, and Mickey was so sweet, he was a gentle giant. Ed was the same way. I could sense he was lost and in pain. Drugs will do



Mr. Ed Kressy and Captain Renee Pagano

that to you. But he loved his dog, and it seemed to me that he was a decent man just making bad choices. He needed help, and I felt he was willing to do the hard work to get back to the person he was."

Ed has certainly come a long way from where he was. I met Ed a number of months ago through a retired Sergeant with the SFPD. I was introduced to Ed and was told that Ed was a very involved community member, and that he was in the process of writing an "E-Book" about formerly incarcerated persons and police officers who in one way or another had some type of positive effect on their lives. I was asked to meet with Ed and to possibly give him some guidance or direction with his project. I was happy to do so.

In one of our many meetings, Ed explained how his arrest by Officer Pagano had such a profound effect on his life. While Ed was recounting his arrest experience with Renee, I couldn't help but smile. Certainly not because of the arrest experience with Renee, but at the way Ed was described by Renee and her compassionate words and actions. I first had the pleasure of Meeting Renee Pagano when she first entered the Department as a rookie officer assigned to the midnight watch at the old Southern Station. I liked Renee right off the bat. She was a very

bright, well-spoken young officer who wanted to do a good job and become a good cop. She handled herself with a cautious confidence that she has carried throughout her very successful career.

I was able to reunite Ed and Renee for the purpose of Ed's "E-Book" titled "Spirits and Letters", which will in part feature Renee and other San Francisco Police Officers' both current and retired. Upon being told and unbeknownst to her that she had such a profound effect on Ed's life, Renee remarked, "I am honored that Ed feels that I started him down the path to his recovery. He did all the hard work and it feels awesome to know that I made a difference in someone's life. We do this job and have so many interactions with people both good and bad and for the most part never know what happens to them. That Ed reached out to me to let me know that I played a part in his life to "get him back on track" is very rewarding."

Seal Discipline Records

By Paul Chignell,
Legal Defense Administrator

Under the terms of the contract between the SFPOA and the City prior discipline can be sealed in your personnel folder.

If you have suffered a written reprimand or a suspension in the past please contact me and I will facilitate the sealing.

Sealing means any reprimand two (2) years old or suspension five (5) years can be sealed and cannot be used against you for purposes of promotion, transfer or special assignment.

Email me any time at
paul@sfpoa.org.

Wellness Issue

By Matt Lobre,
SFPOA Secretary

This issue has come up recently with members wondering if the Wellness program that affords members to cash out 50 hours of their SP time if they have a balance of 300 hours or more and have not used more than 30 hours in the respective fiscal year. This program remains in effect for all three years of the current contract. See below.

Section 9. Wellness Programs.

A. Wellness Program.

299. The City shall continue to provide a wellness program as follows:

300. 1. Employees must establish and maintain a core bank of sick leave hours in order to qualify for the wellness program. That core bank shall be a minimum of three hundred (300) hours.

ARTICLE III — PAY, HOURS AND BENEFITS

2018 – 2021 MEMORANDUM OF UNDERSTANDING CITY AND COUNTY OF SAN FRANCISCO AND SAN FRANCISCO POLICE OFFICERS' ASSOCIATION 42

301. 2. Once an employee has established their core bank of sick leave hours (as provided in (a) above) they shall be entitled to an annual conversion of sick leave hours for cash out payment under the above conditions. If an employee utilizes thirty (30) hours or less of sick leave in a fiscal year, they shall be entitled to cash out up to fifty (50) hours accrued during that fiscal year. If an employee utilized more than thirty (30) hours of sick leave in a fiscal year, they are not eligible for any sick leave cash out. Sick leave hours donated to catastrophic sick leave bank(s) or used for authorized bereavement leave according to the Civil Service Rules shall not be considered sick leave utilization for purposes of this paragraph.

302. 3. Payment of the cash out shall take place on annual basis on the pay period closest to June 1 for each remaining fiscal year of this Agreement.

303. 4. The aforesaid payments shall not be considered as part of an employee's salary for the purpose of computing retirement benefits or retirement contributions.

Contribute to the *Journal*; It's Your Paper.

Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites.

The deadline for the May issue is Monday, April 22, 2019.

Contact journal@sfpoa.org or phone 415-861-5060 for more info.

Governor Newsom Declares Moratorium on Death Penalty



By Paul Chignell,
Former President and Current Legal
Defense Administrator

*“Death Row is Filled with
Individuals Who Killed Cops,
Women, Babies and Children”*

“I Died a Little Bit”

*“He’s More Concerned With
My Daughter’s Killer Than
Justice For My Daughter”*

Those were the angry quotes from Marc Klaas after the current Governor of California pronounced a moratorium on the death penalty for seven hundred thirty-seven (737) murderers residing on death row.

Marc Klaas is the father of Polly Klaas, a twelve (12) year old girl who was abducted from her home in Petaluma in 1993 by Richard Allen Davis. Davis, a repetitive felon who had served time in prison, raped and brutally murdered young Polly and then dumped her remains in a ditch prior to being arrested. He was convicted and sentenced to death. With the moratorium by the Governor, Davis now twenty (26) years later is free to escape the death penalty after a jury and judge and multiple appeals. As Marc Klaas said a few weeks ago, “This

is a travesty of justice.”

Richard Allen Davis became the poster child of the “three strikes law” to punish repeat felons. Criminal justice reformers have been slowly diminishing the three strikes law in recent years.

A Multitude of Others

The specifics of the horror committed by the seven hundred thirty seven (737) convicted murderers on death row is far too voluminous to recount on these pages but the victims’ families and their advocates have spoken out in recent weeks.

Notable was Cindy Rael, mother of Brandi Morales-Rael, a woman who was set on fire in front of four (4) of her six (6) children in 2011 by the notorious Tyrone Harts, a former boyfriend. Harts is spared the death sentence by the Governor.

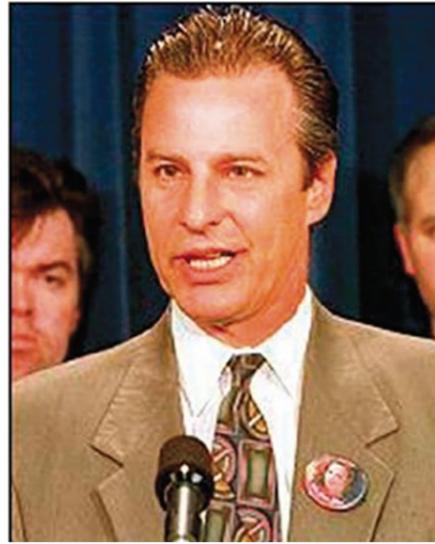
San Francisco 49er Kermit Alexander has lived with the horror of his family members murdered in 1984. The Rollin 60’s neighborhood Crips gang murdered Alexander’s mother, sister, and two (2) nephews in southern California. Kermit’s wife Tami reacted to the Governor’s decision by stating “California just became a dictatorship today.”

In 2010 Riverside Officer Ryan Bonaminio was chasing a state prison parolee when he tripped and fell. The parolee took the officer’s gun and with Bonaminio pleading for his life, Earl Ellis Green shot and killed the twenty-seven (27) year old officer execution style. Green is now spared the death penalty.

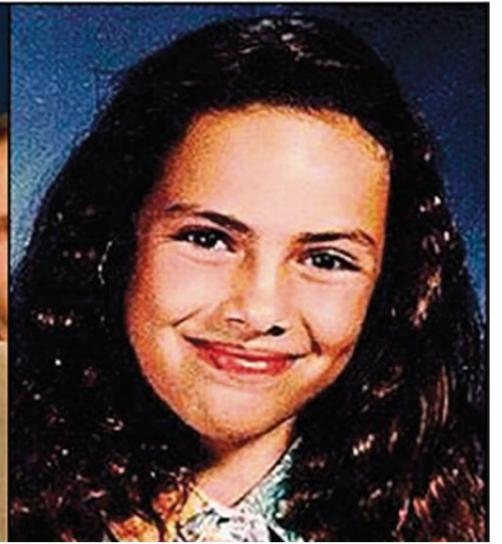
The list could go on and on and it is revolting.

The Voters Have Spoken Over and Over Again

California is one of the most liberal states in the Union. It is high taxed, one of the first states to decriminalize narcotics, repeatedly passing criminal justice initiatives to lower punishments for



Marc Klaas and Polly



crimes and realigning prisons (double speak for releasing felons).

But despite all of that the voters of California have consistently and fervently supported the death penalty. They recalled three Supreme Court Justices in 1986 for overturning death sentences (Chief Justice Rose Bird, Joey Grodin and the political Cruz Reynoso).

Efforts to repeal the death penalty have been defeated each time the voters have weighed in on the issue. Most recently in 2012 the voters said NO to repeal.

In the Presidential election of November 2016 where Hillary Clinton vanquished Donald Trump in California the voters rejected the repeal of the death penalty by an astounding seven (7) points and 837,000 votes. The voters even passed a companion initiative to speed up the death penalty.

This was done with hundreds of thousands of Democrats supporting the death penalty.

It was truly a bipartisan effort.

Leadership

Ultimately of course it was the voters who decided the issue.

But the leaders were a diverse group of victims’ rights advocates, the California District Attorneys Association, Sacramento District Attorney Anne Marie Schubert, former San Bernardino County District Attorney Michael Ramos and rank and file law enforcement officers through their unions. The San Francisco Police Officers’ Association contributed heavily to the financing of the campaign in 2016.

Kermit Alexander was in the forefront. The former star San Francisco 49er was an outspoken supporter of the death penalty as he is today.

Kermit is an outstanding man. He and his wife Tami wanted to adopt a child from Haiti after the horror that occurred to his family. When they found out that the child had four (4) siblings they adopted all five (5).

The Future

The Governor’s action has been praised and vilified.

Litigation will result and further ballot measures will be contemplated.

But for many of us in law enforcement, Marc Klaas said it well—this is a travesty of justice.

Calendar of Events

Specially Scheduled Events

PAL 60TH ANNIVERSARY HALL OF FAME GALA

Where Olympic Club, Lakeside, San Francisco
When Saturday, April 13, 2019, 6:00 pm
Contact sfpal.org

NORTH BAY RETIREE LUNCHEON

Where Sally Tomatoes Restaurant,
1100 Valley House Drive, Rohnert Park, CA
When Thursday April 25, 2019 at 11:00 am
Contact Steve Bosshard at: stevebosshard@aol.com or 707 480-9495

NIGHT OF REMEMBRANCE

Where SFPD Headquarters, 1245 3rd Street, SF
When Thursday, May 2, 2019 at 6:00 pm
Contact See Flyer, Page 3

SF BAYOU BENEFIT FOR SPECIAL OLYMPICS TORCH RUN

Where Recology 900 7th Street, SF
When Saturday June 1, 2019 5:00 PM
Contact Ray Padmore 415-558-5539

GEORGE BROWN MEMORIAL GOLF TOURNAMENT

Where Lake Merced Golf Club,
2300 Junipero Serra Boulevard in Daly City
When Monday, June 17, 2019 9:00 am
Contact www.GeorgeBrownALSGolfClassic.org

SF GIANTS LAW ENFORCEMENT APPRECIATION NIGHT

Where Oracle Park, 3rd and King Sts., SF
When Thursday, July 18, 2019
Contact See Flyer, Page 26

Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

Where Scottish Rite Masonic Center, 2850 19th Ave., SF
When Second Tuesday of every month, 11:00 am
Contact Larry Barsetti 415-566-5985 larry175@ix.netcom.com

WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)
When Second Tuesday of every month, 12:30 pm
Contact Mark McDonough 415-681-3660, markmac825@comcast.net

AMERICAN LEGION SF POLICE-FIRE POST

Where Park Station Community Room, 1899 Waller St., SF
When Second Tuesday of every month, 4:00 pm
Contact Greg Corrales 415-759-1076

POA BOARD OF DIRECTORS MEETING

Where POA Building
When Third Wednesday of every month, Noon
Contact POA Office 415-861-5060

RETIRED EMPLOYEES OF CCSF

Where Scottish Rite Masonic Center, 2850 19th Ave., SF
When Second Wednesday bi-monthly
(Feb., Apr. June, Aug. Oct. Dec.), 10:15 am
Contact RECCSF Office 415-681-5949

RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range
When Contact Lake Merced Range for Dates
Contact Range Staff 415-587-2274

Technology Corner

By Susan Merritt
Chief Information Officer

This is the time of year we plan for next year's IT projects. Once funding is established, I will report back on plans for next year. Meanwhile, here are the three enterprise projects we are working on now.

Smart Phone Upgrades

Our IT vision for officers is to provide complete mobility. We are progressively enriching mobile devices with applications and tools to assist officers in the field. We have begun some important upgrades to our phones to better enable our mobile capability:

Upgrade to FirstNet

We have upgraded our mobile service to AT&T FirstNet. Born from the 9/11 Commission report, FirstNet is a powerful new network, designed exclusively for public safety and first responders. FirstNet offers the following capabilities:

Priority: First responders' voice, data, and video communications are always at the front of the line.

Preemption: First responder communications will terminate lower priority users.

Quality of Service: First responders will receive higher performance.

What does all this mean for SFPD police officers? Your Samsung 9 FirstNet phones will work in an emergency when other devices or networks may not.

Upgrades to Samsung 9

This is a requirement to access FirstNet. The anticipated duration of completing the deployment is by the middle of this year. In addition to FirstNet, the Samsung 9 offers better battery life, a larger and crisper screen, better perfor-



Susan Merritt

mance, a better camera, better sound, and Iris/Face unlock.

Crime Data Warehouse upgrade

We are upgrading our Crime Data Warehouse infrastructure to provide greater resiliency and redundancy. We are partnering with our Department of Technology, working to minimize disruptions to our system while upgrades are happening.

New Web Site

The development of our new sanfranciscopolice.org website is in the final stages of content review. We will rely much more heavily on our web presence in the future — as an extension of our department's service to the community. We hope you will take a look at the site and offer any ideas or suggestions to your commanding officers.

Fun Fact — SFPD Reduces Paper

Over the last three years, SFPD has reduced printing enterprise-wide by 67%. This reduction in paper is due to improvements in electronic capabilities and a paper and environmentally-conscious department. Thank you all for helping to achieve this impressive reduction in paper usage.

Please let me know if there are any topics you would like to see in this newsletter. I can be reached at Susan.Merritt@sfgov.org. Thank you.

Police-Fire Post 456 News

By Greg Corrales

On March 2 House lawmakers advanced legislation to improve tracking of troops' exposure to toxic chemicals from war zone burn pits, but the real political fight over how to help those ailing veterans is set for later this spring. A group of lawmakers led by California Democrat Rep. Raul Ruiz is planning a push to classify combat burn pit exposure as the presumed cause of a range of lung diseases for veterans who served in Iraq and Afghanistan, opening the door for easier access to medical care and disability benefits. The proposal is likely to face fierce opposition from VA leadership. The department's official position is that "research does not show evidence of long-term health problems from exposure" to burn pits. But advocates say those scientific shortcomings have more to do with poor monitoring than a lack of proof of the dangers that burn pits present. They point to a host of rare cancers, respiratory illnesses and other health problems among Iraq and Afghanistan veterans that cannot be dismissed as coincidental clustering. "The study for this illness... can take up to 20 years," Ruiz said at a press conference with Iraq and Afghanistan Veterans of America before the House vote. "We don't have the time for that. There's no perfect study, but there is enough evidence to determine there is a high enough suspicion of a link. We have veterans who are dying, so we have to act on that suspicion." He compared the problem to the issue of Agent Orange exposure during the Vietnam War. The department took until 1991 to recognize exposure to the chemical defoliant in that war as the likely cause of a host of illnesses.

Pvt. Walter Beagles arrived at Camp Jackson, South Carolina, in 1918, an African American draftee in a segregated Army that relegated black soldiers to labor battalions out of a prejudiced notion that they couldn't fight. More than 100 years later, his great-grandson now serves as Fort Jackson's 51st commanding general. Brig. Gen. Milford Beagle Jr., a combat veteran who took command last June, admits that it gets to him, knowing he's serving where his ancestor served but under vastly different circumstances. "It does become pretty surreal to know that the gates my great-grandfather came through are the same gates I come through," Beagle said. "You always reflect back to your standing on somebody's shoulders. Somebody put that stair in place so you can move one more rung up." Beagle hails from the same town where his great-grandfather came from: Enoree, South Carolina. The family dropped the "s" from the end of its name during his grandfather's lifetime. Beagle has served in combat in Iraq and Afghanistan, among his many postings.

Following the war, Beagles was honorably discharged in January 1919 and returned to his farm. While many cities and towns, including Columbia, South Carolina, hosted parades welcoming back their soldiers, black veterans did not typically get a hero's welcome. However, the mistreatment of African American soldiers during World War I was not a story Gen. Beagle heard from



his great-grandfather. Instead, he spoke of hard work, courage, strength and integrity — values that his great-grandson says are woven into his family's history. Beagle said his great-grandfather and others contributed significantly to this country, without knowing what their contributions would mean to the future of the military — now a place where people of different races work side by side with the same mission, to protect their nation.

Raquel Riley Thomas never planned on becoming a model. The former Army captain and ordnance officer had been working as a photographer since leaving the military, snapping photos of models and celebrities for Jet Magazine and other publications. One day, she walked into Elite Modeling Agency with the hope of getting onto their photographer referral list. The Elite representative caught Thomas off guard: She was more interested in signing her as a model than a photographer. Since that fateful encounter, Thomas has been featured on international billboard advertisements for companies like Coca Cola and Delta, won two major beauty pageants, become a fashion guru on two ABC morning shows ("Let's Talk Live" and "Good Morning Washington") and started her own production company.

The military is a family tradition for Thomas. Both her mother and grandmother were in the Army, and Thomas thought "it would be fitting for me to go ahead and do the same thing they did." She earned an ROTC scholarship to Hampton University, where she graduated with a degree in psychology. During her Army stint, Thomas worked as a photojournalist and an ordnance officer. She praised the military for teaching her many of the skills that have helped her succeed in civilian life. "I have to admit that I learned a lot of discipline in the military," she said. "I think it was really important to have discipline back then. I also appreciate the fact [that] I learned how to be a team player. That was key for transitioning into the civilian world and civilian jobs." Thomas was wildly successful as a pageant contestant. She won the Mrs. Maryland pageant in 2010 and was the 2011 Mrs. America runner-up, becoming the first black woman to get that far. She soon parlayed her newfound prominence in the pageant community into her own production company, An Officer and Gentlewoman. To show that she hasn't forgotten about her military roots, part of all proceeds from her pageants go to veteran-aid organizations like VETSports and Operation Renewed Hope.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, April 9, 2019. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net. The March 12 meeting of Post 456 was closed in memory of Ed Erlwin, Fireman Extraordinaire.



