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Persevering the Violence and Blame America's Cops Have Been There Before

By Martin Halloran
SFPOA President

Many men and women in law enforcement who serve and protect our communities 24/7 365 days a year are asking this question "Am I next? Are we now targets for factions of our community who need us the most?"

These questions haunt police as they go about doing the job that most people would never consider doing. This question cannot be surprising to anyone after the brutal ambush assassination of five Dallas police officers on July 7, 2016, along with the seven other officers and civilians being wounded that day. The equally horrifying massacre of three Baton Rouge police officers and the wounding of three more officers just ten days later also raised this same question. The calculated deadly assaults on police officers are now happening in our own backyard with the unprovoked attempted murder of an Oakland police sergeant on July 23rd who was shot at several times immediately after she was injured in a traffic collision. We now have the shooting of two San Diego police officers on July 29th. One officer died from the multiple gunshots, and his partner is recovering in the hospital after emergency surgery.

These senseless cowardly acts have shaken law enforcement to the core and have sent shock waves through all of those who believe in law and order and the sanctity of life. The war of words

against law enforcement has escalated. Snipers have perpetrated cold-blooded, calculated ambushes on public servants – good people who were just doing their jobs and were targeted simply because of the uniform that they wear or because of their race.

Many have hypothesized as to why we are once again experiencing the carnage in our profession similar to the random murderous attacks on police officers in the late 1960's and early 1970's. I believe that much of vilification of law enforcement today is based on a false narrative and nonfactual information that is spread not only through social media, but also through mainstream media. This message is easily accepted by some because it is sensationalized with eight seconds of captured video and nothing else. No facts and no conclusions from any government organizations authorized and empowered to investigate are even spoken of. No factual data from studies done by the Washington Post or Harvard Professor Roland Fryer Jr. are even considered or reported. Both of those reports and many similar reports are readily available on line.

When ill-informed individuals buy into this false narrative they tend to lash out at the easiest government target-- the local police. Comparisons can be made that during the Vietnam era when organized groups lashed out at the government over that long ugly war. Their wrath was targeted at the closest government entity — the local police. One of the main differences between the Vietnam era and today is that most elected officials on a municipal, state, and national level openly supported law enforcement and the armed forces who were serving in that era. Today our deserving military personnel rightfully receive the proper respect from government officials but the police? Not so

much, whether it be on a local level or a national level.

Through all of this recent turmoil, sadness, and heartache in our profession cops long for strong leaders that can send a clear and concise message not only to the first responders but more importantly to the public that we have taken an oath to serve. Thankfully a new voice of wisdom and common sense has emerged from the tragedies of Dallas. That person is Dallas Police Chief David Brown.

Chief Brown may have the most unique perspective on public safety and the personal feelings of loss and sorrow. Unfortunately, Chief Brown's younger brother was killed in 1991 by a drug dealer in Phoenix. Tragically Chief Brown's son, who suffered from mental health issues, killed an officer in the line of duty in 2010. His son was then killed by officers during an exchange of gunfire. With the cold blooded murder of five of his officers, Chief Brown has faced the most challenging and difficult times of his career. He has handled it with dignity, class, and has remained poised in the face of unimaginable heartache. Part of his message during the eulogy of his fallen comrades was this: "Become a part of the solution. Serve your community. Don't be a part of the problem. We're hiring," This message has been delivered before, by others, but now coming from Chief Brown, knowing what he has suffered, it should resonate with everyone who believes in service to their fellow man.

The recent acts of cowardly cold blooded murder of police officers have the potential to drive a wedge between law enforcement officers and the communities that we serve. But we will not let this happen. We refuse to. Instead, we will continue to work hand in hand to forge ahead, to promote peace within our community and unity in our cities.



We are sent into the worst areas and neighborhoods and are asked to deal with the misery, the poverty, the crime, the human condition and are expected to resolve all of nation's problems without incident, without confrontation, and without harming anyone. We are judged by ten-second videos, anti-police groups, and a media that often could care less about the facts as long as they are the lead on the nightly news. We chose this profession because we care. To most, it is a calling to those of us who want to make a positive difference in our community. Sadly, it appears that we are now being hunted down and executed by some in our own communities simply because of the uniform that we wear.

Despite this, we will persevere. We will do what we always do, which is go out there every day and every night and put our life on the line for people we do not even know. We took an oath to protect and serve our fellow man. We will not shirk from our responsibilities as America's first line of defense. We owe that to ourselves and our families. We owe that to our fellow officers, and to the public that we swore to protect. Today and every day, we rededicate ourselves to that mission.

Slainte!