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Close Encounters

The following 3 incidents were submitted to us by **Sergeant Angus Chambers**, Northern Station:

It was One o'clock in the morning when **Officer Graham Pfeifer** and **Officer Gina Debellis**, Northern Station midnight watch, responded to Fillmore Street to meet a victim who had just witnessed his Toyota Corolla being stolen. Officers Pfeifer and Debellis quickly obtained pertinent information from the victim, including the key fact that he had left his iPhone in the center console of his car. Unbeknownst to the suspects, the vehicle they had just taken had an impromptu tracking device inside! Officers Debellis and Pfeifer assisted the victim with tracking his phone and began broadcasting the location for other units.

Fellow Northern midnight **Officers Kevin Lynch** and **Mathew Nazar** quickly jumped on the call and located the car driving through the Presidio. They were immediately joined by **Officers Greg Buhagiar** and **Chris Cotter**. The unsuspecting suspects were quickly taken into custody, and the victim's vehicle and phone were returned to their rightful owner. Excellent work!

Ever-vigilant Northern midnight **Officers Kevin Daniele** and **Officer Brendan Williams** were on patrol at 4 am on the busy Van Ness Corridor. They were keeping their eyes peeled for a recent carjacking vehicle, a white VW Tiguan SUV. Sure enough, as they drove down Van Ness, Officers Daniele and Williams spotted a white VW SUV a few blocks ahead. Closing the distance between themselves and the VW, they saw that the license plates had been suspiciously removed from the vehicle. They conducted a traffic stop in Fern Alley, and contacted the four individuals inside the SUV, detaining all of them without incident.

An examination of the VW's VIN confirmed that it was indeed the carjacking vehicle they had sought. After an extensive, hours long investigation, including a cold show with the initial carjacking victim, Officers Daniele and Williams booked all four occupants of the VW for carjacking charges, operating a stolen vehicle, and for being wanted felons from other jurisdictions. Four more criminals taken off the streets of San Francisco!

On a recent night when 911 calls began flooding Dispatch reporting numerous

gunshots heard at Eddy and Divisadero Officers from Northern's swing watch and midnight watch dropped whatever they were doing to respond. **Officers Gina Debellis** and **Kevin Danielle** took primary and found, upon arrival, several cars as well as an occupied dwelling that had been shot up by a group of suspects. **Officers Kevin Zhang** and **Bryan Smith** also responded and obtained a description of the suspects and their vehicle and broadcasted the information. **Officers Jesse O'Keeffe** and **Olivia Mullins** keyed in on the description, and located the suspect vehicle nearby still rolling with 5 on board. A subsequent traffic stop and further investigation yielded a loaded Sig Sauer pistol. With assistance from **Officers Nicholas Zerga**, **Chris Cassinelli**, **Gaetano Acerra**, and **George Tano**, numerous pieces of evidence were collected from the scene and all five suspects were booked. **Sergeant Ed Huang** swiftly took charge and coordinated the necessary investigative steps.

The result? Five dangerous felons taken into custody, along with their loaded firearm. Excellent police work that no doubt made the citizens of San Francisco safer for it.

Our thanks to Sergeant Chambers who took the time to document some of the outstanding work performed by the members of Company E wanting to make sure his troops were given the attention generated by the Close Encounter column. This goes above and beyond anything they teach you at Sergeant's School.

In last month's column we mentioned the increasingly dangerous situations officers of the SFPD have been involved in with suspects who are armed with guns and who, apparently, could care less about the possible consequences. It's obvious that they feel they are entitled to roam The City committing crimes with impunity. The balance of justice is full tilt in favor of felons and doesn't appear to be getting any better . . . for example:

The caller was on the phone with Dispatch giving them a detailed description of the individual who had just threatened his life with a gun. The suspect was walking north on 5th Street from Harrison. **Officer Jennifer Fiorello** and **Officer Mykael Thompson** located the armed suspect and tried to stop him but he resisted their efforts. **Officer Jarrod Yee** and **Officer Roger Moore** were seconds away as back-up and arrived just in time. **The suspect put up a violent**

struggle and it took all 4 officers to gain control and place him in custody while, at the same time, disarming him of the fully-loaded, semi-automatic weapon he had tucked in his waistband.

Sergeant Terence Saw submitted a commendation for all 4 officers citing, "The officers should be commended for a great arrest which resulted in the safe removal of a firearm from a multiple felon. **A felon with a criminal history of violent crimes that spans the course of 2 decades."**

20 years and still roaming the streets as an entitled felon.

Sergeant Matthew Dudley, Sergeant Richard Hunt, Sergeant Matthew Sullivan, Officer David Goff, Officer Brenton Reeder, and Officer Anthony Scafani were serving a high-risk search warrant on the unit block of Cashmere and it was fortunate they had sufficient back-up because **the suspect was totally-prepared to resist arrest as he had a fully-loaded, AR-15 assault rifle with multiple magazines nearby loaded and ready to swap out.** Fortunately, he realized he was outgunned and surrendered.

And, in the continuing belief that maybe probation really does work and people change for the better, consider this incident:

An individual on probation for selling drugs with a search condition was suspected of, once again, dealing drugs.

At the time of his first arrest he had over a pound of methamphetamine in his possession. This time when Officer Michael Tursi, Officer David Goff, Officer Michael Montero, and Officer Brenton Reeder conducted a probation search of his residence **they found over 4 pounds of methamphetamine along with several thousand dollars!**

Lesson learned?!

Sergeant Christopher Galligan and Sergeant Brian Kelly were leaving Central Station several hours later then their watch ended because they were handling a very involved felony arrest report. As they walked out the door they saw an individual across the street from Central Station who, they knew, was wanted for multiple burglaries in the Richmond District as well as San Mateo County. The officers escorted the suspect into the station in cuffs.

San Francisco is noted for many great things to do and places to go but also embarrassed by quite a few others. One of which is the cadre of homeless individuals some of whom are also seriously challenged to the point of being a danger to others. **Officer Scott Korte** and **Officer Greg Latus** were patrolling the Union Square sector which was thoroughly crowded with shoppers and especially tourists when they heard a woman screaming for help. They rushed to her aid to find out that **one of our homeless individuals had grabbed her young daughter in a bear hug and was trying to walk away with her. People nearby were trying to help the distraught mother but the suspect wouldn't relent until Scott and Greg got there.** The officers immediately intervened and returned the young child to her mother and then placed the suspect in custody. There were many witnesses to the terrifying incident who probably won't be visiting Union Square any time in the near future.

This is not The City that "knows how." This is a city that rewards hundreds of non-profits with millions of dollars of taxpayer money to address social ills when it's the Police Department that usually ends up having to deal with those problems (i.e. homeless, addicted and challenged.)

But more on that next month.



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Jason Rantz on KTTH

Seattle City Council Tries to Buy Loyalty Of Cops They Mistreat And Demonize

By Jason Rantz

March 7, 2019

Forwarded to the Journal by Tony Montoya

Seattle officials have celebrated a recently-approved bonus recruitment plan. But Seattle cops see it as trying to buy the loyalty of officers they routinely mistreat and demonize.

"I think it's funny that they think bonuses will fix their [recruitment] problem," one former SPD officer told the Jason Rantz Show on KTTH. "I left the department and took a pay cut to go to a department that treated me fairly and allowed me to be a proactive police officer. And I didn't get any bonuses for doing so. I know many other officers who did the same thing, and officers who are continuing to leave SPD. What the Seattle Police Department, and really the City of Seattle doesn't get, is that you cannot just throw money at stuff and say it's fixed. They aren't focusing on their internal issues which make it such a terrible place to work."

"I don't think it will help at all," another cop told me. "The problem is leadership and morale."

In a 7-1 vote, the council approved a proposal from Mayor Jenny Durkan which offers \$15,000 for new lateral officers to the Seattle Police Department, and \$7,500 for new recruits. The lone no vote was Councilmember Kshama Sawant, certainly no friend to cops.

While future officers are certain to appreciate the money, it's a remarkably tone deaf move that won't address the major issues impacting staffing at the SPD.

Last year, the SPD saw a historically large number of separations: 110 in all, including 47 resignations. At the time of the "mass exodus," as officers put it,

Durkan downplayed the crisis using old data to back up her point, while behind the scenes, she was working on this bonus proposal.

The separations aren't the result of one incident, but long-simmering issues with city leadership and some in the command staff.

SPD officers worked without a contract for nearly four years and that played a big role in police anger. But, in my conversations with officers, if money came up at all, it was at the bottom of the list of complaints.

The constant barrage of attacks from the council and overzealous investigations into frivolous complaints are big reasons why so many cops are leaving, thinking of leaving, or are generally unhappy.

Cops under unreasonable scrutiny

The SPD is filled with officers willing to put their lives on the line to help their community. When they do, they're called murderers by activists and a council member. When a use-of-force allegation is leveled, cops feel like the council will always side with the complainant before they even learn the details of a case.

"Officers are feeling that they are nothing more than a political punching bag," a former SPD officer wrote in an HR document obtained by KTTH. "... that they are the

Councilmembers Mike O'Brien, Lorena Gonzalez, Teresa Mosqueda, and Kshama Sawant frequently come up as leaders cops are unhappy with.

"Command staff listening to boots on ground would change morale a ton," the officer told the Jason Rantz Show on KTTH. "We realize we can't change the council's position, but it's bad even with the upper command."

Officers end up arresting the same criminals over and over again for a host of crimes — from assaults to theft and drug possession — only to send them to City Attorney Pete Holmes, who they believe won't charge.

A February post on Facebook from the Seattle Police Officer's Guild linked to a much-discussed report on prolific offenders in Seattle. The post said criminals "LOVE" Holmes and that "SPOG members want to do our job but Pete makes it almost impossible."

"Money is nice, but you get into this job to help people and arrest criminals," the officer told me. "And leadership needs to remember that."

Recruitment is struggling

The law enforcement community is tight-knit and word about the conditions in Seattle has impacted local recruitment efforts.

"We have officers coming in, seeing how bad it is, and leaving right after probation," the officer explained.

"I don't think [the bonus] will do much for an officer who has a head on their shoulders, unless they don't do their homework," a second officer explained. "A lot are doing a little online research, or come out and ask some pointed questions [about working here]."

The SPD culture, created out of the consent decree, means most officers are investigated by the Office of Police Activity for minor issues that could be reasonably handled without a months-long process. The investigations earning the ire of cops are not for use-of-force, but for being a few seconds too late in turning on body cameras or being perceived as rude — issues that can be handled directly by their supervisors.

Because the local pool is, perhaps,

currently tainted, SPD has been traveling out of state to recruit officers. According to some inside reports and rumors, it's not yet been successful, sometimes generating virtually no meaningful interest. In Indianapolis, for example, their recruitment efforts garnered no applications at the time.

"Recruiting just went to Honolulu and had zero laterals interested," the officer told me, though I could not confirm this detail. "The problem is leadership and morale. We have officers coming in seeing how bad it is and leaving right after probation."

"They have sent entire entourages of our background and recruitment to North and South Carolina, Illinois for weeks trying to get applicants..." a second officer explained, noting he hears the applicants aren't coming in.

To be fair, SPD is playing the long game and they have had some recruits from cities they haven't recently visited. Going to a city and not getting applications is, of course, disappointing in the moment. However, it doesn't mean six months from now an officer will reach out.

Still, SPD staffing is an issue and a constant concern.

Officers explain they frequently run at, or below, staffing minimums, relying on overtime for precincts to be properly staffed. And offering such a high bonus shows an urgency in staffing.

But, with such low morale and a council that aligns itself more with anti-cop activists than patrol officers, the bonus didn't just rub officers the wrong way, it further obfuscates the root cause of the problem they're trying to address.

Subscribe to Jason Rantz's Podcast by visiting this link:

<http://tinyurl.com/y6tmytaf>

New Portland Police Recruits Failing Probation at Double the Rate of Past Years

Updated Mar 13, 2019;

Posted Mar 13, 2019

Reprinted from Oregonlive.com, The Oregonian

By Maxine Bernstein | The Oregonian/OregonLive

Portland police are struggling to fill officer vacancies as recruits wash out during probation at about double the rate they have in the past.

The bureau currently has 75 unfilled officer positions.

The bureau hired more officers from mid-2016 to mid-2018, but more of them are flunking out of the state's basic police academy or failing to make it through Portland's 18-month probation period, Assistant Chief Chris Davis said.

Twenty to 25 percent of those recruits didn't make it through probation successfully and are no longer working for the bureau, compared to the more typical 10 to 15 percent drop-out rate, according to city figures.

The failed recruits couldn't perform on the job, had problems multi-tasking or making good decisions under stress during field training, Davis said. Others decided on their own that the job wasn't working out for them or were terminated due to misconduct, he said.

Davis reviews all the background investigations of recruits and said it's hard

to predict how somebody will perform in uniform.

"It's not like I'm evaluating a potential running back for a football team and I can see how fast you run the 40-yard dash," he said.

"Obviously we're watching this closely," he said. "If this becomes a longer-term trend, we're going to have to have our psychological screening contractor and training people figure out what the issue is."

Officer Daryl Turner, president of the Portland Police Association representing rank-and-file officers, said some of the new recruits "come into the job thinking it's like it is on television, and it isn't." Just because they passed the written test, an interview, background check and psychological exam, doesn't mean they're going to be cut out for police work, he said.

The bureau faces several challenges in trying to hire officers, common to police departments nationwide. First, officers are retiring at a rate faster than Portland can hire replacements, with another wave of 30 to 50 retirements expected this spring. The bureau anticipates roughly 20 retirements by the end of March.

A strong job market, negative attitudes nationally and locally toward

policing and a backgrounding process that takes longer than many other police agencies also have hurt Portland, police say.

Katie Shifley, an analyst with the city budget office, said hiring and recruitment remains a major challenge for the Police Bureau.

The city provided funding for 55 new Portland police officer positions for this fiscal year, bringing the sworn officer force to 1,001. But the bureau has only been able to hire 22 new officers.

That's despite developing recruitment videos, social media advertisements, allowing continuous police hiring throughout the year instead of during only scheduled times and trying to speed up background investigations, Shifley found.

"The slow pace of hiring has budgetary and performance implications; the anticipated reduction in overtime to backfill for minimum staffing levels will likely not come to fruition in the next 18-24 months, nor is the bureau likely to improve emergency response times in the near term if recruitment and hiring are not improved," she wrote in her analysis.

The pace of hiring has fallen from earlier years when Portland hired 58 officers in fiscal year 2016-2017 and 73

in fiscal year 2017-2018. The bureau projected having up to 440 officers available for patrol by mid-2022, but, based on the current hiring pace, now projects as few as 360 patrol officers will be available.

To try to speed up the background investigations, applicants were allowed to fill out personal history statements online. But the turnaround time from application to hiring still averages nearly a year, or 340 days, causing the bureau to frequently lose people to other agencies with shorter turn-around times.

The bureau this week is interviewing 80 candidates. It recently started using an on-line management system to make the application process more efficient in getting information from applicants shared with background investigators. It also named two new police recruits. It has scheduled hiring workshops for prospective candidates monthly, with the next one set for March 16, and will have recruiters at a Women's Public Safety Services Career Fair on April 13 at the bureau's training center.

Davis met earlier this week with officials from the police personnel division, the bureau's psychological testing contractor and the city's Bureau of Human Resources and community members to figure out what more they can do.

CONTINUED ON NEXT PAGE

This article written by President Tony Montoya was first published in the October 2018 POA Journal. It is reprinted here at the request of the author to use as a reference to additional information referred to in the latest article printed on page 1. — Ed.

Crisis in Law Enforcement

How Recruitment and Retention of Officers Will Change Policing in America

By Tony Montoya
SFPOA President

In 1988, I entered the honorable profession of law enforcement. I, like most police officers, joined this profession out of pure passion, not seeking profit. Six years later, I applied and was hired as a lateral police officer by the SFPD. It was in that same year that San Francisco voters approved a measure requiring the City to maintain 1,971 full duty sworn police officers available to patrol the streets of our city. That number did not include officers who worked at the airport since SFO had its own police department at that time. That measure was passed to address the dwindling numbers of police officers in the city in hopes that if there were a fixed number of officers set in the SF Charter, then the City would meet that mandated number. Well that was not the case and it is still not. In fact, the City may not have ever met that mandated number of 1,971 police officers and to this day still struggles to achieve that goal.

The current crisis of recruitment and retention of police officers is not unique to San Francisco, the Bay Area, or the state of California. This is now a nationwide problem. Most agencies have dealt with hiring issues in the past, but in today's highly politicized climate coupled with ongoing false narratives about law enforcement and a historically low unemployment rate, just to name a few, have led to an unprecedented low number of qualified applicants in our profession. Some agencies have also resorted to either changing or lowering their standards for applicants to hopefully broaden the numbers of so called "qualified applicants." This can be very risky since agencies may now end up with an officer who falls below the previously accepted minimum standards.

Here is a stark example of the problem in our own state. The website for the Peace Officers Standards of Training — commonly known as POST — now has a 33-paged list of law enforcement agencies that are seeking sworn personnel to fill police officer, deputy sheriff,

special agent, and ranger positions. The agencies are listed in alphabetical order and range from Alameda and Albany to Yolo County and Yuba City. What once was a limited application period in all these cities, such as when I became a police officer, is now a continuous open hiring period with no end in sight to fill the vacancies.

Earlier this year, the City of San Francisco proposed hiring 250 police officers over the next four years. We applaud the City for trying to increase staffing since officers are desperately needed on our streets. But before we say the crisis is over, let's do the math and see how it all comes out in the wash.

To get 50-55 recruits through the extensive testing and background investigation and into the Police Academy, you need over 2,000 people to just fill out the form at DHR requesting the join the SFPD. Those applying are fewer now than in years past, and most are eliminated though the background process due to the standards in place for our profession. If you do make it into the Academy, there is no free ride. It is not easy to get into the SFPD, and it is not easy to graduate from the Academy, nor complete the Field Training Program.

Here is the most recent example that is becoming far too common. One of the current SFPD Academy Classes started with 55 recruits. This class is now just a few weeks away from graduating after seven months of training and it is down to 28 recruits. Two or three on average do not make it through the Field Training Program so now you have a 50% failure rate from Day One in the Academy to full release into the field as a competent solo police officer. This is the highest failure rate in decades.