Militancy, Ambush, Bombings; SFPD Hit Hard in Crazy Times

- **November 14, 1994.** Armor-clad gunman kills Officer James Guelff in extended fire fight.
- **January 28, 1972.** Avowed cop-hating sniper randomly kills Sergeant Code Beverly as he walked a beat in the Mission.
- **August 29, 1971.** Armed militants enter Ingleside Station and wantonly kill Sergeant John V. Young, injure one female clerk.
- **August 28, 1971.** Militants attempt machine gun ambush of Mission District Sergeant George Kowalski; shootout and arrest follows.
- **March 30, 1971.** Militants plant a bomb on roof of Mission Police Station, which was discovered before detonation.
- **October 22, 1970.** Militants explode bomb at funeral of slain SFPD officer Harold Hamilton. Several mourners injured.
- **June 19, 1970.** Officer Richard Radetich killed by ambush as he wrote a traffic citation in lower Haight district.
- **February 18, 1970.** Sergeant Brian McDonnell killed, 9 others injured in militant bombing of Park Station.
- **December 16, 1967.** Officer Herman George killed by sniper shooting into Hunters Point sub-station.

Minutes of the July 20, 2016, SFPOA Board of Directors Meeting



Parliamentarian Mike Hebel swears in new Tactical Reps Gavin McEachern and Dan Laval, along with Admin's Christos Rallis.

1. Sergeant at Arms Val Kirwan called the meeting to order at 1201 hours.
2. Sergeant at Arms Val Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty.
3. Parliamentarian Mike Hebel swore in new board representatives: Gavin McEachern (Tactical), Dan Laval (Tactical), and Christos Rallis (Admin/Hdqtrs).
4. Secretary Mike Nevin conducted roll call.
5. Representative Mark Trierweiler (Airport) made a motion to approve



Colonel Christopher Sterling

6. Colonel Christopher Sterling (U.S.M.C. ret.) made a presentation on behalf of the Marines' Memorial Club and Hotel of San Francisco (609 Sutter Street). The club is seeking membership of ALL former military service personnel within our ranks. First responders (SFPD) are welcome to visit the club and are eligible for discounted rates for functions such as weddings. Board representatives were handed flyers. Go to www.marineclub.com for further information.
7. President's Message. President Martin Halloran led a discussion on body worn cameras. "Train the trainer" courses have been given and a series of questions from members have arisen. The POA is meeting with the Department on July 21st.
8. The first "meet and confer" on the Use of Force general order was held on July 19th. There are several items in dispute that will be discussed over the next several months including, but not limited to, the following:

language of 835a of the California Penal Code, the carotid restraint, and the use of firearms in regard to engaging moving vehicle threats.

9. President Halloran reminded the board of the upcoming POA-sponsored "Day of Remembrance" for fallen officers and firefighters being held on July 22nd at the Golden Gate Yacht Club.
10. Vice President's Message. Vice President Tony Montoya discussed "Assist the Officers Foundation" set up by the Dallas POA.
11. V.P. Montoya explained that the POA will continue to reimburse members attending officers' funerals up to \$400 for traveling expenses.
12. Treasurer's Report. Treasurer Valdez handed out the monthly expense report.
13. New Business. Representative Shawn Imhoff (Taraval) inquired about rifle training. He stated that it has been difficult for members to get into classes.
14. Representative Chris Canning (Investigations) led a discussion about financial requests and how the board decides these requests. Most items are budgeted for each year.

15. Representative Frank Pereira (Traffic) stated that regular work hours for solos were continuing to change with little departmental notice.
16. Old Business. Sergeant at Arms Kirwan reminded the board that we need sponsors (corporate and private) for the Poker Tournament fundraiser on Friday, September 23rd. This event is the only scheduled event that raises money for the POA scholarships.
17. Financial requests. Treasurer Joe Valdez made a motion to give \$2,500 to funds set up for the fallen officers in Dallas and Baton Rouge. The motion received a second from Representative Shawn Imhoff (Taraval). The motion passed unanimously by voice vote.
18. The meeting was adjourned at 1352 hours.

Submitted by
Mike Nevin, Secretary

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

Board of Directors Meeting Roll Call Wednesday, July 20, 2016

| | | |
|------------------|--------------------------------------|--------|
| President | Martin Halloran | P |
| Vice President | Tony Montoya | P |
| Secretary | Michael Nevin | P |
| Treasurer | Joseph Valdez | P |
| Sergeant-At-Arms | Val Kirwan | P |
| Editor | Ray Shine | P |
| Co. A | Larry Chan John Van Koll | P P |
| Co. B | Danny Miller Louis Wong | P P |
| Co. C | Richard Andreotti Gerald Lyons | P P |
| Co. D | Joseph Clark Scott Edwards | P E |
| Co. E | Matt Lobre Jesus Peña | P P |
| Co. F | Gary Cheng Jeremy Cummings | P P |
| Co. G | Clifford Cook Damon Keeve | P E |
| Co. H | David Lee James Trail | P P |
| Co. I | Shawn Imhoff Joseph Reyes | P P |
| Co. J | Kevin Lyons Joe McCloskey | P P |
| Co. K | Crispin Jones Frank Pereira | P P |
| Hdqtr. | Christos Rallis Kevin Moylan | P E |
| Tactical | Dan Laval Gavin McEachern | P P |
| Invest. | Chris Canning Thomas Harvey | P P |
| Airport | Reynaldo Serrano Mark Trierweiler | P P |
| Retired | Ray Allen | P |

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SFPOA BOARD OF DIRECTORS

| | | |
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| SECRETARYMichael Nevin | Co. I.....Shawn Imhoff, Joseph Reyes | |
| TREASURERJoseph Valdez | Co. J.....Kevin Lyons, Joe McCloskey | |
| SERGEANT-AT-ARMSVal Kirwan | Co. K.....Crispin Jones, Frank Pereira | |
| Co. ALarry Chan, John Van Koll | TAC.....Dan Laval, Gavin McEachern | |
| Co. B.....Danny Miller, Louis Wong | HEADQUARTERS.....Kevin Moylan, Christos Rallis | |
| Co. C.....Richard Andreotti, Gerald Lyons | INVESTIGATIONS.....Chris Canning, Thomas Harvey | |
| Co. D.....Joseph Clark, Scott Edwards | AIRPORT BUREAU.....Reynaldo Serrano, | |
| Co. E.....Matt Lobre, Jesus Peña |Mark Trierweiler | |
| Co. F.....Gary Cheng, Jeremy Cummings | RETIRED.....Ray Allen | |

ASSOCIATION OFFICE: (415) 861-5060

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

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Tony and Bryan Santana Come Full Circle

By Paul Chignell,
Former President and Current Legal
Defense Administrator

It is a maxim in the San Francisco Police Department that its legacy is a wonderful and perpetuating precept.

Over the years we have had hundreds of San Francisco police officers who are joined contemporaneously or after resignation and retirement by family members. From spouses to adult children of both genders, domestic partners, parents and grandparents, and all relationships in between, the San Francisco Police Department is a family that is worth noting.

Significantly the SFPD used to be an all-male bastion. However, in the past forty-one years of women entering the ranks, we now have scores of mothers and daughters, grand daughters and nieces wearing the seven (7) pointed star and working the streets, investigating crimes, and administering the Police Department.

The detractors say all of this legacy business is nepotism.

It is absolutely not.

All of these officers matriculated through hard work and examination.

An organization that prides itself on institutional memory, strong familial connections and a law enforcement value system worth aspiring to is an organization that should be revered.

On a personal note, I am waiting for which one of my daughters, currently fifteen (15) and eighteen (18) years old, will eventually wear my Star #1250. One can only hope. My buddy Jack Hart is probably thinking the same thing about his son and daughter.

Cleary, Loftus and Pengel

Now, tongue in cheek — some of these families carry it too far. There are countless examples, but two families seem to have gotten the idea of tradition, service, retirement, and legacy.

The patriarch Jack Cleary points with pride at his four sons, and granddaughter and his relative Loftus crew of nephews and nieces and spouses and children! By my count that is at least

nine (9) officers serving with purpose and tradition.

Hank Pengel, rest his soul, has four daughters and a nephew and other relatives adding up to a legacy of at least seven (7) dedicated public servants.

Cunningham Crew

The Cunningham crew has three sons in our Department along with other relatives. Neil and his brother Jim recently retired on the same day.

These examples can be replicated over and over again.

Santana Latest Example

Tony Santana is currently a lawyer representing one of the most powerful law enforcement unions in the United States, the California Association of Highway Patrolmen (which includes many women). He has been representing the union's board of directors, executive officer, and performing important counsel to litigation, advocacy in the State Capitol as well as the State Personnel Board and in state courts.

Tony Santana has been a stalwart union attorney for over eighteen (18) years.

But Tony Santana often points with pride to his years as a San Francisco police officer where he worked the streets and investigations making hundreds of arrests and protecting the public.

From 1980 to 1989, Tony worked at Central Station, Park Station and Vice Crimes, as well as being a field training officer. He had a sterling reputation in the Department, and there was angst when he left to pursue a legal career. One of those people who missed Tony was his colleague from Park Station, former POA President Chris Cunnie.

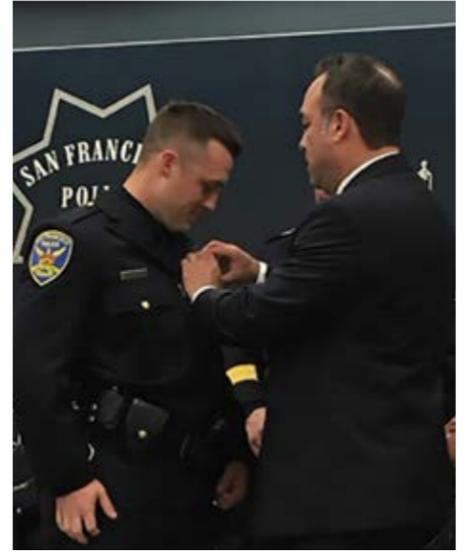
San Francisco Police Officers' Association

But we knew Tony had his sights set on labor issues because he was an important elected member of the San Francisco Police Officers' Association Board of Directors from 1986-1988.

Today, Tony leads the way on many labor issues. He has been the lead attorney on important published cases dealing with the labor rights of law enforcement. He is an important and consistent link that the SFPOA has with state wide labor groups.

The Legacy

Tony Santana reveres his wife and family. He has pride in his place in the labor movement. He also is full of pride and excitement that his son Bryan is now



Tony Santana, right, pins his star on son, Bryan.

a member of one of the most respected police organizations in the world, the San Francisco Police Department. Of course, Bryan is also and just importantly — as there would be no SFPD without it — a member of the San Francisco Police Officers' Association. Bryan's path to the SFPD was a circuitous one, but there was never a doubt that Tony's son, like John, Tom, Mike and Kevin of the Cleary clan, would be a San Francisco police officer.