Now factor in the average attrition rate in our department, which is about 65-70 officers per year. On top of that, the POA anticipates an additional 60-70 officers may retire before the end of this fiscal year. The additional retirements will be the result of a sick-pay buyout benefit which will sunset on June 30, 2019. The end of the sick pay buyout was the result of an arbitrators ruling in

favor of the City during recent contract negotiations.

Despite all the efforts by those in the SFPD Recruitment Unit, the pool of candidates is narrow. Our Recruitment Unit is continuously thinking outside of the box on ways to lure top notch candidates. They are travelling across the country going to college campuses, job fairs, and community fairs seeking out those interested in our city. Advertising on billboards, buses, and in the media is constantly being done, but we are suffering the same consequences as other departments: a lack of interested applicants. The often unfair and negative portrayal of law enforcement has led to the vilification of law enforcement in our country. That makes for extreme difficulties in persuading someone that this noble profession is one worth pursuing.

Here are some examples of what agencies have resorted to in order to hire more police officers, or retain those that they already have.

Palo Alto PD is now offering a \$25,000 signing bonus for lateral police officers. This is one of the highest signing bonuses in the state, yet they are having difficulties filling the 14 vacant positions they currently have. This is also on top of the recent 4.75% raise for all of their police officers.

The Chief of the BART PD recently requested an additional 54 new hires from the BART Board of Directors as part of a strategic hiring plan. These additional officers are desperately needed based upon recent violent assaults, some of which have led to homicides on BART trains and in BART Stations. Knowing the difficulty that their Chief has had to fill the current vacancies, the BART Board of Directors has proposed hiring unarmed and unequipped "ambassadors" to patrol BART. These individuals will have limited training in conflict resolution or dealing with homeless or those suffering from mental health issues. If implemented, this could lead to unnecessarily exposing the public and BART employees to highly volatile situations that could jeopardize their safety. BART PD is so short staffed that SFPD

officers have been supplementing their ranks by working overtime at certain BART Stations in the City.

San Francisco PD has taken a different approach. The POA questions whether or not it is the right approach, or even prudent. During sworn testimony earlier this year in front of an Arbitration Panel during contract negotiations, it was revealed by sworn members of various ranks that the department has lowered its standards in the psychological portion of the background process. The SFPD is now advancing candidates through backgrounds with a Wonderlic Test Score of less than 20. The Wonderlic Personnel Test is commonly used to access the aptitude of prospective employees for learning and problem solving in a wide range of occupations including law enforcement. Against the advice of The Departments own psychological expert, candidates with a score as low as "C-" can advance to the Academy even though the department has already concluded that those with a score of "C-" or less have a "50/50" chance of passing the Academy.

Do not misinterpret my message. Our officers in the SFPD are the best of the best. They go into harms way everyday and are happy just to go home at the end of their shift unharmed and knowing they made a difference. The reality is we can't keep going down the road doing more with less. Minimal raises, an outdated fleet, forced overtime leading to 14-16 work days, misguided legislation and constant over scrutiny by some in management, The DPA, and some in the press is not helping attract anyone into this profession. The demands on law enforcement in our country are greater now than ever. We are doing everything we can, but we are bound by restrictions placed on us through the Board of Supervisors, the Police Commission, and the SFPD Administration.

Regardless of this crisis, we will still respond to every cry for help. We just hope that there will be enough of us to hear you when you call for help.

Portland Police Recruits

CONTINUED FROM PREVIOUS PAGE

"A lot of it has to do with messaging," he said. "How we explain to prospective police applicants who we are and how we get our message out in the midst of the negativity about our profession."

The bureau hopes to better tailor that message, Davis said.

It might, he said, sound something like this: "There's a lot of desire for change in policing. We get that. Why don't you come and be a part of that change and lead the organization in a better direction? Come here and help us make it better. Be part of something we can be proud of."

Chief Danielle Outlaw called recruiting, hiring and retaining new officers a "critical task" for the bureau.

"We need the entire community to

come together in support of public safety and police accountability, which helps us in our endeavors to keep Portland safe. We are seeking recruits who are compassionate, creative problem solvers and strong decision makers. Community members are some of our best recruiters because they know the qualities they want in their police officers."

The bureau remains reliant on overtime to fill patrol shifts at precincts. The cost of personnel overtime was \$3.7 million in fiscal year 2017-18, up from \$2.7 million the prior year. This fiscal year, the hours of overtime worked have remained steady but the per hour costs of overtime have gone up due to increases in officer salaries under the union contract.

"We got to get those positions filled," Davis said. "We can't go on like this."



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California Supreme Court Ducks Major Pension Issue but Rules Against Employees On 'Air Time'

March 6, 2019

The California Supreme Court on Monday upheld a pension law that stripped a retirement perk from public employees, issuing a narrow ruling that sidestepped a bigger question about whether employers can reduce pension benefits for current workers.

The court held that the perk at issue in the case was distinct from an employee's core pension rights, such as the formula used to calculate retirement income, and not protected by the state constitution.

Therefore the benefit could be "altered or eliminated at the discretion of the Legislature," the court ruled.

The case, *Cal Fire Local 2881 vs. CalPERS*, was seen as a test of the legal precedents known as the "California Rule" that have prevented government agencies from reducing promised pension benefits for decades.

Both unions and government agencies in court briefs cast the fight as a challenge to the California Rule. Unions argued benefits could not be withdrawn unless workers receive new compensation; government agencies countered that they need flexibility to manage their budgets.

The court stressed that its decision did not address the California Rule. Instead, the court limited its decision to a perquisite known as air time that government agencies offered until 2013.

"We have no occasion in this decision to address, let alone to alter, the continued application of the California Rule," the court said in the decision.

The case turned on a challenge to for-

mer Gov. Jerry Brown's 2012 pension law. The law, passed in the Great Recession amid concern about mounting pension debts, required public employees hired after Jan. 1, 2013 to kick in more money to fund their pensions. It also capped the amount of money they could earn in retirement.

Aside from those big changes for new employees, Brown's law sought to rein in pension expenses by eliminating some lesser benefits that had been offered to employees.

One of them was air time, a perk that allowed public employees to buy up to five years of credit that would boost their pensions as if they had worked that time. Cal Fire Local 2881 sued to reinstate the perk for employees hired before Brown's law took effect, arguing that the right to purchase air time could not be withdrawn without breaking the California Rule.

"We're disappointed," said Gregg McLean Adam, an attorney who argued the case for the Cal Fire union. "We felt the benefit we were arguing for was protected under the precedents we had been citing."

On Monday, a labor-backed group that supported the Cal Fire union in court briefs said it was reassured that the court's decision did not undo the California Rule.

"There was always some question about whether air time was a vested benefit," said Ted Toppin, chairman of Californians for Retirement Security. "The decision was not unexpected. More importantly, the Supreme Court leaves

intact the California Rule, holding that vested benefits cannot be impaired."

Other groups that advocate for reductions in pension benefits also celebrated the ruling.

"The court said that just because you have an expectation doesn't mean you're going to get what you expect," said Dan Pellissier, president of California Pension Reform. "On its face, it was a good decision. It's probably just a building block on what we hope to get from the other cases."

California's largest public pension funds, CalPERS and CalSTRS, each are considered underfunded because their assets are worth about 70 percent of the benefits they owe to workers and retirees.

Brown argued that government agencies must have flexibility to reconsider benefits.

"In order to maintain the defined benefit, there has to be the power of management to make modifications," he told *The Sacramento Bee* in December. "If we do it right, people who have a pension and what they've earned will never be changed. But you can't say that five minutes after you sign your employment application, for the next 30 or 35 years that not one benefit can be changed. That's a one-way ratchet to fiscal oblivion."

The court in its ruling likened air time to other benefits public employees receive that are not considered core contractual benefits, which would be protected under the constitution.

"In addition to their salary or hourly

pay, it is not unusual for public employees to be offered the opportunity to purchase different types of health insurance benefits from a variety of providers; to purchase life and long-term disability insurance; and to create a flexible spending account, by which certain medical and child care expenses can be paid with pre-tax income. We have never suggested that this type of benefit is entitled to protection under the contract clause," the court wrote.

The Supreme Court could still address in future cases whether the state may alter benefits for current workers. The court is set to schedule oral arguments in an Alameda County case that addresses whether salary adjustments from things like cashing out vacation or sick leave should count as pensionable benefits, said Harvey Leiderman, a Reed Smith attorney representing Alameda County in the case.

"I think that going forward, what this court is going to be looking at very carefully is they recognize pensions have a special place in California law, but they're not going to just assume that everything that could affect your pension is in fact a pension right," Leiderman said.

New Gov. Gavin Newsom told at least one union during his campaign last year that he would uphold the California Rule precedent. However, he has a record as a former San Francisco mayor and University of California regent of supporting policies that allow adjustments to pension plans for new employees.

From *The Sacramento Bee*

They Made Out in The Back of a Patrol Car. The Police Officer Paid the Price.

March 5, 2019

FORT PIERCE, FL — The backseat of a car has been a popular "make-out" zone since Henry Ford put his Model T on the road more than 100 years ago.

But the backseat of a patrol car? When you're under arrest?

That's a Florida Man and a Florida Woman story.

But this time, a Florida cop is the one paying the stiffer public price.

An internal affairs report obtained by the *Washington Post* Friday said that Fort Pierce police officer Doug McNeal was to be disciplined for allowing a couple he had arrested outside a Melbourne Walmart for shoplifting to "make out" in the backseat of his car. McNeal also let the couple smoke a cigarette in the back of the officer's vehicle.

The man who was arrested and detained had a cigarette tucked behind his ear and a lighter in his pocket — all violations of police protocol.

McNeal was suspended for 20 days without pay for the couple's steamy ride to the St. Lucie County Jail, TC Palm reported.

Blame the rise in passion partly on the influence of soul singer Barry White.

The late maestro of love songs and his sexy deep baritone has long been associated with "baby making" music.

But to our knowledge, this is the first time a department detective told another fellow cop in passing: "I think they're making babies back there." That's what

the internal affairs report says a female detective told McNeal as his car idled outside the jail while he filled out paperwork. The detainees' body language left little doubt as to what was happening in the back seat.

According to a separate arrest report, Zachery Moellendick, 23, and Krista Leigh, 24, were arrested and charged with second-degree petit theft in stealing jewelry at a Walmart Superstore in St. Lucie County on July 14. Moellendick was also charged with trespassing.

The arrest report said the couple was transported to St. Lucie County Jail "without incident."

But when McNeal transported the Melbourne, Florida, couple to the jail, White's 1974 classic, "Can't Get Enough of Your Love, Babe," hit the radio in his squad car. That's when the couple began "making out" in the backseat, as captured by the officer's dashcam, which was pointed from his rearview mirror toward the back of the vehicle.

Moellendick and Leigh weren't even born during White's heyday in the 1970s, but his music's pulse endures. According to the internal affairs report, the kissing soon turned into mutual manual stimulation for some six minutes while McNeal wrote his arrest report in the front seat. Moellendick said he "got her off and she got me off," according to Acting Deputy Chief Robert Ridle's report, which was dated Dec. 31.

From *The Miami Herald*

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Retiring Soon? Read this information first

Retirement Check List

By Captain Al Casciato, Retired
Elected Retirement Board Commissioner

This year I have received an inordinate number of calls from members of all classifications (civilian and sworn) requesting advice on what pitfalls they should be aware of as they prepare to retire. The following is a synopsis of my response to those inquiries.

1. Schedule an appointment with the retirement staff for you and your spouse / significant other. During that appointment **make sure that your spouse / significant other is eligible for a pension continuation** should you predecease them. On several occasions it has been discovered that the spouse or significant other was never placed on file at the system. That is because members entering into the relationship registered at the Health Service System for medical coverage but failed to notify the Retirement System.
2. If you plan to move out of the area after retirement **I would strongly suggest that you rent out your home in the Bay Area and rent a home or apartment in the area you would like to move to.** Spend a year there so you can experience the **availability of medical services**, weather patterns, community and culture before you make a permanent move. I cannot count the number of calls I have received from those trying to move back to the Bay Area.

3. If you decide to rollover your deferred compensation monies to a new fund make sure you are very well informed. Once you are out of the system **you cannot redeposit.**
4. Update **your beneficiary** at your Retirement interview. Most of us still have our parents, previous spouses and/or a friend we listed when we first entered City Service.
5. At your retirement interview double check the salary numbers the system has on file for you by which your pension will be calculated. The departments forward the numbers to the system and **there have been many errors.** Examples such as not reporting longevity pay, hazard pay etc or having the wrong record of someone with the same name. I strongly suggest you bring a copy of your current payroll stub to review at your interview.
6. If you are retiring on a disability or rating check with your worker's compensation attorney or Worker's Comp as to how retirement will affect your ongoing treatment. Especially if you have been promised **"Lifetime Medical"**. This is an area of much consternation for many.

Hope this helps. If you do have a further question don't hesitate to write me at crocecasciato@gmail.com

Retirements

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

- **Sergeant John Fernando #197** from Medical Liaison
- **Sergeant Rachael Kilshaw #949** from Police Commission Office
- **Officer Jose Lopez #373** from Traffic Solo M/C

All of the above listed on SFPD Personnel Order #5 (March 6, 2019) and #6 (March 20, 2019)

After enjoying my amazing 25-year career as one of San Francisco's Finest, I have been working diligently in my second career as a Real Estate Agent. I value traditions that are based on excellence, trust and service. Service you deserve and an agent you can trust. Please call me if I can assist you in your real estate needs.



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The Tale of Two Use of Force Bills in Sacramento

By Matt Lobre
SFPOA Secretary

There are two bills making their way through the California State Legislature that address the use of force by California public safety officers. SB 230, authored by State Senator Anna Caballero, and sponsored by major law enforcement associations, and AB 392, authored by Assemblymember Shirley Weber and sponsored by the ACLU. The first will help improve safety for the public and officers alike, the latter only seeks to make it easier to prosecute officers.

SB 230

The SFPOA, and other law enforcement associations have endorsed SB 230 because it seeks to proactively prevent uses of force through stronger policies and improved training of officers. SB 230 essentially does three things. First, it modernizes California's use of deadly force law, bringing it in line with established U.S. Supreme Court case law (Graham v. Connor and Tennessee v. Garner). Second, it calls for every law enforcement agency in California (500+) to adopt minimum use of force policies in 13 critical areas including: de-escalation, responding to mental health crises, rendering aid to a suspect following a use of force, and mandated reporting for any officer witnessing another officer using excessive force as examples. Third, SB 230 standardizes training for all California law enforcement officers on the subject lines above.

As some of the larger departments in California have updated their use of force policies and improved and expanded the training offered to officers, California has experienced a 40% decrease in fatal officer involved shootings since 2015. That's right, 40%.

AB 392

Written by the ACLU, this bill is nothing more than a rehash of last year's AB

931. It seeks to unwind Constitutional law by judging every officer's action with pure hindsight by changing the use of force standard from "objectively reasonable" to "necessary." Further, it would hold any officer criminally liable for failing to meet the "necessary" standard. What does this mean? Effectively, it allows Monday morning quarterbacks to decide if there were any alternatives to the use of force during an encounter with a suspect. Additionally, it provides zero training and zero resources to assist officers better manage evolving crisis situations.

In short, AB 392 does absolutely nothing to reduce the number of uses of force or officer involved shootings in California. It's a legislative trophy for the ACLU versus a legislative solution for the public. The SFPOA and every major law enforcement association oppose AB 392.

Protect California

Finally, the SFPOA has joined Protect California, a non-profit dedicated to raising awareness on how police officers, trades unions, mental health professionals and community members can improve public safety and encounters between police and community. The SFPOA joins officers from agencies large and small from Los Angeles to Sacramento to San Jose to San Bernardino County to the California Highway Patrol.

Protect California has aggressively begun to push publicly for more resources for police training, getting guns out of the hands of criminals and advocating for increased mental health resources. Additionally, they are publicly holding the ACLU accountable for the blatantly false rhetoric about policing in California. Learn more at www.ProtectCA.com and follow on Facebook at <https://www.facebook.com/protectcalifornia> and Twitter at <https://twitter.com/ProtectCalif>.

We Need Your Help to Pass SB 230

As you know, last year law enforcement associations across California worked to defeat dangerous legislation regarding changes in the laws that govern peace officer use of force. The ACLU and their allies want to make it easier to prosecute police officers who are forced to make split-second decisions under dangerous conditions. This year, they're at it again. **And we need your help.**

The ACLU has sponsored AB 392, which is essentially the same bill they failed to pass last year. It will do nothing to improve community or officer safety. Law enforcement associations, however, are supporting SB 230, authored by State Senator Anna Caballero. This bill will set requirements for departments to adopt use-of-force policies and participate in trainings that include de-escalation tactics, reasonable alternatives to deadly force, and interactions with vulnerable populations, such as the mentally ill. We must pass SB 230.

Here is how you can help:

- Send an e-mail to your state legislators expressing your support for SB 230 by going to this link:

<https://www.protectca.com/sb230/> A sample email is already written for you. It will take you no more than 1 minute to complete. If you use Twitter, the on-line tool will let you tweet at your representatives as well.



- Watch the ad at: <https://tinyurl.com/y23aw62q> that addresses the false narrative pushed by the ACLU and share it on your social media.

- Watch the ad at: <https://tinyurl.com/yxzq9gjp> that explains the important training SB 230 provides police officers and share it on your social media.



- Follow Protect California, our coalition leading this effort, to stay up to speed on the latest developments with SB 230 and other issues important to law enforcement. You can follow us on Facebook and Twitter.

If you do nothing else, please take less than one minute of your time and by going to this link <https://www.protectca.com/sb230/> to submit a letter to your state representatives asking them to support SB 230.

Thank you,

Tony Montoya

Any questions please email tmontoya@sfpoa.org



POLICING IN CALIFORNIA: MYTH VS. FACT

Issue 1: Fatal Officer Involved Shooting (OIS) Incidents 2015–2018

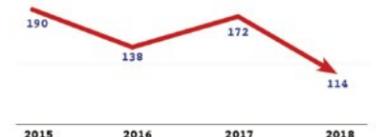
MYTH:

The ACLU's Lizzie Buchen recently wrote:

“...every day that goes by without addressing California's **epidemic**^{1,2} of police violence is another day that a police officer may violently take another life.³”

FACT:

California Fatal OIS Incidents 2015-2018⁴



National Fatal OIS Incidents 2015-2018⁴



According to the Washington Post's Fatal Force Database, California has experienced a **40% DECREASE** in Fatal OIS incidents since 2015.