Just four years ago, Bryan Santana graduated from the University of California Irvine with a degree in criminology and a minor in Spanish.

At the UC Irvine Police Department he earned his spurs by managing and supervising thirty (30) student employees as a community service officer.

He then joined the San Diego Police Department and made his mark. In a remarkable four (4) year career he was a field evidence technician, performed bicycle patrol, worked on the border suppression team, and was a liaison to federal agencies.

But Bryan, though happy with San Diego, yearned for the San Francisco Police Department. He participated in the lateral recruitment process and started with our department in January of 2016 with the 250th lateral class. He trained at Bayview Station, one of the toughest and best police stations in San Francisco. Officer Julio Bandoni of Central Station is Bryan's godfather.

Today he is in his final probationary level at the Park police station, where his father worked some thirty-five years ago with distinction. Tony and Bryan Santana are part of the institution that is the SFPD and the SFPOA. They have come full circle.

God Bless them both.



Bryan and Tony Santana

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.



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Chief's Corner

It's August! Summer vacation is almost over and the kids will be heading back to school. Hopefully everyone had a great time this summer spending time with family whether on vacation or just relaxing at home. As mentioned previously, it's about family and creating a solid work life balance. As we close out the summer months and move into fall and winter, I cannot help but reflect on the outstanding work you continue to do out in our neighborhoods – especially this past month. Our commitment to our community through engagement and partnerships continues to demonstrate what SFPD's finest does best, providing for the safety and wellbeing of those who live in and/or visit our great city.

There are many upcoming challenges, including the rollout of the new body worn cameras, which no doubt will raise some concerns. I personally ask you to give this new equipment and its operational procedures outlined in the Department Bulletins a chance. We know across the country there are many agencies whom have had great success with this technology, resulting in the decrease of lawsuits and complaints received from members of the public – in other words, it has shown officers are doing their jobs professionally and with respect for others. If we do our best during its implementation, we too will have a new tool that will demonstrate that we are one of the finest departments in the US.

City DHR continue to meet with the POA board on the remaining concerns relating to the updated use of force policy. We absolutely have to be patient and work together in order to get this right the first time.

This month will bring several major



events to the city which will require our attention including Outside Lands and National Night Out (first Tuesday of August be), in which the Mayor, members of the Command Staff, and I will be visiting and participating in the activities held in our various neighborhoods. We love this opportunity for our community to come together with our District Stations to promote peace and prevent crime in our neighborhood. Thanks in advance for making this year's National Night Out an overwhelming success.

As I close this month, I thought I would leave you with a very inspirational quote, from Steve Jobs: "Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it."

We continue to see law enforcement officers assaulted and killed throughout our country, most recently, San Diego.

So as always, please — Take Care and Be Safe Out There!

Oro En Paz, Fierro En Guerra

Toney D. Chaplin

Acting Chief of Police

San Francisco Police Department

Calendar of Events

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

Specially Scheduled Events

RETIREMENT CELEBRATION HONORING Mark Madsen

Where Italian Athletic Club
Date/Time Wednesday, September 21, 2016 6:00 PM
Contact See Flyer Page 10

POA POKER NIGHT benefiting the POA Scholarship Fund

Where POA Building, Third Floor Atrium
Date/Time Friday, September 23, 2016 6:00 PM
Contact See Flyer Back Page

Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

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

WIDOWS & ORPHANS AID ASSOCIATION

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

AMERICAN LEGION SF POLICE-FIRE POST

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

POA BOARD OF DIRECTORS MEETING

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

RETIRED EMPLOYEES OF CCSF

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

RETIREE RANGE RE-QUALIFICATION

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

Yes on Prop. 66 — Death Penalty Reform

Fixing California's Broken System

By Michael Hestrin,
Riverside District Attorney

Historically, Californians have overwhelmingly supported the death penalty. Yet, during every election cycle a ballot measure comes up looking to repeal it. Well this year is no different. Governor Brown and a host of Hollywood elite are actively pushing Prop. 62, which would repeal the death penalty, granting criminals convicted of murder with special circumstances, a life sentence instead.

Opponents of the death penalty try to point out the possibility of persons being wrongly convicted of capital offenses, sentenced to death and then being executed. The fact is there is no documented case of this EVER taking place in California due to the expertise and painstaking quality of investigation and prosecutorial work that has gone into death penalty cases.

Instead of abolishing the death penalty altogether, a smarter move is to mend a broken system. Prop. 66 is the

answer Californians are looking for. The goals behind Proposition 66 are laudable and more in line with the thinking of the California electorate that voted to reinstitute the death penalty to begin with mend it, don't end it.

Prop. 66 reforms will speed up the appeals process, ensuring appeals are heard within 5 years and no innocent person is executed. It doesn't do so in a hasty way intended to cut corners. It does so by eliminating legal and procedural delay tactics while still respecting the legal rights and recourse for those convicted.

Proposition 66 would ensure that every person sentenced to death has qualified death penalty appeals counsel assigned immediately, eliminating the current wait of five years or more. The appeals would then be expedited without endangering due process, and initiated at the trial court level where the facts of the cases are best known.

Death row inmates have murdered over 1000 victims, including 226 children and 43 police officers; 294 victims were raped and/or tortured. It's time California reformed our death penalty process so it works and provides murder victims and their families with some sense of closure. Instead of talking about how barbaric and unfair the death penalty in California is, those seeking to abolish it should give thought to those victims who had their lives taken from them,

often in truly brutal and horrific ways, and their families who have had to live with the knowledge that the murders of their loved ones continue to live at the expense of the taxpayer.

And regarding the expense, those backing repeal of the death penalty try to point to a great windfall of savings for the taxpayer if those on death row simply spend that time in prison for life rather than face execution. Even at an estimated \$150 million reduction in annual costs, one would still have to concede that the savings is a paltry drop in the bucket compared to the vast size of California's budget and hardly the worst use of taxpayer funds. Instead, under Prop 62, taxpayers are on the hook to feed, clothe, house, guard and provide healthcare to brutal killers until they die of old age costing taxpayers hundreds of millions of dollars.

Criminals don't end up on death row unless they are convicted of the worst crimes. Victims left behind, grieving families throughout California and their loved ones, don't deserve anything less than justice. Justice is a reformed, not eliminated death penalty.

We urge a No vote on Proposition 62 and a Yes vote on Proposition 66.

Michael Hestrin was sworn in as the Riverside District Attorney in 2015. Prior to being sworn as the DA, Hestrin spent 18 years as a line prosecutor in the DA's Office.

Law Office of Robert K. Wyman

Robert K. Wyman
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Pressing Forward

By Chris Canning,
SFPOA Board of Directors - Investigations

There are no words that can express the recent level of tragedy our nation has experienced. In addition to the extreme professional and public scrutiny we in law enforcement face, we must now come to grips with the reality that we are being assassinated for nothing more than the fact that we are police officers. Just as many of us have grown accustomed to being the veritable ping-pong balls of calculating politicians, we must now learn to adapt to unprecedented levels of unpredictable threats from the radicalized mob-mentality of dangerous law enforcement critics.

For those among us who fear being exploited by elected or appointed officials and sacrificed as political fodder, the POA will tirelessly fight to ensure each of our members are protected under the law and afforded every one of their entitled rights. When POA members find themselves in a position requiring they defend themselves against accusations of administrative misbehavior or criminal acts, the POA will unfailingly labor to afford each member due process rights so each member has the opportunity to explain to the appropriate authority the circumstances surrounding the accusations. The POA will also continue to vigorously defend the general membership from the meritless broad accusations of cheap politicians unable to either generate or maintain constituent support by fulfilling the duties of their office.

In nearly 50 years, not much in law enforcement has changed. For those who don't know, Paul Harvey's father was a police officer who was shot to death when Mr. Harvey was just a toddler. According to some sources, Mr. Harvey, who passed away in 2009, penned the below narrative in 1970. During a time of radical and violent activism, Mr. Harvey observed the "damned if you do, damned if you don't" position police officers endured. Mr. Harvey's timeless words clearly demonstrate the struggles of police officers are not new. It should go without saying that Mr. Harvey's analysis of police officers should be considered universal to every police officer, regardless of gender or gender-identity:

What Are Policemen Made Of?

by Paul Harvey

"A Policeman is a composite of what all men are, mingling of a saint and sinner, dust and deity.

"Gulled statistics wave the fan over the stinkers, underscore instances of dishonesty and brutality because they are "new". What they really mean is that they are exceptional, unusual, not commonplace.

"Buried under the frost is the fact: Less than one-half of one percent of policemen misfit the uniform. That's a better average than you'd find among clergy!

"What is a policeman made of? He, of all men, is once the most needed and the most unwanted. He's a strangely nameless creature who is "sir" to his face and "fuzz" to his back.

"He must be such a diplomat that he can settle differences between individuals so that each will think he won. But... If the policeman is neat, he's conceited; if he's careless, he's a bum. If he's pleasant, he's flirting; if not, he's a grouch.

"He must make an instant decision

which would require months for a lawyer to make.

"But...If he hurries, he's careless; if he's deliberate, he's lazy. He must be first to an accident and infallible with his diagnosis. He must be able to start breathing, stop bleeding, tie splints and, above all, be sure the victim goes home without a limp. Or expect to be sued.

"The police officer must know every gun, draw on the run, and hit where it doesn't hurt. He must be able to whip two men twice his size and half his age without damaging his uniform and without being "brutal". If you hit him, he's a coward. If he hits you, he's a bully.

"A policeman must know everything-and not tell. He must know where all the sin is and not partake.

"A policeman must, from a single strand of hair, be able to describe the crime, the weapon and the criminal-and tell you where the criminal is hiding.

"But...if he catches the criminal, he's lucky; if he doesn't, he's a dunce. If he gets promoted, he has political pull; if he doesn't, he's a dullard. The policeman must chase a bum lead to a dead-end, stake out ten nights to tag one witness who saw it happen-but refused to remember.