Protect California's comprehensive plan to create safer neighborhoods addresses the systemic issues contributing to crime and strives to ensure each interaction between California public safety officers and the communities they serve is grounded in mutual respect.

See Protect California's Plan to achieve these goals at www.Protectca.com



¹ Emphasis added

² Definition of Epidemic: affecting or tending to affect a disproportionately large number of individuals within a population, community, or region at the same time, Merriam-Webster Online Dictionary

³ Source: <https://www.aclu.org/blog/criminal-law-reform/creating-practices-new-bb-limits-when-california-police-can-use>

⁴ Sources: Washington Post, <https://www.washingtonpost.com/graphics/2019/national/police-shootings-2019/more-direct-and-often-lethal-killings-2019/>, Los Angeles Times, <https://thomsondeloitte.com>

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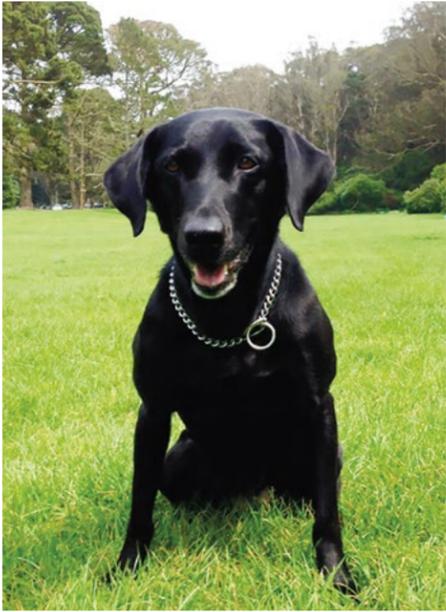
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Retired SFPD K-9 "Gilbey"
5-10-2008 – 3-22-2019

Tribute to "Gilbey"

POA's Unofficial, Official Mascot



- Event: July 22, 2014, Presidential visit to San Francisco.
- Duty Task: Security of MV-22 Osprey, USMC Helicopter Squadron One.
- Duty Assignment: SFPD K-9 Gilbey, semper fidelis.



On vacation in Yellowstone, Val Kirwan posed with the two "Old Faithfuls."



Gilbey with her litter of future law enforcement professionals.



Gilbey performing her POA mascot duties.

SF Dispatcher of the Month



London Breed
Mayor

Department of Emergency Management
1011 Turk Street, San Francisco, CA 94102
Division of Emergency Communications
Phone: (415) 558-3800 Fax: (415) 558-3843



Mary Ellen Carroll
Executive Director

March 1, 2019

To: **Dana Granby, Public Safety Dispatcher**
From: Lisa Marie Gerard, Employee Recognition Coordinator
Re: Communications **Dispatcher of the Month — March 2019**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for March 2019.**

On January 22, 2019 you were assigned to PD A4 when a Bayview Unit came up to advise they had a vehicle take off on them that was suspected to be involved in a "459 hostile". You echoed all transmissions including direction of travel of the vehicle, the vehicle license plate and vehicle registration information. It was during this time that a unit came up on the air to advise the occupants had fled from the vehicle and units were now in a foot pursuit. You diligently repeated all radio traffic advising on perimeters that were being set-up for a search. All subjects were located and detained. A code-4 was given and event documentation continued for some time afterwards.

Within a few minutes an officer came up on the air calling for another unit advising that a 221 vehicle took off and they have a subject detained. You obtained a vehicle license plate, description of the vehicle and the driver and the direction of travel. Units then advised this vehicle was a suspect vehicle from a home invasion that occurred in the Taraval District the week prior. You immediately put this information out on an all broadcast. Units also advised that this event was not related to the previous incident.

Dana, we commend you for your professionalism demonstrating a calm demeanor, brevity in your transmissions and a level of control that we all aspire to as a dispatcher. Your assertive and proactive actions showed our colleagues in the field you were in control of the situation and you never wavered from our goal of officer and public safety. **Congratulations, Dana on a job well done!!**



Benefiting Special Olympics Northern California Torch Run



DATE: Saturday, June 1, 2019

TIME: 5:00 P.M.—9:00 P.M.

Cost: \$55 Per Person or \$550 a Table

LOCATION: Recology
900—7th Street
San Francisco, CA 94107



Join our Masquerade Banquet!! Enjoy a fabulous evening with Cajun food, live music and a silent auction. All proceeds benefit Special Olympics. To register for the event please visit www.sfpdforsonc.com or contact Sergeant Ray Padmore 415-558-5539 or Ms. Katie Ostrom 925-212-3852 or katieo@sonc.org for additional information.



The Hebel Economic Forecast for 2019

By Mike Hebel, Financial Correspondent
Certified Financial Planner

Current Bull Market Starts its 11th Year – Longest Ever!

No Bear Market & No Recession on the Horizon!

2019 — Volatile Stock Market, But Bull Market Continues!

What to Watch: International Trade and Global Economic Growth!

- Dow Jones Industrial Average (DJI) 2019 range: 23,800 to 27,225 with marked volatility
- Inflation (CPI): about 2.2 % nationwide; 3.8 % in San Francisco Bay Area
- Real growth of U.S. domestic production (GDP): slowing to 2.4 %
- Price of barrel of WTI crude oil: \$60 (average price) up from current \$58.82
- Average yield on money market funds: continuing around 1.0%
- Unemployment: edging downward to 3.6 % at year-end; although all-inclusive U6 job-less rate is about 6.0 % (measure of unemployment/underemployment);
- 30 year fixed rate mortgage: 4.1% to 4.9% (on conforming loans)
- 10 year treasury notes yield: 2.9%, rising from near 50 year low
- Interest rate trend: holding steady at present levels
- Increase in S&P 500 corporate earnings: 10%
- Expected average real, total return on equities: 5.8 % to 7.4% over next 3 - 5 years

Opportunity of a Life-Time

Most investors may not have recognized it at the time, but March 2009 offered one of the best opportunities for equity appreciation in a lifetime. The United States was in the worst financial crisis and deepest recession since the Great Depression of the 1930s, global stock markets had been in a free fall, credit markets had seized up, and large financial institutions faced total collapse. The S&P 500 (index of large-cap U.S. stocks) had fallen 57% from its peak in October 2007 to its last low on March 9, 2009 marking one of the worst bear markets in U.S. financial/economic history. And then the Bull Market charged forward with the DJI racking up gains of 18.8% in 2009, 11% in 2010, 26.5% in 2013, 7.5% in 2014, 13.4% in 2016, and then 25.1% in 2017. Wow!

Fast forward to March 9, 2019. The current bull market is now the longest ever (over 3,650 days), besting the October 11, 1990 – March 24, 2000 bull market. And it's not over! Happy Anniversary! And should the U.S. economy's growth last through July 2019, it will be the longest economic expansion on record. This growth is spurred by job growth with the U.S. economy adding jobs for the last 100 consecutive months. Unemployment recently touched its lowest level in 49 years.

The negative stock market performance in 2018 with the DOW down 5.6%, S&P 500 off 6.2% and NASDAQ Composite slumping 3.9% is not likely to repeat this year. And December 2018 registered the worst declines since the dark days of 1931. And yet these stock indices just posted their best January in 30 years with the DOW up 7.2% and the S&P advancing 7.9%. Their first two months of 2019 were the best since 1991. Stocks will continue to rally in 2019 as the economy grows, earnings rise, and interest rates stay low.

2009 – 2018: Fabulous Year for Investors

U.S. bull markets since the 1930's have averaged a duration of 57 months and returns of 164.5%; the current bull market is now over 122 months in duration and has produced a return exceeding 425%. That puts the DOW more than 19,120 points above its March 2009 bear-market low (6,547). Wow! If you had put \$100,000 into the S&P 500 in the spring of 2009, you would have more than \$450,000 today (Shoulda, Coulda, Woulda!). Another Wow!

Ponder and reflect on what has truly been one of the most dramatic journeys that any generation of investors has ever experienced. And it still continues!

The End of the Bull Market? Not Yet!

Bull markets do not have expiration dates. Ten years, however, is a long time for a bull market to run, and skeptics have been there all the way announcing its immediate demise. But I am not ready to write a death certificate. Despite the constant drumbeat of pessimism, signs aren't pointing toward an imminent bear market – and might not for a while.

We know that economic recessions are the one thing guaranteed to kill the bull market. Except there's no sign that the U.S. is on the verge of a recession. As Ed Yardeni, president of Yardeni Research, recently commented: "The next recession is the most anticipated of all time." And when may the next recession be expected? Yardeni says 2021. Mike Wilson, market strategist for Morgan Stanley, believes the next recession will probably occur within the next 12 to 18 months and, he believes, it will be very modest and shallow (like 1990, and not like 2001 or 2008). Ray Dalio, prominent hedge fund manager, believes that the probability of a recession prior to the next presidential election (2020) is relatively high at 70%. Ben Bernanke, former Fed chair, also believes that we will see the next recession sometime in 2020. Nouriel Roubini, the NYC economist who accurately predicted the 2008 crash, has argued that economic conditions will be ripe for a financial crisis and a global recession in 2020. BlackRock's global chief investment strategist Richard Turnill puts the odds of a recession by the start of 2021 at more than 50%. As recently reported in Duke University/CFO Global Business Outlook survey, more than 80% of U.S. chief financial officers believe that a recession will hit the economy by the end of 2020. Marc Seidner, chief investment officer of non-traditional strategies at Pimco sees a 70% chance the world economy will enter a recession over the next three to five years – a recession that will be shallow and long (saucer shaped).

It pays to remember that recessions and bear markets (a decline of 20% or greater from the previous market top) are inevitable and not the worst thing that can happen. The S&P 500, after all, dropped 57% from peak to trough during the financial crisis of 2008, but investors who held on through it had recovered their losses by the end of March 2013. The worst damage was suffered by those who couldn't take the pain and sold near the bottom; they never made their money back.

Carnegie, Buffett, and Schwab

For several decades in which I have offered an annual market/economic forecast, I have taken a long view urging "time in the market" rather than trying to "time the market."

But just how long is this long view? I would merely note that the CEO of the TIAA-CREF mutual funds (originally founded by Andrew Carnegie to provide investment options for teachers) sends a bouquet of flowers to every one of its retirement plan participants when he or she turns 100. This mutual fund company sends out 30 to 40 bouquets every month. To me, this



means a distinct possibility that you and I, with luck and attention to our health, could readily make it to the longevity triple-digits.

I frequently look to my investment advisor Warren Buffett, Berkshire Hathaway CEO and arguably the world's best investor of the 20th century, for his wise and sage advice. In a recent annual report to his Berkshire shareholders, he said: "American business will do fine over time. And stocks will do well just as certainly, since their fate is tied to business performance. Periodic setbacks will occur, yes, but investors and managers are in a game that is heavily stacked in their favor. The Dow Jones Industrial advanced from 66 to 11,497 in the twentieth century, a staggering 17,320% increase that materialized despite four costly wars, a Great Depression and many recessions. And don't forget that shareholders received substantial dividends throughout the century as well." Charles Schwab, founder and chairman of Charles Schwab & Co., frequently tells investors: "Buying stocks is the best way I know to achieve growth. I also believe that investing is an act of optimism – optimism and belief in the growth of our country, our economy and the companies that drive it. Sometimes maintaining that optimism means you have to look beyond the turbulent present and focus on the future. After all, growth is rarely a short term affair."

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

The Tolstoy addendum: *Everything comes in time to those who know how to wait...there is nothing stronger than these two: patience and time, they will do it all." (Leo Tolstoy, War and Peace)*

Prudential Out – Voya In

At its meeting of January 9, 2019 the Retirement Board voted to replace Prudential with Voya as the SF deferred compensation third-party record keeper/administrator (TPA). This is the fourth change in the 40 year history of the SFDCP and it was the most contentious.

The deferred compensation plan currently has about \$3.4 billion in participant's monies of which there are 30,600 active/retired participants. The plan contains only participant's monies, no CCSF monies, and is entirely funded by participant monies.

During the 6 month search process, on multiple occasions representatives from the SFPOA, SF Firefighters Union Local 798, SF Labor Council, and SF Laborers Union addressed the Retirement Board with concerns about the fairness and openness of the TPA selection process. The Laborers Union has filed an unfair labor practice with the California Employees Relations Board alleging a violation of State meet and confer requirements. Prudential told the Retirement Board that the Board's consultant (Callan) had exhibited extreme bias, that local fair

bidder laws had been violated, that criteria had been manipulated to favor Voya, and that all 5 of its SF retirement counselors will leave the SFDCP for other assignments with Prudential.

The SFDCP division manager, Diane Chui Justen, explained to the Board that this change was in the best interests of the participants and "that Voya is the best overall fit with the highest value proposition for the SFDCP". The SFDCP staff and consultant concluded that "Voya has demonstrated significantly greater ability to provide online enrollment capabilities...DB/DC integration...partnership with Financial Engines...the most competitive pricing if managed accounts are offered...compelling marketing technology...a Top-tier service team...and have tied deliverables to reimbursements."

This change has no impact on the underlying investment offerings. I would urge the SFDCP staff to develop a plan to meet with participants and their representatives to explain the selection process and the benefits of VOYA as its new TPA.

Forward Looking Market Forecasts By The Notables

How High Will the Dow Jones Industrial Average Be In 25/50/100 Years?

The Dow Jones Industrial Average (DJI) from 1926 through 2017 had an average annual return of 10.1% not including dividends. With dividends included, its average annual return would be about 13%. Asking how high this average may be in 25, 50, or 100 years may seem like a foolish endeavor. Perhaps it is. But many investment notables feel that answering such a question gives an important indication about the probable future of the US economy, the capitalist economic system, and the wealth potential for equity investors.

The world's greatest living investor/money manager, Warren Buffett (CEO of Berkshire Hathaway) offered his forecast, in September 2017, for the DJI in 100 years. His number: 1,000,000. Yes, 1,000,000, with six zeroes, a seeming incomprehensible feat, relative to the March 25, 2018 close of 25,516. The "Sage of Omaha" is proving Einstein's purported observation that "compound interest" is the eighth wonder of the world. To reach that number, the DJI would have to increase at a compound annual rate of about 3.8% for the next century. This mathematically modest expectation of 3.8% compound annual rate of return assumes that stocks would track the increase in corporate profits which, in

turn, would parallel the growth in the U.S. economy. Buffett acknowledged that he would not be around to take a victory lap on his prediction, but says it is not unreasonable, either.

Ron Baron, founder and chairman of Baron Capital Management, believes that the DJI will be at or near 500,000 in the next 50 years – a 6% compound annual return. Ric Edelman, co-founder of Edelman Financial Services, author of several books on personal finance, and a popular radio show host, asserts that the DJI will exceed 52,000 in the next 25 years with a 3% compound average annual return, but could be as high as 135,000 with a 7% return.

Charles Carlson, editor of the DRIP Investor, urges that it is not a bold prediction at all to state that the DJI will hit or exceed 150,000 in the next 30 to 50 years. When he started in the financial services business in August, 1982 the DJI was under 800, that's right under 800. Over the last 35 years, the DJI has doubled more than 4 times. A mere 3 doubles would get the DJI to exceed 150,000 in roughly 40 years with an average expected price change of 4.5%, and that's not even counting the dividends which average about 2% per year. Carlson concludes that it is not a wild projection to expect the DJI to reach 150,000 in the next 30 to 50 years. In fact, he says, it would be more surprising if it didn't hit this level.



Mike and Gity Hebel with Ron Baron, founder and chairman of Baron Capital Management. Baron Capital manages Baron funds which have approximately \$27 billion in assets under management. Ron Baron hosts an annual investor conference during the first week of November for investors in his mutual funds at the New York City Opera House. In this photo Mike, Gity and Ron are exiting the Opera House.

The Hebel Recommended Reading List Become Your Own Personal Financial Manager

I have put together a recommended reading list, call it a financial canon, to help deferred compensation participants become more knowledgeable about their investments choices. I urge you to begin reading some of these books. Take your time. The months you spend perusing this list will be well spent. Since the list is rather long, I have placed the recommendations into three categories.

Very, Very Important

Common Sense on Mutual Funds: Fully Updated 10th Anniversary Edition by John Bogle.

Think and Grow Rich (1937) Napoleon Hill
Asset Allocation: Balancing Financial Risk (3rd edition) by Roger Gibson.

Stocks for the Long Run: The Definitive Guide to Financial Market Returns and Long-Term Investment Strategies (5th edition, 2014) by Jeremy Siegel

Winning The Losers Game: Timeless Strategies for Successful Investing (6th edition, 2013) by Charles Ellis

The Millionaire Next Door (2010 edition) by Thomas Stanley and William Danko

The Four Pillars of Investing: Lessons For Building a Winning Portfolio by William Bernstein

The Warren Buffet Way (Third Edition, 2014) by Robert Hagstrom

The Only Investment Guide You Will Ever Need (2016 updated edition) by Andrew Tobias

The Intelligent Investor: The Definitive Book on Value Investing with commentary by Jason Zweig (2003 revised edition) by Benjamin Graham

Very Important

The Future For Investors – Why The Tried And The True Triumph Over The Bold And The New by Jeremy Siegel

Global Investing by Roger Ibbotson and Gary Brinson

One up on Wall Street: How to Use What you Already Know to Make Money in the Market by Peter Lynch

The Intelligent Asset Allocator: How to Build Your Portfolio to Maximize Returns and Minimize Risk by William Bernstein

Earn More (Sleep Better): The Index Fund Solution by Richard Evans

The Most Important Thing Illuminated by Howard Marks

The Dividend Rich Investor (1999 edition) by Joseph Tigue and Joseph Lisanti

The Truth About Your Future: The Money Guide You Need Now, Later, and Much Later by Ric Edelman

Unconventional Success: A Fundamental Approach to Personal Investment by David Swensen

The Big Secret for the Small Investor by Joel Greenblatt

A Random Walk Down Wall Street (11th Edition 2015) by Burton Malkiel.

Important

Triumph of the Optimists: 101 Years of Global Investment Returns by Elroy Dimson, Paul Marsh, and Mike Staunton

Against the Gods: The Remarkable Story of Risk by Peter Bernstein

The Little Book of Common Sense Investing by John Bogle

Capital: The Story of Long-Term Investment Excellence by Charles Ellis

Devil Take the Hindmost: A History of Financial Speculation by Edward Chancellor

Discovering the Laws of Life by John Templeton

The Only Guide to a Winning Investment Strategy You'll Ever Need (2005 edition) by Larry Swedroe

The Little Book of Economics by Greg Ip

How To Think About Money by Jonathan Clements

These 30 books, in my opinion, are amongst the best that have ever been written on investing and investment related subjects. If I have missed your favorite, please let me know. In future articles, I will do book reviews on these important titles.

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

Average Annualized Total Return as of December 31, 2018

	2018	5yr	10yr/ (Inception)	Expense Ratio
Target Date				
Retirement Fund	-4.45%	2.89%	{3.51%}	.45%
Target Date 2020 Fund	-4.51%	3.02%	{4.04%}	.45%
Target Date 2025 Fund	-5.19%	3.31%	{4.81%}	.46%
Target Date 2030 Fund	-6.39%	3.60%	{5.55%}	.47%
Target Date 2035 Fund	-8.17%	3.86%	{6.25%}	.51%
Target Date 2040 Fund	-9.85%	3.97%	{6.33%}	.53%
Target Date 2045 Fund	-9.85%	3.97%	{6.33%}	.53%
Target Date 2050 Fund	-9.85%	3.97%	{6.33%}	.53%
Target Date 2055 Fund	-9.85%	3.97%	{6.33%}	.53%
Bond				
Core Bond Portfolio	-0.51%	2.74%	4.80%	.30%
International				
International Equity Fund	-13.91%	2.09%	{8.79%}	.63%
International Equity Index	N/A	N/A	{-14.14%}	.04%
Real Estate				
Real Estate Fund	-8.44%	6.20%	11.08%	.93%
Small Cap				
Small-Mid Cap Equity Fund	N/A	N/A	{-17.55%}	.77
Small-Mid Cap Equity Index Fund	N/A	N/A	{-13.19%}	.04
Mid Cap				
Mid Cap Core Equity	-10.68%	4.71%	{13.58%}	.53%
Large Cap				
Large Cap Growth Equity	-2.09%	9.64%	{15.03%}	.28%
Large Cap Social Equity	-3.38%	9.20%	{15.55%}	.12%
Large Cap Equity-S&P 500	-4.41%	8.48%	13.12%	.01%
Large Cap Value Equity	-11.08%	5.32%	10.88%	.56%
Stable Value				
Stable Value Fund	2.14%	N/A	{1.60%}	.31%
Stable Value Portfolio	2.42%	annualized crediting rate through 3-31-19		.31%

"Miranda" Investment Admonishment: Current performance may be lower or higher than performance data shown. Performance data quoted represents past performance and is not a guarantee or prediction of future results. The investment return and principal value of an investment will fluctuate so that, when redeemed, shares/units maybe worth more or less than their original cost. Consider the investment objectives, risk, fees and expenses carefully before investing. In the column entitled 10year/(Inception), performance numbers displayed in brackets indicate performance since inception of the fund.

BALEAF's 20th Anniversary Sponsor Highlight: The San Francisco Police Officers Association

By Robin Matthews

Greetings one and all! This year marks the 20th anniversary of the Bay Area Law Enforcement Assistance Fund (BALEAF)! We're so thrilled to have been able to assist Bay Area law enforcement members and their families throughout these past 20 years, and look forward to continuing to do so as we move into the future.

As a non-profit, 501(c)(3) organization, BALEAF depends on donations and support from all of you, as well as from our dedicated, committed sponsors. Without all of your support, BALEAF would never have been able to provide the assistance to those who truly needed it in our law enforcement community over the years.

As part of our 20th anniversary year, I want to take the time to publicly acknowledge some of our sponsors that we have had, and continue to have, over the years. It takes a village to do what BALEAF has been able to do, and we

want to make sure that our sponsors know how much we appreciate them, and that you know who they are, as well!

For the next few months, I plan on doing an article in the Journal highlighting some of these amazing organizations that have supported BALEAF. This second article in my series is to recognize the San Francisco Police Officers Association (SFPOA)!

The SFPOA became incorporated in 1946, and has been dedicated to improving the working conditions of its members ever since! They are actively involved in the community that they serve, and all members of the Association are committed to the welfare and protection of every citizen in the City of San Francisco.

Since, at least, 1946, there have been 28 Presidents of the SFPOA, beginning with Matt Carberry, and continuing through to the present with Tony Montoya. I say "at least", because there is no date flagged for when Matt began his Presidency, nor is there a date listed for

William Murphy, who was the second SFPOA President. Documentation of when President's served began with President number three, Herbert King, who began serving in March of 1946. Only one President has served in two separate terms – Robert "Bob" Barry from February 1979–February 1983, and again from February 1985–February 1989 — and the longest serving President was Gary Delagnes, who served for 9 years from February 2004–May 2013.

This SFPOA paper has changed over the years, as well, with it first being called "The Policeman," then, changing over to "The POA Notebook," and finally, to the present title "The POA Journal." Check out the SFPOA website at www.sfpoa.org for a trip down memory lane. The Journal Archive Project, put together by Ray Shine and Georgette Petropoulos, includes uploads of all of the issues of the Journal, and most of the issues of The Notebook and The Policeman!

BALEAF and the SFPOA teamed up a number of years ago to assist an SFPD

member in need, and from that point on, we have continued to work together, supporting each other in assisting law enforcement members and their families in their time of need. Whether it's providing matching funds to assist an officer or their family, or providing sponsorship at events, such as our past Guns and Hoses events at the San Francisco Tennis Club, or having us continue to be a recipient of the Giant's Law Enforcement Night celebration, the SFPOA has been an amazing supporter and proponent of BALEAF over the years.

It's an honor to have the SFPOA as one of BALEAF's long-term sponsors and supporters, and we look forward to continuing to partner with them in the future!

For more information about BALEAF, please check out our website at www.baleaf.org, or go to our Facebook page. We hope that you never need us, but we're here if you ever do!



The BALEAF 2019 Scholarship Information Bay Area Law Enforcement Assistance Fund Memorial Scholarship Program



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

The **BALEAF Memorial Scholarship Program** provides financial assistance to law enforcement families who wish to pursue a course of study beyond high school.

This year, the **BALEAF Memorial Scholarship Program** will partner with the **San Francisco Police Officers' Pride Alliance** with remembering our fallen heroes. For 2019, we will be honoring **Officer Jon Cook of the San Francisco Police Department**, who died in the line of duty in 2002. See Announcement at baleafscholarship@baleaf.org

- **Officer Jon Cook of the San Francisco Police Department**, who died in the line of duty on June 12, 2002. Officer Cook was responding to a call of an officer needing assistance with the arrest of a domestic violence suspect, when his patrol vehicle collided with another patrol vehicle, which resulted in Officer Cook's fatal injuries. Officer Jon Cook had been with the SFPD for 2 years, and was the first LGBT officer to die in the line of duty. Officer Cook is survived by his loving family and friends.

The **BALEAF Memorial Scholarship** will award one (1) scholarship for \$1,000 — open to all eligible applicants.

2019 Memorial Scholarship

In partnership with the **San Francisco Police Credit Union**, the **2019 BALEAF Memorial Scholarship Program** will remember and honor one (1) additional police officer who has recently died in the line of duty in the San Francisco Bay Area.

Deputy Ryan Zirkle of the Marin County Sheriff's Office. On March 15, 2018, Deputy Zirkle was responding to a 911 call when he was involved in a single vehicle accident. Despite the absolute best efforts of the Marin County Fire Department and his shift partners, Deputy Zirkle did not survive the injuries he sustained in the accident. Deputy Zirkle was a 2 ½-year veteran.

Deputy Zirkle is survived by his fiancée, parents and two brothers.

Deputy Ryan Zirkle Memorial Scholarship will award one scholarship in the amount of \$1,000 – for **Marin County Sheriff's Office applicants only**.

See Announcement at baleafscholarship@baleaf.org

2019 BALEAF Academic Scholarships

This year, BALEAF will sponsor the **2019 Academic Scholarships** to remember and honor the families of those Law Enforcement officers who have died in the line of duty, or were seriously injured, or experienced a catastrophic event/illness or loss of life.

The **BALEAF 2019 Academic Scholarship** will award two (2) scholarships each for \$1000 — open to all eligible applicants.

Eligibility

Scholarship applicants must be an eligible dependent of a **sworn or non-sworn employee** (active, retired or deceased) of a **Law Enforcement Agency** within the nine (9) Bay Area Counties (San Francisco, San Mateo, Marin, Santa Clara, Alameda, Napa, Solano, Sonoma, and Contra Costa).

Eligible dependents include spouses, children, adopted children and stepchildren.

General Information

Scholarship Awards may be used for:

- Accredited Business/Trade School
- Accredited Two (2) year college
- Accredited Four (4) year college/university

Scholarship recipients will be determined based on the information provided in the required essay and, may be, if necessary, awarded based on a "**Lottery**" Selection.

Scholarships are awarded on an annual basis and will not be based upon gender, sexual orientation, age, race, creed, national origin, or religious preference.

Applicants seeking financial assistance are limited to the receipt of **one (1) scholarship award per year**.

Applicants can reapply each year; however, they are limited to a maximum of **two (2) scholarship awards**.

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

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

The **BALEAF Scholarship Program** is funded by donations from law enforcement members and community sponsors and will be limited to the first 100 applicants each year applications are accepted.

Application Requirements

1. Applicants must be enrolled in the fall semester of the forthcoming school year.
2. Applicants must be a Full Time Student carrying a **minimum of 12 units per semester or 6 units per quarter**.
3. Applicants must maintain a minimum **grade point average of 2.0 or higher**.
4. Scholarship applicants must provide copies of their most recent transcripts.
5. Student ID Number and proof of enrollment must be provided before scholarships are awarded.
6. On-line Application and Written Essay are available at baleafscholarship@baleaf.org
7. Complete and sign application form, and complete the required Written Essay by April 29, 2019.

Application Process

1. Application and Written Essay are provided on-line at baleafscholarship@baleaf.org.
2. Complete and return a signed Application via email.
3. Completion of the required Essay on a Law Enforcement topic.

Timeline

BALEAF will start accepting on-line Applications and Written Essays **March 29, 2019**.

Scholarship Applications and Written Essays must be submitted by **5:00 pm on April 29, 2019**. Scholarship winners will be announced – **May 15, 2019**. Applicants are reminded to make sure that the acceptance of a **BALEAF Scholarship** does not adversely affect any other Financial Assistance they may be receiving.

Questions or general inquiries may be addressed at baleafscholarship@baleaf.org.

Scholarship Announcements

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

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

Qualified applicants will be limited to 2019 High School graduates with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 fall college semester.

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

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

Completed applications must be returned to the SFPOA no later than May 10, 2019.

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

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

Qualified applicants will be limited to 2019 High School graduates and actively enrolled college students with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 fall college semester.

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

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

Completed applications must be returned to the SFPOA no later than May 10, 2019.

Request For Jordan Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 10, 2019. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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

ASSIGNMENT: _____ EXT. #: _____

Active: _____ Retired _____ Deceased _____

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

NOTE: This is not a scholarship application. It is a request form only. Applications must be obtained from the SFPOA at 800 Bryant St. 2nd Fl, San Francisco, CA 94103

Request For Barker Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 10, 2019. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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

ASSIGNMENT: _____ EXT. #: _____

Active: _____ Retired _____ Deceased _____

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

NOTE: This is not a scholarship application. It is a request form only. Applications must be obtained from the SFPOA at 800 Bryant St. 2nd Fl, San Francisco, CA 94103

San Francisco Police Officers' Association Announces The Margaret Hartmann Scholarship Awards Program

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

Qualified applicants will be limited to 2019 High School graduates and actively enrolled college students with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2019.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2019 fall college semester.

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

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

Completed applications must be returned to the SFPOA no later than May 10, 2019.

Request For Hartmann Scholarship Application

Scholarship applications must be returned to the SFPOA no later than May 10, 2019. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Telephone: _____ Cell No. _____

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

ASSIGNMENT: _____ EXT. #: _____

Active: _____ Retired _____ Deceased _____

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

NOTE: This is not a scholarship application. It is a request form only. Applications must be obtained from the SFPOA at 800 Bryant St. 2nd Fl, San Francisco, CA 94103



Wilderness Program News & Update

By Tracy McCray
SFPOA Sergeant at Arms

Officers Eddieberto Martinez and Matt Pashby of the Bayview Station Housing Unit, went sailing on beautiful SF Bay with students from Willie Brown Middle School on March 21, 2019. It was one of several events officers participated in with the SFPD Wilderness program throughout the month of March.

The SFPOA is a proud sponsor of these events that bring student and officer together to build relationships that make our communities stronger!



News from the Credit Union

By Al Casciato
SFPD Retired

Q: How long does it take for an electronic payment to be completed?

(The following response is provided by the SFPCU Marketing Department)

A: Electronic payments, also referred to as EFT (Electronic Funds Transfer) payments, are processed through the Automated Clearing House (ACH) network and subject to Federal Reserve requirements. Because the financial institutions are connected through this network, you can authorize the electronic transfer of funds, and the money will be taken from your account and deposited in the recipient's account. Typically, this can take between 24 to 48 hours. Since most electronic payments are processed through an institution's Online Bill Pay service, specific timing depends on a particular institution's cut-off times for processing a bill payment request. At SFPCU, our cut-off time is 1pm. Keep in mind that electronic payments made through ACH are processed differently than the technology used by P2P payment software such as Venmo or Zelle, which is linked to an individual's debit card.

Upcoming Events

Mark your calendars for our next used auto sale with Enterprise Car Sales in April. Members who stop by any of the four Enterprise Car Sales locations listed below and finance a vehicle with us will receive a **1.25% APR rate discount!*** And to help us celebrate our 65th Anniversary, members who buy and finance a car during the sale event will receive a \$65 eGift card. ATM rebates.

When: April 26th through April 28th, 2019

Enterprise Car Sales Locations:

- San Leandro**
575 Marina Blvd.
San Leandro, CA 94577
(projected opening mid-April)
- Redwood City**
345 El Camino Real
Redwood City, CA 94062-1723
- Concord**
1235 Concord Ave
Concord, CA 94520
- Santa Clara**
4517 Stevens Creek Blvd
Santa Clara, CA 95051-6858

* 1.00% off current SF Police Credit Union rate with a max loan term of 60 months, and additional .25% discount for SFPCU members who purchase a vehicle at an Enterprise Car Sales location April 26-29. Rates, fees and terms are subject to change at any time, visit our website for current rates at www.sfpcu.org.

Postponement of Spring Shred Day

Due to the move to our new San Bruno Administrative building as well as the San Mateo branch relocating soon, we will not be having our Spring Shred Days in April. We are considering potential dates for one later this summer, and will have our regular one scheduled in the fall. Stay tuned for more details on dates. We regret any inconvenience.

Promotions

Our 65th Anniversary celebration continues! As a token of our appreciation to our members, every member has received one entry into our Anniversary drawing. A total of 65 winners will be selected randomly and receive \$65 deposited into their savings account. Members can also receive an additional entry by sending us a #Growgoal on SFPCU's microsite, located at www.sfpcucelebrates65.com. Some restrictions apply, check the microsite for details.

Give Us Your Feedback:

If you have feedback about any matter at the Credit Union, please send a note by going to www.sfpcu.org/contact-form. If you have a specific concern, the credit union encourages you to work with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>.

Do you have something you'd like to see in this column?

You can contact me at alcasciato@stisia.com.

Membership: Credit Union membership is open to all law enforcement, support personnel and their family members throughout the state of California, as well as designated First Responders within the 9 Bay Area counties. To see a full list of eligible membership criteria, visit www.sfpcu.org. Growing the membership helps the CU provide the best products and services.

Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He is currently a member of the SFPCU Board of Directors and can be contacted at AIC@sfpcu.org. Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household



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

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BROKER ASSOCIATE / REALTOR®
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EMAIL Fatemah@GuecoRealEstate.com
DRE# 01703928



ED DIAZ

SR. LOAN OFFICER / SALES MANAGER
MOBILE 415.368.1149
EMAIL Mrtgninja@gmail.com
NMLS# 249808

FREE APPRAISAL

*to reimburse appraisal by close of escrow

“ Ed and I have been helping police officers with their real estate and mortgage needs for over 12 years. We are known to be the industry experts who will take care of you whether you are a first time home buyer, seller or investor. The two of us help many clients build wealth in real estate and create a lifestyle that they aim for. Ed and I would like to do the same for you. ”

reside

Building Your Retirement Plan: A Framework

By Patrick R. Downs, Financial Advisor & Sean E. Peake, CFP®, Financial Advisor

In the years approaching retirement, you should be thinking about whether your current plan puts you in the best position to achieve the lifestyle you envision for your golden years. For many people, the years leading into retirement are a time of not only eager anticipation, but also serious contemplation about what must be done to achieve their goals.

5 Key Factors to Consider When Planning Your Retirement Strategy

Your time horizon

While younger investors have the luxury of time for recouping investment losses before they retire, older investors do not. As you get closer to retirement, you will need to shift your mindset from accumulating assets to utilizing the assets you've worked so diligently to earn. You may want to consider repositioning your portfolio to reduce risk and preserve your wealth for retirement.

Your evolving priorities

Your priorities may change from accumulating assets to converting those assets to income. This change will af-

fect your investment decisions and the types of investments you consider for your portfolio. In addition, you may have other priorities competing for your assets—for example, college tuition for your grandchildren. Try to quantify the costs of your priorities and factor them into your planning.

Your risk tolerance

Risk is extremely subjective. How much risk you are willing to take on is a function of how much of a loss you're willing to accept and how losses might affect your ability to generate the income you will need from your investments. You will also need to consider inflation. To help you achieve your vision of retirement, your investments will need to keep pace with—or exceed—the inflation rate.

Required minimum distributions

Annual Required Minimum Distributions (RMDs) are a fact of retirement life. If you have a traditional individual retirement account (IRA) or an employer-sponsored retirement plan, you must begin taking minimum distributions by April 1 of the year following the year in which you reach age 70½.

If you have more than one traditional IRA, there is an RMD for each of them. However, you have the option to either withdraw the total amount of RMDs from any one of those accounts or take the required RMD from each individual account. If you have multiple employer-sponsored retirement plans, the minimum distribution must be calculated and withdrawn from each account separately.

Asset consolidation

As you approach retirement, you may find that you have assets scattered among many different accounts and across many financial institutions. To help simplify management of these assets, you may want to consider consolidating accounts where possible. Among other things, this makes it easier for you to monitor performance and to make withdrawals in an efficient manner.