"The policeman must be a minister, a social worker, a diplomat, a tough guy and a gentleman.

"And, of course, he'd have to be genius...For he will have to feed a family on a policeman's salary."

Unfortunately, there will be more officer involved shootings. Unfortunately, there will be more uses of force. In the end, police officers will continue to lawfully respond to the specific actions of an individual. Irresponsible activists will fan the flames of ignorance calculated to interfere with the multi-layered investigative scrutiny of multiple agencies investigating such incidents. We would be wise to consider that the legal uses of such force options can be easier for the public we serve to accept when we have their support. While naïve members of society educate themselves with the click-bate of free news websites, it can be difficult for those of us toiling in the trenches of humanity to see how easily such people can be swayed by calculating politicians and media outlets. While various civic and police leaders will strive to find new adjectives to describe generations-old problems, we must take it upon ourselves to fight the fear of ignorance when dealing with the public we serve.

When appropriate, we should take the chance to educate and explain why we act the way we do. Bridging the gap between ignorance and misunderstanding is best accomplished on the front lines. The vast majority of our colleagues already engage in such acts of patience and civil service. Please continue to do so. Never allow politics or political expediency to compromise your safety. Likewise, be open to new tactics or suggestions crafted to handle particular issues. Ours is a profession of continuous and fluid change. We must all be prepared to progressively adapt to ever-changing circumstances. There is no greater time to be a police officer and no greater place to be a police officer than in San Francisco. Please continue to do the amazing work you do each day. It is often unrecognized, it is often unappreciated, but it collectively represents the quality of service we provide to our community.

You Will Never See Any of This

By Paul Chignel
Former President and
Current Legal Defense Administrator

The current political climate in San Francisco and around the nation is anathema to hard working police officers.

It is inexplicable that politicians and media mediocrity types have exploited legitimate exposure of some police misconduct to conduct a broad brushed approach to the men and women of law enforcement.

It has never been as bad as it is today in the summer of 2016.

My experience as a police officer, as a Captain commanding multiple police stations in San Francisco, as a four term Mayor of a Bay Area City, as a twenty year elected official and as a POA stalwart, I have some degree of gravitas to comment on our dilemma.

That experience in politics, government and law enforcement protecting and serving local communities tells me that the lack of credibility and balance by our critics who hold power is despicable.

You will never see any of this stated in our body politic or in the daily newspapers of San Francisco:

- *Never* has the Office of Citizen Complaints, an agency created in 1982 to investigate complaints against San Francisco police officers, charged any officer or POA member with racial bias.
- *Never* has this department, which is over fifty (50) percent female, of color or gay and lesbian, been more culturally diverse.
- *Never* do the watchdogs or media acknowledge the thousands interactions each year that our officers have with persons of color, persons with disability, or persons of infirmity that resolve without incident.
- *Never* is it comprehensively reported that every year San Francisco police officers confiscate thousands of firearms and other weapons from street-prowling criminals.
- *Never* is it broadly reported that each year San Francisco police officers donate thousands and thousands of



Paul Chignel

dollars to organizations serving the mentally ill, under represented or children in desperate need.

- *Never* do the many San Francisco police officers who routinely take money from their pockets to buy toys, clothes, and other items for victims of crime expect or seek any publicity or fanfare for their empathy and concern.
- *Never* do John Diaz or Robert Egelko from the *San Francisco Chronicle* apologize or correct their biased reporting regarding San Francisco police officers.
- *Never* does John Diaz from the *San Francisco Chronicle* ever acknowledge that his comments on anti-police legislation were repudiated by the California State legislature.
- *Never* does Prince Jeff Adachi, the resident of tony and affluent St. Francis Wood, and who sought to diminish at the ballot box unsuccessfully on two occasions the legitimate public pensions of middle class employees, apologize for his outrageous endeavors.
- *Never* does Prince Jeff Adachi, who espouses the civil liberties of murderers and rapists and other assorted criminals, ever espouse the civil liberties of San Francisco police officers.

Never... just, never.

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Inbox

Subject: The Latest on Tasers

June 8, 2016

Marty,

Thanks for the brief conversation about tasers last week at the Police Commission meeting. I've certainly disagreed with the SFPOA about a number of things over the decades but I'm sure we'd agree that officers deserve and need accurate information about the relative safety and effectiveness of the weapons they are provided.

Again, I hope you will view the documentary *Killing Them Safely*. It's available on Netflix, OnDemand, I-Tunes, YouTube, etc. and, at my request, the SF Public Library now has several DVDs of the film in its collection.

In our brief conversation last week, you referred to the possibility that there may be conflicting or competing studies on the relative safety of Tasers. I understand why you might think that but as more information continues to come out about Tasers the record is now quite clear. The debate is over. Taser International knew from their own medical studies that their product could cause cardiac arrest even when used properly. For years, they failed to properly warn law enforcement of this reality. As the film documents, even after liability concerns led them to issue a weakly-phrased warning to avoid chest shots where possible, the company continued to tell law enforcement the polar opposite of their "cover their ass" disclaimer. (From a conference call with law enforcement — "Are chest hits from a Taser dangerous? The answer to that is definitively 'no'.")