With qualified plans such as IRAs and employer-sponsored retirement plans, you can usually consolidate assets by rolling over or transferring these assets to an eligible IRA. There are certain procedures that need to be followed to ensure that you are not subject to taxes or early withdrawal penalties. A Financial Advisor may be a valuable resource during this process.

Once you reach retirement and start withdrawing assets, you generally want to withdraw assets from accounts where there are little or no tax consequences. However, the precise order of withdrawals may vary depending on your needs and circumstances and you may want to speak with a Financial Advisor about a withdrawal order that works best for you.

Disclosures

Article by Morgan Stanley and provided courtesy of Morgan Stanley Financial Advisor.

Patrick Downs is a Financial Advisor

in San Francisco at Morgan Stanley Smith Barney LLC ("Morgan Stanley"). He can be reached by email at patrick.downs@morganstanley.com or by telephone at (415) 693-6031. His California Insurance License # is 0F82909.

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Patrick Downs may only transact business, follow-up with individualized responses, or render personalized investment advice for compensation, in states where he is registered or excluded or exempted from registration, <http://brokercheck.finra.org/Search/Search.aspx>.

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In Memoriam...

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

2004: Officer Isaac A. Espinoza, killed by gunfire from a street thug.

1990: Commander Isiah Nelson III, killed in motorcycle collision.

1969: Officer Rene G. Lacau, killed by heart attack while struggling with violent resister.

1930: Officer John Malcolm, shot by armed gunman during payroll robbery.*

1926: Officer Benjamin G. Root, killed in motorcycle crash pursuing a speeding auto.

1925: Officer George Campbell, shot during bank robbery.**

1915: Officer Edward Maloney, shot by an armed robbery suspect.

1906: Officer Max Fenner, crushed by crumbling brick wall during 1906 earthquake.

1877: Officer Charles J. Coots, shot by brawler. (*Off. Coots was the first SF officer ever to be killed in the line of duty.*)

*Officer Malcolm's killer was captured, convicted, and executed by hanging at Folsom Prison in 1933.

**Officer Campbell's killer was caught, convicted, and executed by hanging at Folsom Prison in 1926.

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

Visit the *Officer Down Memorial Page* at

www.odmp.org/agency/3445-san-francisco-police-department-california

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



Photo courtesy of Insp. Matt Perez (ret.)

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Morgan Stanley



Patrick Downs

Financial Advisor

101 California St. 3rd Floor

San Francisco, CA, 94111

+1 415 693-6031

patrick.downs@morganstanley.com

CA Insurance License: #0F82909

NMLS: #1255696

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Morgan Stanley



Sean Peake CFP®, CRPS®

Associate Vice President

Financial Advisor

101 California St, 3rd Floor

San Francisco, CA, 94111

+1 415 693-1384

sean.peake@morganstanley.com

CA Insurance Lic.# 0F08696

NMLS # 1451609

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Widows' and Orphans' Aid Association

P.O. Box 4247, San Rafael, CA 94913-4247 ♦ Telephone 415.681.3660 ♦ Established 1878

Tuesday March 12, 2019

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at the Hall of Justice, 850 Bryant Street, room #150, in San Francisco, California. The meeting commenced at 1230 hours.

Roll Call: President Ray Kane, Vice President Jim O'Meara, Secretary Mark McDonough, Treasurer Dean Taylor, Trustees Al Luenow, Rob Forneris, Ryan Walsh, Lou Barberini, and Leroy Lindo, and our Bookkeeper Sally Foster were present.

Approval of the Minutes: Trustee Al Lunenow made a motion to accept the minutes from our February 2019 meeting. Trustee Rob Forneris seconded the motion. The motion passed without objection.

Receiving Applications, Suspensions and Reinstatements: There were no new applications or suspensions. President Ray Kane will respond to the San Francisco Regional Police Academy on April 17, 2019 to present our membership to the 263rd Recruit Class. Certified letters of Separation were mailed to members who did not pay their 2018 dues. We sincerely hope our newly separated members will return, and reapply to the WOOA. Dropped members can reapply by paying their back dues and fines accompanied with a document from their physician stating that the applicant is in good health. Trustee Ryan Walsh made a motion to reinstate the following separated members who have paid their dues and fines and were diagnosed to be in good health by their physician: **William Arietta, Timothy Brophy Jr., Justin Clayton, Jassen Dongon, Kostantyn Ivanov, Ryan Jensen, Bianca Padilla, and Anthony Tallerico.**

Trustee Rob Forneris seconded the motion. The motion passed without objection and hereby reinstate the above listed applicants as members in good standing in the WOOA.

Communications and Bills: Treasurer Dean Taylor read aloud the WOOA bills, and the beneficiary claims by the designated Beneficiary of passed members Kevin Conroy and Norman McHugh. Trustee Rob Forneris made a motion to pay the bills and the beneficiary claims. Vice President Jim O'Meara seconded the motion. The motion passed without objection.

2019 DUES: As of today's meeting, we have 172 retired members, and 15 active members who **HAVE NOT PAID THEIR 2019 DUES. Any member who has not paid their dues by March 31, 2019 will be immediately suspended by the President.**

Automatic Payments: If you signed up for SFPCU Automatic Payment for dues, you do NOT need to sign up again. Please do NOT send dues by Pay Pal if you previously signed up at the SFPCU. This will cause a double payment. Please email or call me regarding this situation if you have any questions.

Report of Visiting Committee: No report this month.

Report of Trustees: We received the sad news of the passing of three of our members:

Richard Arambula, age 73: Richard Allen Arambula was born on May 26, 1945, in Detroit, Michigan. Rich was listed as a Salesman prior to entering the San Francisco Police Department. Rich joined the S.F.P.D. on February 16, 1968, wore star #1917, and worked the following assignments in a career that was shortened by an on duty injury: Southern Police Station (June 24, 1968), City Prison (July 19, 1970), Southern Police Station (August 1, 1971), Narcotics (April 16, 1972), BCI (August 9, 1972), Mission Police Station (June 1, 1975), Parking and Traffic (February 4, 1981), Background Investigations (April 27, 1981). Rich retired on October 11, 1982 with a Disability Pension. During his career, Rich was awarded a Police Commission Commendation, a Silver Medal of Valor, a Bronze Medal of Valor, and a Meritorious Conduct Award for exemplary investigation. For services rendered on Wednesday September 12, 1979, Rich and his partners John Macauley, Jim Balovich, and Al Mould apprehended three armed and dangerous suspects after interrupting them in the process of burglarizing the premises at 915 Dolores Street. The Officers recovered all the property and confiscated two handguns that were discarded by the suspects upon the Officers arrival. Rich and his partners were awarded a Police Commission Commendation for their performance. For services rendered on Wednesday February 6, 1980, Rich and his partner Dennis Bianchi, and Parking Controller Mary White responded to 2360 Mission Street and observed the building to be engulfed in flames and smoke. Without hesitation, and after establishing a response from the S.F. Fire Department, Rich, Dennis, and Mary entered the building and evacuated the elderly residents. They repeatedly entered the building exposing themselves to the hazards of the toxic smoke and flames. Their heroic effort resulted in saving the lives of twenty elderly residents all of whom were in excess of 60 years of age. Rich, Dennis and Mary were awarded the Silver Medal of Valor. For services rendered on Tuesday March 18, 1980, at

approximately 1045 hours, Rich and his partner Joe Williams, received a report of a robbery at a Bank at 3060 16th Street. Rich and Joe responded and searched the area. They located a man who matched the suspect description. The suspect observed the Officers approaching him and fled into a parking lot. The suspect was hiding behind cars. The Officers split up a set up positions of advantage. The Officers ordered the suspect to put up his hands and surrender. The suspect complied and was taken into custody. The suspect was armed with a revolver and further investigation revealed the suspect to have an outstanding criminal warrant arrest warrant in the amount of \$100,000 for a series of bank robberies in the state of Florida. For services rendered on Wednesday June 24, 1980, Rich and Officers Joseph Kirley, James Ludlow, Hermann Chu, Forrest Fulton, and Joe E. Williams were informed of a vicious rape that had just occurred in Dolores Park. The Officers immediately responded and immediately conducted an organized and systematic search and investigation. The Officers developed information on a possible suspect in amongst the group of 1300, Students in the park. They subsequently convinced the parents of the suspect to surrender their son. The Officers were awarded with a Meritorious Conduct Award.

Michael L. Byrne, age 75: Michael L. Byrne was born in San Francisco June 5, 1943 and was listed as a Student prior to entering the San Francisco Police Department. Mike joined the S.F.P.D. on June 16, 1965, wore star #479, and worked the following assignments during his 33 year career: Taraval Police Station (September 5, 1965), Park Police Station (November 1, 1966), Southern Police Station (December 1, 1967), Juvenile Bureau (January 2, 1969 promoted to assistant Police Inspector on December 16, 1969), Crime Lab (June 18, 1975), Homicide Detail (January 22, 1979). Mike retired as an Inspector, with a service pension on September 7, 1998. Mike was awarded a 3rd grade Meritorious Medal of Valor for services rendered on April 11, 1968. Mike and Officers Michael Moysard, Frank McCarthy, and Thomas McGrath apprehended an escapee from the Sheriff's Office. The suspect attacked the Officers with a hatchet. The Officers were able to overpower the suspect and disarm him. Mike was an avid boating enthusiast, loved to fish the McCloud Reservoir and nearby streams. Mike was a member of the Bayview Boat Club, the Moose and Elks Lodges, and the Order of E. Clampus Vitus. Mike was a graduate of St. Ignatius High School and the University of San Francisco.

Donald Wilson, age 84: Donald M. Wilson Jr. was born on May 30, 1932 in San Francisco, California. Don graduated from Balboa High School and joined the United States Marine Corps. Don was stationed at Camp Pendleton during the Korean War. Don earned a degree from City College of San Francisco. Don was listed as a Student prior to entering the San Francisco Police Department. Don joined the S.F.P.D. on April 16, 1956, wore star #1837 and worked the following assignments during his 7 year Law Enforcement Career: Southern Police Station (July 9, 1956, Potrero Police Station (January 2, 1957), Mission Police Station (October 16, 1957), Traffic Company Solos (March 9, 1959). Don decided to take a different path to his service pension when he transferred from the S.F.P.D. to the San Francisco Fire Department on February 1, 1963.

Don was awarded a 3rd Grade Medal of Valor for services rendered on June 18, 1962. Don, and Officers Victor Giannini, James Hession, Mario Tovani Jr., and Sgt. Claude Avedano responded to a call of an armed suspect with a firearm. The Officers had to disarm the suspect of his rifle. The suspect had already wounded a woman who lived on the floor below in the hotel. The Officers had to break down the suspect's door, and overpower him to disarm him. Don ran a painting business throughout his careers. After retirement from the S.F.F.D. Don was elected to the Board of the Rincon Valley Fire Department near his home in Santa Rosa. Don is survived by his loving wife Barbara of 60 years. He was the loving father of his three children Tracey (Greg) Eagleton, Kelley (Liam) Chawke, and Dean Wilson.

Report of Special Committee: Bookkeeper Sally Foster gave an update on our Constitution and By-Law rewrite vote mail-out. Sally has composed a cover letter and is currently in Liaison with the Post Office on a Ballot-Envelope. The proposed changes of our Constitution Amendments should be mailed to the membership prior to our next meeting. Please take the time to read the proposal and to vote. Return your ballot by mail. Votes will be tallied by an assigned committee and the results will be published in this column and on our website.

Unfinished Business: Past President (2018) and now Trustee Leroy Lindo responded to Sigmund Stern Grove in February and addressed the SFPD Retirement Seminar. Leroy informed the class that dues will stop being paid by CCSF Payroll upon retirement. Leroy advised the class to prepare a payment plan for post-retirement. Leroy also advised members to check on their designated beneficiary(s) and to contact me in the event of a needed change.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Kane led our Board in a moment of silence for our recently passed members, and for all passed members of the WOOA. Our next meeting will be held on April 9, 2019 at 850 Bryant St, room #150, in San Francisco, California. The meeting will commence at 1230 hours.

To All Members: Beneficiary Forms are available on our website at sfwidowsandorphans.org. Click on the Resources box on our face page. Click on the link and print out the form. Please complete the form with all your contact information and your choice of Beneficiary. New forms require a signature from a Notary or a WOOA Board Member. Mail your new form to **WOOA, P.O. BOX 4247, SAN RAFAEL, CA 94913-4247**. I can be contacted by phone at **415 681-3660** or by email at markmac825@comcast.net. We wish to express our monthly gratitude to the following people who volunteer their help for our cause: Retired S.F.P.D. Captain and the current Defense Administrator of the P.O.A., Paul Chignell, retired S.F.P.D. Lieutenant Rene LaPrevotte who is the host of the Gold Country Reaper Website, retired Sergeant and the long standing editor of the POA Journal, Ray Shine, retired Sergeant Rachael Kilshaw and Risa Tom of the Police Commission Office, David Ng of Personnel, and to the men and women of the Traffic Command Unit who afford us space for our meetings.

Mark J. McDonough,
WOOA Secretary

Deaths

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

MICHAEL BYRNE
Age 75, Retired SFPD
Died February 27, 2019
Notified by M. McDonough

HARLAN WILSON
Age Unknown, Retired SFPD
Died March 10, 2019
Notified by T. Wilson

*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.

POA Mail

An open letter to the SFPOA Membership

Dear Editor;

I can remember when I was a young kid my father would preach one consistent message. "You don't turn your back on your friends or family".

For better or worse that is the way I have lived my life. I think at the age of 64 I'm too old to change, nor would I want to.

Much of my life prior to my law enforcement career was dominated by sports.

I was lucky enough to be the captain of both my high school and college baseball teams. My dad played pro baseball and my brother preceded me at both St. Ignatius and USF as a baseball player. Anyone that ever played sports would tell you the same thing. It's about sticking together when things aren't going well. My baseball coach at USF, and a San Francisco legend, was a man by the name of Dante Benedetti.

The message he conveyed to us as impressionable young men was "take care of each other, be a family, learn how to celebrate as a team when you win, and cry together when you lose, and have each other's backs no matter what happens".

One of the reasons I became a cop was to experience those same feelings, those same emotions to be part of a family that took care of each other and above all else "had each other's back". The early years when I worked midnights at Central Station a small group of us including Steve Hutzler, Jim Deely, Dan Toomey, and Greg Suhr worked in the Tenderloin, and our sergeant was a guy by the name of John Harrington.

He would tell us to back each other up, support one another, and above all

always have each other's back. There it was again! That feeling of family, camaraderie and brotherhood that had virtually defined my life.

I went on to spend 13 years in the narcotics division working with some of the finest, most courageous human beings I will ever know.

Kevin Healy, Rick Guerrero, Gavin McEachern, Marty Halloran, Brian O'comendy, Rico Valdez, Harry Pearson, Mike Puccinelli and so many others.

One common denominator, one common goal. "Have each other's back". If one of us was attacked or injured there would be hell to pay, and if necessary, every guy in that unit would take a bullet for one another. What a great feeling to go to work every night sharing a common goal and above all else love each other like a band of brothers.

Every one of you who is reading this and has lived our life knows exactly what I'm talking about.

When I assumed the Presidency of the POA my philosophy never changed.

I may fight with you or disagree with your opinion, but you are part of my family and if somebody outside the family came after you they were coming after me that would be a mistake. I told every politician I came in contact with the same thing. If one of my cops screws up, they will pay the price. If you deal with us fairly and equitably, we will get along just fine, but if you come after my people unfairly you will have to go through me. I found in my career at the POA that the majority of cops I knew had far more integrity, pride, and self-respect than just about any politician I ever met.

To the people that served with me, guided me, and talked me off the ledge when I wanted to rip some politicians head off thank you.

Too many to mention but Jack Minkel, Steve Johnson, Kevin Martin, Chris Breen, Marty Halloran, Mike Hebel, Paul Chignell, Chris Cunnie, and many others I am forgetting, thank you. I love you all like my brothers and you "always had my back". (there I go again).

As we all know all of our lives changed after Ferguson.

Much like the soldiers returning from Vietnam we were suddenly the bad guys.

With the help of an unconscionable media, the world of 5-second videos, and an endless array of spineless politicians, police commissioners, and Chiefs of police you have been sold out. Keep your heads held high and be proud of what you do because there are still a lot of people out there that still know the good you do and appreciate your commitment. We now live in a world where a fool like Colin Kapernick is portrayed as a hero while some cop out there pushing a radio car 40-50 hours a week and responding every day and every night to thousands of calls for help by citizens in need are somehow portrayed by some as the problem. It is sickening and disgusting.

Regarding the statements I made regarding our former Public Defender I regret none of them. I gave him the same respect he gave our police officers, NONE.

You see, as I stated earlier nothing is more important to me than loyalty.

He treated our cops with no respect, he lied and cheated every day, and he died a disgrace. No cover up will ever change that!

As I write my last letter in the *Journal* and move on with my life there are only two words that come to mind, Thank You!

Thank you for allowing me to know you, fight for you, and stand beside you for the common goal of making this City a better place.

Most of all thank you for "Having my back" during the difficult times.

I had a great run. My style was aggressive, bold, and unrelenting. I spoke from the heart and harkening back to my childhood I tried to protect

you and represent you at every turn. God Bless you all and good luck in your career. Remember, you stand for something in a world where so many stand for nothing.

FAREWELL
Gary Delagnes

Gary — You've done more than your share. If I were you, I would get in your car, fold in the rear-views, look down the road, and let it slip into Drive. — Ed.

Dear SFPOA —

I never stop being amazed at what I learn from the *Journal*. Rich Cibotti's recent article on transparency and wow, his last month's analysis on officer/citizen contacts versus complaints. I am glad that Gary Delagnes has a new lease on life. I'm always interested in what Dennis Bianchi is reading. You are the best. Keep up the most appreciated good work and stay safe.

Sincerely,
Mary Rodick

Dear POA —

On behalf of my two brothers and I, we would like to thank you for the flowers you provided for the celebration of our dad's life at St Cecilia's Church. The floral arrangement was beautiful!

We would like to thank the Solos from the SFPD Traffic Division. We had the privilege of being escorted by San Francisco's finest through the streets of The City to Colma. Their level of professionalism helped to put our mind at ease that we would indeed arrive at our destination safely and without incident. A very special thank you to SFPD Chaplain Fr. Michael Quinn for presiding at both the Rosary and Funeral Mass celebrating our dad's life.

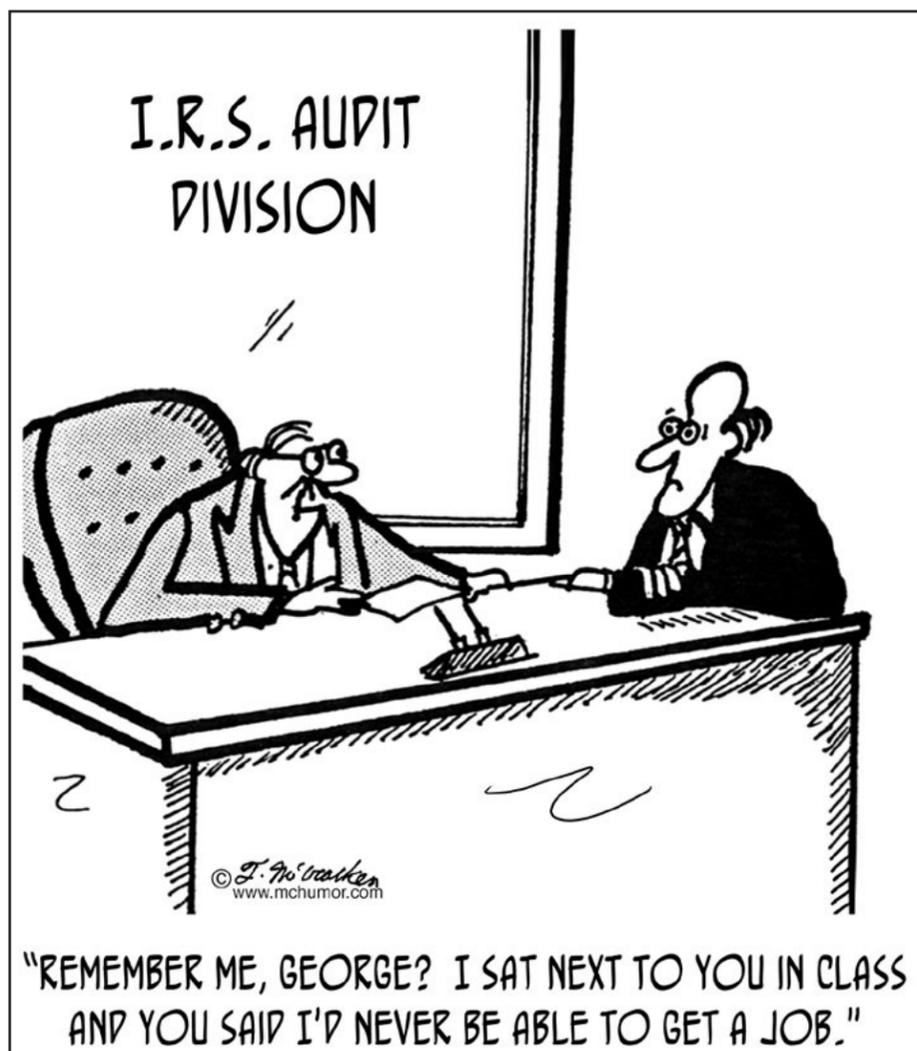
We truly appreciate it.
Dan, Jim and Neil Cunningham

Dear SFPOA —

Thanks so much for your generosity. Our students are really fortunate to have you all in our lives. I would like to invite you to our annual fundraiser on May 11 at 2:00 at La Rocca's Corner in North Beach. Come meet our fellow Lincoln Mustang Boosters.

Gratefully,
Phil Ferrigno

April 15th is Tax Deadline



Taxes! Taxes! Taxes!

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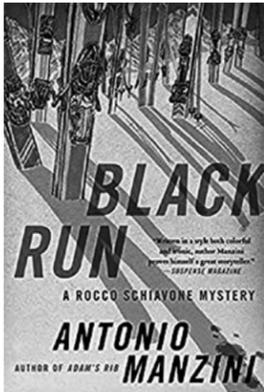
Book Review

Black Run

By Antonio Manzini
(Translated by Antony Shugaar)
Reviewed by Dennis Bianchi

Antonio Manzini is an actor, a screenwriter, a director, and the author of murder mysteries featuring Deputy Police Chief Rocco Schiavone. *Black Run* is the first of these novels to be translated into English. The author is 55-years old and lives in Italy. He has written over 30 novels that were very successful in Italy. Since the publication of this novel he has had three other novels translated and published in English, all based on the same protagonist, Deputy Police Chief Rocco Schiavone.

Deputy Chief Schiavone is very intelligent, glib, highly successful at solving crimes, particularly homicides, but has a few repugnant facets to his personality and means of procedure. The novel opens with Schiavone stationed in Val D'Aosta, a region of Italy located in the far northwest, abutting France, and known for its ski resorts. Schiavone, however, was born and raised in Rome and had lived his life believing that is where he belonged and would always remain. The reader only knows that he has been transferred



to the town of Aosta for disciplinary reasons, the exact actions unexplained. What is clear is that he is not happy nor prepared for the change of scenery and climate. During the first part of the book there is a bit of a running gag about how Schiavone is very attached to Clark's desert boots, in spite of having to wade

through snow to attend to crime scenes and visit ski lodges. He seems unable to come to terms with the people of Aosta and their cultural differences with his beloved Romans. For the most part, he finds that the police officers in Aosta are slow, unsophisticated, even dim-witted. He refers to two particular officers as Laurel and Hardy, and the reader might agree with

him. The business of solving murders, however, is something he takes very seriously and has had great success in doing in the past. The timeline of the murder under examination in the plot starts out a bit unusually. An operator of a snow-cat that grooms the ski slopes at Champoluc, a ski resort, runs over something he had not seen in the mounds of snow and the descending sunlight. It turns out to be a body, a body that has now been torn to shreds from the enormous snow-cat. There is no identification on the corpse.

The autopsy scene was fascinating as the medical examiner discovers a tattoo on the unidentified dead male. It doesn't take long to put together the deceased with a woman who has reported her husband missing from the day before, as she shared the same tattoo as her missing husband.

The couple ran what would likely be called a chalet-type restaurant near the ski slopes of Champoluc. We learn they were also in debt and the number of suspects begins to grow. Schiavone keeps his mind open and his suspicions to himself, much to the aggravation of the local police chief.

Schiavone will not be liked by all readers. He is more than just a disgruntled, displaced Roman. He is even more than a bit of a scoundrel. He has dalliances with a local young woman, lasciviously eyes several young woman in the community, including one of the few police officers he believes is mentally capable of performing police duties, all the while as the author describes scenes of life at his apartment with his wife. There is a twist here that took me a while to understand and it's better for the reader to suss out that twist for oneself. To add to the negative side of his character, he has maintained a close relationship with a friend from Rome, Sebastiano, who is clearly a criminal. The two conspire to rip off a large-scale



delivery of drugs by truck going through Val D'Aosta. Schiavone brings into their scheme a young detective who seems a bit in awe of Schiavone, based on what knowledge he has learned about his successes in the past at solving crime. The author manages to make this high jacking an important side story, full of surprises.

Schiavone will not be perceived as an ideal police officer, not even an ideal human being, but he is a clever investigator. The author, Mr. Manzini has created a character that has dominated several best-selling books in Italy and is worthy of your time. He keeps finding reasons for the reader to care about Schiavone, even when he angers you. The plot and sub-plots are very good. The writing is excellent. There is enough dark humor to keep the reader looking for more and, if the reader is so inclined, you can find it in the original Italian, with the title, *Pista Nera*.

The Good Detective

By John McMahon
Reviewed by Dennis Bianchi

John McMahon studied Creative Writing at The University of Arizona. In his role as an ad agency creative director, his work has won a Gold Clio for Fiat, and he's written a Super Bowl spot for Alfa Romeo. He currently lives in Southern California with his family and two rescue animals. He's hard at work on another P.T. Marsh book and dreams of splitting his time between Cabo San Lucas and Lake Lanier, Georgia. *The Good Detective* is his first novel and was released in March of this year. Critics are finding it hard to believe this is only his first attempt at the crime novel genre because it seems like a very polished effort. Mr. McMahon intends this to be only the first in a projected series.

P.T. Marsh is a detective for the Mason Falls Georgia Police Department. His life was headed in the right direction. Happily married with a son he was

proud of, considered a rising star in his department, especially when it came to solving cases, his life took a major wrong turn when his wife and son died in an automobile accident. Since then, he has been working and drinking way too much, apparently in an attempt to keep the horrible incident out of his mind.

As expected, all of that excess causes mistakes to be made, and mistakes on a large scale.

P.T. agrees to do a favor for a young woman, Crimson, whom he met on the street outside a strip club. She has obviously been punched by someone, someone she tells P.T. is her boyfriend. P.T. says he will have a talk with him. He shows up later the next

night and sees that Crimson is unconscious on the floor in the residence she shares with the boyfriend. The detective goes in, awakens her and tells her to leave. He then finds her muscle-bound boyfriend, sporting tattoos of Neo-Nazi organizations, passed out in front of a



block of marijuana. After awakening the boyfriend, he advises the bully to stay away from Crimson in the future. He also bloodies the bully a bit and threatens to "shoot off each and every one of his fingers" if he finds out the bully hasn't listened. P.T. leaves for home where he drinks himself to sleep. The next morning he is awakened by his detective partner, Remy, a young African-American female who is being trained by P.T. as a detective. She becomes very influential to the resolution to the novel as it goes forward. She informs him that they have a homicide. Upon arrival at the scene of the homicide, P.T. discovers it is the boyfriend he had "tuned up" last night that is the victim. If that's not enough, he knows his prints are all over the crime scene. He manipulates his way through the initial investigation only to be informed that they are now involved in the investigation of a African-American teen-ager who has been tortured, hung by his neck and set fire to. Evidence begins to mount up that the first homicide victim may have been involved in the murder of the teen-ager. The protagonist now has some major reasons to worry. If he didn't kill the first victim, who did?

Mr. McMahon has put together several current topics of interest to spin a great mixture of police procedural, racial politics, and southern culture. He has a very good ear for the region and clearly knows the territory. I came across several references to local flora I had no previ-

ous knowledge of. He made reference to "weedy cogon grass with white flowers." A quick search revealed that cogon grass is considered a difficult and unwanted weed that was imported from Asia. Why unwanted? Mr. McMahon continues, "...had grown up all around them, seeding themselves into the trunks and slowly strangling the trees." The author has a dry sense of humor as well. When P.T. interviews an unwilling witness he describes him as, "...in his early forties. Chiseled face and thick black hair. He looked like a model for men's hair dye." His humor reaches into the dialect of the American South as well. "If brains were leather, this guy didn't have enough to saddle a june bug." Or this pretty description: "A day ago this country had been gorgeous. Patches of wild cotton and greenery growing right by the roadside. And honeysuckle. You've never lived until you've been a kid in the South and dripped honeysuckle nectar in your mouth."

As the investigation continues and involves more of the population of the region a conspiracy appears and the influence of superstition asserts itself. This conspiracy is handled in a much more realistic manner. P.T. tells Remy, "Every time I think there's something bigger at play on a case I discover there's just some regular guy - some evil man doing evil things."

After finishing the novel, I'm eager to see what will appear next fro

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The deadline for the May issue is Monday, April 22, 2019.

Contact journal@sfpoa.org or phone 415-861-5060 for more info.

Hollywood Cut Pension Benefits In 2011. Eight Years Later, They're Being Restored.

March 9, 2019

HOLLYWOOD, FL — Slashed pay and extreme pension cuts caused a rift between Hollywood and its police and firefighters that has lasted almost a decade.

Hollywood took steps to end the feud with the city's firefighters on Wednesday, a month after mending fences with police.

A plan that would restore pension benefits at an estimated cost of \$2.6 million a year won unanimous commission approval. A final vote will take place on March 20.

"Long overdue," Commissioner Peter Hernandez said before Wednesday's vote.

A similar measure for police won approval last month. It will cost an estimated \$4.5 million a year.

Hollywood already spends an estimated \$50 million on pension legacy costs, city officials say.

Assistant City Manager George Keller called the pension restoration plan a

"landmark decision" that will help the city close the door on a painful past.

Back in 2011, Hollywood leaders were desperate to find a way to close a \$38 million budget shortfall and declared financial urgency. To bridge the gap, they cut the pay and pension benefits for all city employees, including police and firefighters.

"Since 2011, we have slowly pieced things back together," fire union leader Bill Huddleston said before Wednesday's vote.

"Today is a happy day for me," said Commissioner Linda Sherwood, prompting loud applause from dozens of firefighters in the audience.

Mayor Josh Levy made note of the full house and called the vote a historic moment.

"As we're turning the tide, let's all support and promote the city of Hollywood," he said. "Let's attract fellow firefighters and police officers who work in other jurisdictions."

From The Sun Sentinel

Utah Senators Approve One-Year, \$5M-Plus Boost to Police and Firefighter Retirement

March 5, 2019

After a lengthy debate on how Utah's police and firefighters are underpaid and who's to blame, the Utah Senate voted 27-2 to infuse \$5.3 million into the retirement systems for first responders.

The vote on SB129 came after the bill was substituted to provide a single year of assistance to cities — rather than an ongoing annual transfer of funding. That came after Sen. Lincoln Fillmore, R-South Jordan, objected to the use of state money to provide compensation to municipal employees.

"After a one-year bridge," Fillmore said, "the employer should pay the full cost of paying their public safety employees."

Sen. Jake Anderegg, R-Lehi, said he had issues with the original bill obligating the state to cover retirement costs over time. But the substitution, he said, still fails to address the fundamental problem that cities are either not in a position or not willing to step up and provide for their first responders.

"Truth is," Anderegg said, "neither of these paths are a long-term solution for

their plight."

But Sen. Kathleen Riebe, D-Cottonwood Heights, said the issue is not one of whether the state or cities are at fault. She said everyone is at risk when low pay and benefits leads to high turnover among Utah's public employees.

"I do not think this is problem that we have to say is them or us," Riebe said.

Bill sponsor Sen. Wayne Harper, R-Taylorsville, said he preferred the original bill to the substitute, but credited the "healthy debate" on an important policy issue and urged his colleagues to support SB129.

"This is a shared responsibility," Harper said.

The bill comes after 2010 pension reforms by the Legislature that converted the guaranteed retirement benefits public employees once enjoyed to a 401(k) style program in which investment risk rests on the employee rather than the government. Critics of the reforms say they harmed public workers and made government jobs in the state less desirable to those seeking a career. SB129 will now move to the House for consideration.

From The Salt Lake Tribune

April Word Find

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

Anyone for a round of golf? See if you already know some of the golf terms listed below. Fore!"

- | | | |
|-------------|---------|----------|
| SHORT SIDED | GREENIE | BOGEY |
| FRIED EGG | LIP OUT | DIVOT |
| SHANK | SLICE | FLYER |
| BLOCK | HOOK | GIMME |
| PULL | FADE | MULLIGAN |
| ALBATROSS | DRAW | ACE |
| PRESS | BIRDIE | FORE |
| CHUNK | PAR | |

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



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PAL Corner

By PAL Staff



Greetings from the SFPAL team. Let's see what our PAL Cadets have been up to this month. The Cadets had three fantastic nights of training since our last newsletter. They began with a night of Missing Person/Radio use taught by Lt. Chris Creed and Sgt. Andrea Creed. Lt. Creed gave the Cadets a history lesson on radio use in policing and also answered the many questions our Cadets had about the job. The wonderful thing is that Lt. Creed is a former PAL Cadet, which makes it even more fun for our Cadets and instructors. The Cadets enjoyed listening to Lt. Creed's journey from PAL Cadet to a Lieutenant of Police! Way to Go Lieutenant Creed! Sgt. Creed then answered the many questions that our future crime fighters had about the information needing to be included in a Missing Person report. The Cadets learned the importance of asking detailed questions and what alert notifications need to be deployed during the process.

The Cadets were then treated to a presentation by Sgt. Jeff Aloise and his Housing Team from Mission Station. The team put on a insightful and exciting presentation that had our Cadets on their toes all evening. The Cadets were shown videos and heard stories about the different gangs that the unit deals with during their work day. The Cadets were once again reminded of the many dangers that face police officers today. Off. Beard did a wonderful job of making the class fun and insightful!

The Cadets ended their month of training by joining the Citizens Academy for a night of "Officer Involved Shootings" taught by Sgt. Crudo. This definitely went down as one of the best trainings the Cadets have ever participated in. They enjoyed the class so much that many of them did not want to go home!

A Big PAL Thank You goes to all the listed instructors. Without your help and time, this program would not be as successful as it is today!

The PAL jiu-jitsu program continues to be the hottest ticket in town. April 17th marks the two year Anniversary of the program. We will be holding a ceremony at the Academy to mark this date. A big PAL Thank You to all those who volunteer and make this program

possible for our youth!
 We are excited to announce that SFPD Chief William Scott and Mayor London Breed will be joining SFPAL to commemorate its 60th Anniversary. We would like for you to celebrate this major milestone with us. Please join us on April 13th at the Olympic Club, Lakeside location for an evening of entertainment, dinner and live auction in support of our many programs. For ticket information or underwriting opportunities please visit our website or contact our office.

Our Flag Football program is right around the corner and we will be kicking off another season on April 7th, 2019. Registration for the program is free and now open. We are also recruiting and accepting applications for our 10th Summer PAL Cadet class. For more information on both programs, please visit our website.

Your SFPAL Team

Upcoming Events

4th Annual Kids' Games event will take place on May 5th at Kezar Stadium and registration is now open. For more information or to register for this free event, please visit our website.



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Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Seals In Manteca

CHECK IT OUT: The Seals traveling softball team was in Manteca on Friday March 15th for a one day tournament. They had a decent team available to go out and participate in the difficult A Bracket that they got bumped into after winning two out of the last three tournaments there. They had the likes of: Dave "Claw" Colclough, Andrew "Drew" Lucas, Kevin "Topper" Worrell, Nick "NB Jr" Stewart, Will "Backpack" Palladino, Jesse Montero, Dennis "Houdini" Tupper, Paul "Franchise" MacIntosh, Luis Guitron, and Dougie "T" Tennenbaum available to try to make it four competitive tournaments in-a-row.

"Backpack" Palladino is a new father of twins, Finbar and Ailish (Congratulations to him and Aislin). He celebrated by muscling up with two home run blasts on the day. Worrell was able to hit a bomb too, but not much else happened from the rest of the guys; so, the team didn't fare too well that day.