The *Killing Them Safely* filmmaker continues his investigative reporting on Taser International and law enforcement's emerging realization that they've been "sold a bill of goods" about Tasers. Here's the first in a planned series of extensively-researched articles published yesterday — <https://theintercept.com/2016/06/07/tased-in-the-chest-for-23-seconds-dead-for-8-minutes-now-facing-a-lifetime-of-recovery/>. I hope you'll take the time to read it and share it with others. I'm convinced the perspective in this article of Kansas City police officer Matt Masters — a 19-year vet with extensive experience in SWAT and narcotics units whose own son and family have now been so tragically impacted by Tasers — is one that law enforcement needs to carefully consider.

As for the effectiveness of Tasers, the Los Angeles Times in April quoted a "very disappointed" LAPD Captain who had compiled and reviewed data on his agency's use of Tasers. That data showed a Taser effectiveness rate of only 53% in 2015 and the highest effectiveness in any year over the last five of only 65%. I'm sure you'd agree that overconfidence in the relative effectiveness of Tasers can have significant officer safety and public safety ramifications.

Marty, for the sake of both your members and our community, it's so very important that the now 15-year track record of Taser use by American law enforcement be evaluated based on information now readily available and fully independent of the aggressive marketing by Taser International. I'm more than happy to share additional information with you at any time.

Thanks,
John Crew
[ACLU]



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Mr. Crew,

Thank you for your note.

We do indeed agree that officers — and the public — deserve accurate information about the effectiveness and safety of the tools that SFPD officers are equipped with. The "documentary" that you reference does not provide that.

Both medical examiners and the courts found that Tasers did not cause the tragic death that the movie focuses on. Rather, Stanley Harlan most likely passed away from arrhythmia due to epinephrine surge and respiratory issues related to the struggle.

So, rather than relying upon a biased film funded by the plaintiffs in this case and starring their attorneys, I ask that you instead review the five-year study into Taser safety conducted by the Department of Justice (<http://www.nij.gov/journals/268/pages/ceds.aspx>).

The DOJ assembled an expert panel of medical professionals who concluded that the use of Tasers by police officers on healthy adults does not present a high risk of death or serious injury. They determined that "field use of [conducted energy devices such as a Taser] is safe in the vast majority of cases and creates less risk of injury — to officers and suspects alike — than other options of subduing uncooperative persons."

The DOJ's findings are echoed in a study by the Police Executive Research Foundation (PERF) (http://www.policeforum.org/assets/docs/Subject_to_Debate/Debate2009/debate_2009_sep.pdf), which found that the use of Tasers is associated in a 70% reduction in the chances of an officer being injured when compared to agencies that do not use the tools. It also found that the odds of a suspect being injured are reduced by more than 40%.

These studies tell the *real* story: Tasers save lives. They give officers a nonlethal option to use in a dangerous situation when other de-escalation techniques have failed.

With this said, the adoption of Tasers must be accompanied by a thorough training process to ensure that officers are using the tools only when absolutely necessary and in a safe manner.

San Francisco is one of only two major U.S. cities that do not allow officers to carry Tasers. (The other is Detroit.)

The cities of Los Angeles, New York, and Chicago — and every other major city — have done their research and understand that these vital tools protect both their citizens and their law enforcement officers. With 68% of San Franciscans expressing support for the implementation of Tasers (<http://www.sfchronicle.com/bayarea/article/Fight-renewed-over-equipping-SF-police-with-stun-7230298.php>), it's time that the City acknowledge the facts and change our policy.

Sincerely,

Martin Halloran

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Commuter Criminals Apprehended by Central Station Officers

Robbery/Burglar team had victimized Russian Hill area
Staff Report

On June 25, 2016, Central Station plainclothes officers arrested a team of suspects who were caught in the act of robbing three tourists on Russian Hill. The suspects had been under surveillance by the officers, who swooped in on the armed and dangerous trio as they were victimizing tourists from Argentina strolling on Filbert Street. All three of the suspects are residents of neighboring bay area counties.

The keen police work was also captured on a local resident's home security camera, and was subsequently posted for all the world to view on the Internet. Watch it yourself by following this link or scanning the QR link.

<http://tinyurl.com/jgtdafd>



Inbox

Re: Russian Hill Arrests

"I just wanted to say what a great job the SFPD and the officers from your station did in apprehending the three armed thugs in the video someone sent me this morning. Well done, SFPD! I almost got choked up watching it and I can only imagine how proud you must be."

—John McDermott

"Demonstrates SFPD's world class surveillance/prevention, and quick/appropriate use of force to keep everyone (public, victims, officers and even the suspects) IMHO.

This incident is a stark reminder that all officers' lives are on the line EVERY day, this crime could have turned out very badly, with 3 desperate suspects having a car to escape and run over people, and a gun with many officers/people around — but SFPD was on the scene fast and expertly contained the situation by blocking the car in and subduing the suspects from every angle - the best part is it is all on internet video for the ENTIRE world (including the Mayor, Supervisors, SF Police Commission, etc.) to see SFPD's great work (already more than 1 million views on YouTube as of June 30, too bad the Comments are disabled)!"