It appears that the best thing to



happen was the distribution of the snazzy new ball caps for the club: they're white with a black bill and black "SF" lettering on them. A Seal was quoted as saying, "Boy do those caps look good." Well, it appears that nothing else looked very good for the club that day. Let's hope for a better performance next time around.

Seals In Ireland

Maybe the reason The Seals didn't play or hit as well as they could've back on the 15th of March was because some of their key players went on a trip



Seals Brophy, Biagini, Barreneche, and Filippi with their Comrades at a Hurling/Irish Football event in Dublin, Ireland.



The Fellas Sporting Munster Rugby Towels at a Rugby Match in Limerick, Ireland

to Ireland that day. Seals such as Tim Brophy, Ray Biagini, Eric "Snatch" Barreneche and Steve Filippi went on this trip along with twelve other guys for ten days.

They took in some hurling, Irish Football, and rugby on the trip (see photos that go with this column). They also visited different towns, took in the countryside and celebrated St. Patrick's Day while there. Others in Ireland include: Kevin "Celtic Cowboy" Lynch, Frank Olcomendy, Blake Cunningham, Steve Orango, Sean Cody, Mat Nazar, Dominic Coyne, Kevin Kilgariff, Peter Van Zant, Paul Chavarin, Chris Viewhig, and Dev Biagini (Ray's bro). Fortunately they had a great time, they all made it back in one piece; and also important, they left Ireland in one piece as well.

Department Softball

The SF Police League got underway on Tuesday March 26th when the Airport Bag Checkers (managed by Mike Etcheverry) defeated Southern B (run by Colin Patino) by a score of 5-3. The big hit for Southern was a home

run blast hit by Steve Hampton. The other games scheduled that week were postponed due to the unpredictability of the rainy weather.

According to Commish Kevin Worrell, here are some other league headlines: Southern A manager Will Palladino claims that he should be dubbed "Manager of the Year" every year; Dave O'Keefe (also of Southern A) predicts that he will again be crowned the MVP of the league come the season's end; and, the biggest headline of all is that Ingleside Station is all caught up with their league fees for last year and this—thanks Sergio Lopez!

New managers around the league are: Colin Patino taking over the Southern B team, Stevie Needham taking over the Honda/TAC team, and James Funk running the team out of the Hall of Justice. Worrell thanks those guys for stepping up; otherwise, let's hope the weather starts cooperating and good luck to everyone as the season takes place.

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

2019 George Brown Memorial Als Golf Classic

Monday, June 17, 2019

Lake Merced Golf Club

2300 Junipero Serra Boulevard, Daly City, CA 94015

George Brown had a passion for life, and spent much of his time on the golf course. George was diagnosed with ALS in August of 2013, and although he knew it was an uphill battle, he made the best of every day. He fought with such conviction on a daily basis, kept a positive attitude through the toughest days, and when anyone walked into the room he greeted them with the most amazing smile! Everyone who met him knew it was his signature move.



Please join us at the inaugural George Brown Memorial ALS Golf Classic on Monday, June 17. Those who loved him can think of no better way to honor George than by one of his favorite pastimes—enjoying a day on the course.

All proceeds will provide critical funding for The ALS Association Golden West Chapter's mission priorities in global cutting-edge research, care services and public policy initiatives. The Golden West Chapter serves people with ALS and their families in 31 counties in California and the state of Hawaii.

For more information, please contact Jena Brown, Director of Special Events at 818-865-8067 x 229 or jbrown@alsgoldenwest.org

www.GeorgeBrownALSGolfClassic.org

THE HAZARDS
OF CHEWING GUM
AND PITCHING
AT THE SAME TIME.



The Loons Nest Report

By Ed Garcia,
Retired

Lutticken & Simpson Victorious in Two Man Championship

Chardonnay golf club in Napa Valley played host to the Loons for the season opening Two Man, Best Ball Championship. The event marked the opening of the Loons 33rd year of tournament golf and it was an exciting event from start to finish. Defending champions Ed Anzore & Glenn Mar were primed and ready to go for their second straight win, but there was a team seeking revenge from last year's event. Last year at Oakmont Golf Club Anzore & Mar finished with a net 62, that was matched by the team of Scott Lutticken and Chris Simpson. The tie-breaker went to Anzore & Mar, leaving Lutticken & Simpson in second place.

At the end of the front nine of play, three teams were in a near dead heat. Lutticken & Simpson, Eric Tapang & Ray Callo and Anzore & Mar were neck and neck going into the last three holes. Callo & Tapang failed to post a gross par on the last three holes and finished with a net team score of 59. On the 18th hole Glenn Mar had a gross bird, only to be outdone by his partner Ed Anzore — he had a gross eagle on the 18th!! Anzore & Mar finished with an excellent team score of 58.

As Lutticken and Simpson approached the final three holes, they worked as a team and produced the scores they needed to maintain a one stroke advantage. Simpson posted a gross birdie on the 16th hole, for a net score of 1. Both partners had gross pars on the 17th for net birdies and Simpson procured a par on the 18th. Lutticken & Simpson finished with a net team score of 57 and the title of Champions. Anzore & Mar finished in 2nd place, followed by Callo & Tapang in 3rd place.

Terry Carey and Jere Williams took fourth place with a team score of 64, which left them one stroke ahead of four teams tied at 65. Carey's gross par on the



18th hole was the difference. Four teams fought it out for the fifth and final prize position. The teams of Armando Chang & Ken Lum, Tim Lee & John Wong, Rick Bruce & Mike Flynn and Kitt Crenshaw & Steve Landi each finished with a net team score of 65. Armando Chang picked up two gross birdies on the back nine and a par on the 18th hole, which procured the tie-breaker for the team.

Close to the Hole action produced outstanding results; as, for the first time in Loon's history, all eight prize winning shots were within ten feet of the pin. On the 12th hole Armando Chang left his shot one foot and ten inches from the cup. Armando felt he had the first place money in his pocket, only to have Jim Aherne leave a shot one foot and two inches from the pin! Aherne and Chang both took two prizes in the contest. Rick Bruce had a tight shot of two foot, four inches on the 3rd hole and Steve Landi stopped a ball three foot and four inches on the 5th hole. Ed Anzore took the Long Drive Contest with a major blast of 285 yards, as the "Petaluma Powerhouse" continues to show his driving skills and take home prizes.

The Loons finished the day with a buffet lunch hosted by Lindsey Pilotti who has provided several fine meals for the Loons over the years. Our next event will be the two day Spring Championship at Monterey. We are looking for a late May date, hoping we will have some drying time following this winter of remarkable rains. Hope to see you all there.



Lutticken & Simpson, Two Ball Champions.

Loons Nest Scoreboard

Two Man Net Scores

Lutticken-Simpson, Chris	57	Edison-Cahill	69
Anzore-Mar	58	Miranda-Roche	69
Callo-Tapang	59	Gulbengay-Porto	69
Carey-Williams	64	Linehan-Plattner	70
Chang-Lum	65	Kilgariff-O'Shea	70
Lee-Wong	65	Ospital-Stearns	70
Bruce-Flynn	65	Crosat-Fontana	71
Crenshaw-Landi	65	Dove-Miller	72
Hanley-Honniball	66	Finigan-Finigan	72
Balma-White	67	Sorgie-Molinari	73
Dito-Lorin	68	Boyd-Lai	73
Aherne-Bryne	69	Taylor-Sheehan	76
Gabac-Simpson, Chuck	69		

Long Drive Winner

Ed Anzore 285 yards

Close to Hole Winners

Hole #3	1st Rick Bruce	24"	2nd Bruce Lorin	6'9"
Hole #5	1st Steve Landi	34"	2nd Jim Aherne	5'7"
Hole #12	1st Jim Aherne	1'2"	2nd Armando Chang	1'10"
Hole #14	1st Armando Chang	2'9"	2nd Tim Lee	6'11"



Join us and the World Champion San Francisco Giants on Thursday, July 18, 2019, for our Annual

LAW ENFORCEMENT APPRECIATION NIGHT AT ORACLE PARK



San Francisco Giants vs. the New York Mets



There will be a Pre-game Home Plate Memorial Tribute to Northern California Police Officers who have died in the line of duty with an on field Police Motor Escort and a flyover by Law Enforcement Air Units.

Seating is located throughout the Ball Park and can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF tel. #415.861.5060



Tickets start at \$25.00 and include a Giants Law Enforcement Duffel Bag giveaway and a hosted Tailgate Party at the Mariposa Yacht Club starting @ 3 pm

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

Proceeds from the ticket sales benefit the California Peace Officers Memorial and the Bay Area Law Enforcement Assistance Fund

Purchase tickets early for the best seat location !

Road to the Department Basketball Championship

By Steve Coleman,
Bayview Station

1st Round Playoffs in Review

#1 Bayview Pit Bulls 72,
#8 Park Islanders 50

In a first round rematch from last season, Park aimed to end the Pit Bulls season for the second year in a row. Both teams stayed close to each other in the first half, but Bayview slowly pulled away in a complete team effort to emerge victorious.

#2 Central Diners 63, #7
CHP Chippies 37

The Diners jumped out to a quick 12-0 lead over the Chippies in a game that was never close. The Diners were able to use this game as a warm up for their semi-finals game.

#3 Tenderloin Rats 57, #6
Southern Bees 48

Both teams played well in the first half, but Paul Vainshtok hit clutch shots like usual. These shots came in traffic and were always closely contested, which made it all the more impressive. Southern made a late run, but the Rats never gave up the lead.

#5 The Hall 53, #4 Ingleside Gators 45

Mike Tursi opened the game with a barrage of three pointers which jump started The Hall. Sam Fyles from Ingleside hit a few shots and made some nice defensive plays which energized his squad, but they trailed The Hall at halftime 31-19. In the second half, Matt Sullivan continued his great game by continuing to find the open player, and finished leading his team in assists. Mike Tursi hit a total of eight three pointers for the game, setting a new playoff record.



Rodney Freeman cutting down the nets.



Ray Biagini cuts down the net.

Semi-Finals in Review

Bayview 56, The Hall 47

The first half featured very intense half-court defense by both teams. Tommy Moran was a beast in the low post, gobbling up rebounds and going hard to the basket—this put a lot of pressure on the Pit Bulls defense. The first half ended with Bayview leading 24-18.

The Hall varied their defenses, including a rarely seen “triangle and two” defense. The goal was to lock up the Freeman twins and dare Bayview’s complimentary players to shoot. Mariano Flores and Erick Solares put the Pit Bulls on their backs and made the shots needed. Down eleven points, the Hall fought back and tied the game with only a few minutes left in the game.

With five former MVPs (Answer to last month’s trivia question: Pat Cummins, Tommy Moran, Kevin Murray, Mike Tursi, and Brian Guiney), The Hall had momentum and looked for an upset. Bayview connected on 10 out of 10 free throws down the stretch and was able to pull out a nail biter 56-47. The game was closer than the final score shows.

Tenderloin 55, Central 38

In a rematch of last season’s championship game the #2 and #3 seeded teams were ready to square off. The Diners wanted their second championship in two years while the Rats desperately wanted to get back to the championship game and win it all. Tenderloin went into the half with the lead 21-15. The Rats were able to overcome the superior size of the Diners, as Paul Vainshtok again hit clutch shots down the stretch leading Tenderloin to another championship game appearance.

Finals

Bayview 62, Tenderloin 46

The championship game day was rainy outside, which brought local school kids into Saint Mary’s gym to watch the beginning of the game. Kids were screaming and going wild, while breaking into chants encouraging both teams. This additional energy fueled an already energetic environment.

Tenderloin won the opening tip and found a wide open Pierre Battle on the left wing. Battle sized up the rim and hit nothing but net, setting the tone for the Rats. Both teams played high level offense through the first ten minutes of the game, hitting tough shots and trading baskets. At the end of the half, the Pit Bulls held a 37-26 lead.

The defensive intensity picked up in the second half for both teams, but the Rats weren’t able to close the gap and the Bayview Pit Bulls won their first SFPOA Championship since 2013. Congratulations to all of the players, Erick Solares, Rodney Freeman, Rodney Freeman, Brent Sullivan, Mike Hill, Mariano Flores, Ray Biagini, Dominic Coyne, Curran Gong, Jerome Pusung, and Steve Coleman.

Annual Postseason Banquet and Awards

The SFPOA Basketball League had its annual postseason banquet at Don Pistos Restaurant, located at 510 Union in The City. This is the second time we’ve held the banquet there and it was a treat thanks to owner Pete Mrabe. The staff at Don Pistos was friendly like usual and the food was delicious. The postseason awards for the 2018-2019 SFPOA Basketball League were chosen by the referees of the league, who watched every game played. Team captains also have input into the award winners. They are as follows:



Erick Solares and Brent Sullivan popping bubbly.



SFPOA Champions Bayview Pit Bulls.

Co-MVP’s-
Rodney Freeman
Ronney Freeman

Rookie of the Year
Brett Bruneman

Hoops Legend Award
Derrin Nocetti

First Team ALL SFPD
Tommy Moran
Paul Vainshtok
Nick Sherry
Pat Cummins
Dean Ferrari
Mike Hill

playing in outside tournaments against other police departments, fire departments, or other organizations. They are quality basketball players and quality people. Good work fellas.

Brett Bruneman had a fantastic season running the point guard position for the Tenderloin Rats. Brett represents the same qualities I mentioned above, and will surely be in the hunt for an MVP award in the next few seasons. Derrin Nocetti had a great basketball career and has a shooting touch like no other. Not only has Derrin been a great basketball player, but you can always



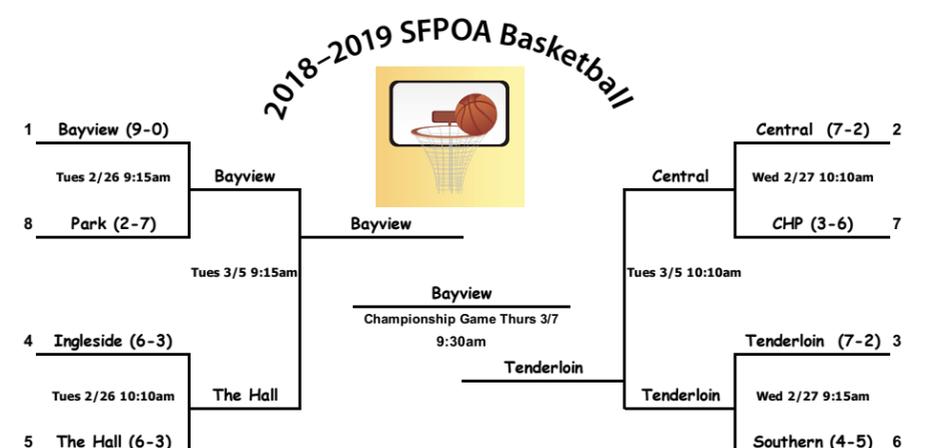
Runner Up Tenderloin Rats

I’d like to acknowledge the winners of the postseason awards for this season. First, the Most Valuable Player Award: There are many factors that go into winning the MVP award. Some of the factors are having basketball talent, showing up to all of or the majority of their team’s games (attendance), making the players around you better, treating the opponent and referees with respect, and being a good teammate. Like many of the MVPs of past years, Rodney and Ronney Freeman embody what the SFPOA basketball league is all about. They have been great ambassadors while

find him holding court telling funny stories that has everyone laughing. Four of this year’s six “First Teamers” have previously won the MVP Award, and they all received serious consideration for this year’s award.

Final Wrap-up

Special thanks to Frank Olcomendy, Marty Halloran, and Nick Shihadeh for their continued support of the league. Like usual, the season flew by and everyone’s already looking forward to next year. Stay healthy and see you all on the hardwood in December 2019.



Journal End Point: April 2019



International Women's Day
March 8th, 2019

Women's History Month

By Tracy McCray
SFPOA Sergeant-At-Arms

Last month, the SFPOA and SFPD celebrated Women's History Month, remembering the achievements of past women officers of the department and highlighting the present accomplishments of our current women officers. Although initially both of these organizations did not readily accept having women involved in their organizations, and there is still work to be done in terms of inclusivity, the SFPOA and SFPD have made great strides.

The month kicked off with an interview on KTVU with Lt. Rachel Moran and Officer Giavonna Alexander. Lt. Moran is a proud 23-year veteran of the SFPD and Officer Alexander is following in her father's, Sgt. Michael Alexander's, footsteps. This father/daughter dynamic is a continuation of a proud tradition of daughters following into the family business, much like the celebrated Penge dynasty.

Several video interviews were done with our members to get their perspective on how women officers have changed the face of law enforcement today. From 1975 until now, women have shown that they can do the job with the same grit and finesse of their brothers in blue. We continue to make progress from the days of when women were matrons and office clerks, to now leading the department as Chief and holding ranks on the Command Staff.

In reviewing the history of women in the department, I happened upon a SF news letter dated November 30, 1895

stating the resolve of the women of that time imploring the Board of Supervisors to employ women to work in the police department. Two quotes struck me as significant to share*:

"The time has come and the need pressing for the cooperation and heroic aide of women"

"The more we reflect upon the subject, the more satisfied we are that the idea of having women in the police department is a good one."

Unfortunately, it took 80 years for this moment to happen. The City came to realize what we all know. That women can bring the same level of understanding and skill to patrol, investigations, and administration.

On March 8th (International Women's Day) we celebrated by taking our picture with Mayor London Breed, along with our sisters at the SFFD and SFSD, as well as the members of our civilian staff. We lined up in pride on the steps of the rotunda at City Hall. The mood was celebratory as well as hopeful for the future.

We have come a long way and there is still much to do but we will not stop, we will not give up. We will fight to have our seat at the table, for we do not quit in the face of adversity, we survive to fight another day!

(*Read the entire SF News Letter at either this link or this QR Code:
<https://tinyurl.com/y6xwc9f7>



Women officers in the SFPD have made us a stronger and better law enforcement agency.



To: All Members
From: Sgt-At-Arms Tracy McCray

As March is Women's History Month, the POA is highlighting the hard work and accomplishments of many of our female officers both past and present. Our March paid public service announcement on KCBS radio speaks to the struggle, dedication, and commitment of these officers who fought for their rights and broke barriers in the SFPD decades ago.

We are proud of these women police officers and their service to the people of San Francisco, their advancement within the SFPD, and of the positions they hold within the San Francisco Police Officers Association.

Women officers in the SFPD have made us a stronger and better law enforcement agency and they are vital for our continued success. We salute all of them, both active and retired.

Listen to our PSA

<http://tinyurl.com/y3vvn98e>