— Bruce Ng

"I want to commend your Plainclothes Officers arrest Saturday captured on videotape. As you know, there's a lot of quality arrests that happen every day that the citizens of this City never see. Your Officer's did a fantastic job with the robbery arrest that was captured on video. I don't know or recognize any of these officers but I want to shake their hands and congratulate them. I'm very proud that how they conducted themselves throughout the entire arrest.

Police work is never an easy job and lately the SFPD has taken a lot of criticism from the public. This arrest and the Officer's actions are great step forward in showing the public that the SFPD is still a proactive department and that there are officers still putting BAD GUYS in jail."

— Brian Delahunty

"I was informed about the arrests your plain clothed officers made on Filbert Street (where I live) last week — successfully stopping an armed robbery (of three tourists) on the street in broad daylight. This was well handled by your team and I hope these kinds of efforts will continue in the area until the incidence of crime in the area around Lombard street meaningfully subsides.

Thank you for your efforts."

—Lawrence Groo

On July 18th, past POA President Gary Delagnes appeared on the KGO Ronn Owens radio show (Listen by following the link below or scanning the QR code). The topics discussed were the ambushed assassinations of police officers in Dallas and Baton Rouge and race relations between the police and communities of color. Gary fielded all questions and concerns from Ronn Owens and answered questions from callers. Gary provided a factual measured response that came across well balanced. It should be understood by both law enforcement officers and the community at large. If you have the time, listen to this show.

Martin Halloran
SFPOA President



<http://tinyurl.com/zczcgsb>

Re: Policing in the 21st Century

To: All Members

The POA is continuing its paid public service announcements in an ongoing effort to enlighten the community we serve to the reality of policing in the 21st century.

Vice President Tony Montoya is carrying the POA message on KCBS Radio for this month and it should resonate with all members. Click on the link to hear this common sense message.

Martin Halloran
SFPOA President



<http://tinyurl.com/zye792x>

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Panel Finds SFPD 'Code of Silence,' Outsized Influence of Police Union

July 13, 2016

SAN FRANCISCO, CA – A panel appointed to investigate bias in the San Francisco Police Department says it encountered roadblocks throughout its yearlong inquiry, according to a hefty report released Monday.

The Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement, convened last year by District Attorney George Gascón, said it encountered obstruction from both the department and its rank-and-file officers' union, the San Francisco Police Officers Association.

"[T]he Panel did not always receive the cooperation it hoped for from the SFPD management and the union that represents most officers, the San Francisco POA," the report says, cataloguing a back-and-forth between department command staff and panel attorneys in which former Police Chief Greg Suhr advised that any officer interviews be scheduled through the union, which had its own thoughts on the panel's legitimacy.

"The [Blue Ribbon Panel] has no legal standing or authority to conduct an independent investigation of any organization including the SFPD," POA President Martin Halloran wrote in the union's June newsletter.

The SFPD, for all practical purposes, is really run by the POA.

— Judge LaDoris Cordell

Halloran dismissed a synopsis of the panel's preliminary findings in May as "a biased, one-sided, and illegitimate work of fiction" produced by people handpicked by Gascón. On Monday, Halloran called the panel a "kangaroo court" and compared the release of its report with the killing of five police officers in Dallas last week.

"On Thursday, a sniper in Dallas took aim at police officers and murdered five in cold blood," Halloran said in a written statement. "Today, George Gascón is taking aim at police officers in San Francisco with half-truths and distortions."

The panel's independence from Gascón — and accusations that his criticism of the SFPD is driven by political ambitions — was repeatedly questioned by the POA and, to some degree, by the department. The panel's report says the sustained questions of legitimacy and written responses to scant public testimony offered by current SFPD of-

ficers had a chilling effect on its ability to interview more current officers.

"The San Francisco Police Department, for all practical purposes, is really run by the POA," said retired Superior Court Judge LaDoris Cordell who, along with retired U.S. District Judge Dickran Tevrizian and retired California Supreme Court Judge Cruz Reynoso constituted the panel.

"The POA leadership sets the tone for the Police Department, and historically, it's been an ugly one," Cordell said.

Gascón appointed the panel, supported by attorneys from seven Bay Area law firms, several weeks after a batch of racist, homophobic and otherwise bigoted text messages, swapped among more than a dozen officers, came to light through a federal court filing.

The lawyers' working groups examined seven different areas of SFPD activity: stops, searches and arrests; discipline; use of force; external oversight of the department; compliance with the legal responsibility to make prosecutors and defense attorneys aware of officer misconduct; crime data; and the culture of the SFPD.

The working groups' 72 findings and 81 recommendations form the bulk of the report.

"It looks like it covers the breadth of issues that we're interested in," Police Commissioner Victor Hwang said. "It's the kind of report that I wish we had the ability to generate on our own, if we had more staffing and perhaps a policy analyst working with us."

In its review of SFPD culture, the panel found "the SFPD blurs the line between it and the POA. ... Because the department has consistently ceded the ground of discourse to the POA, theirs is the dominant law enforcement voice heard on [reforms]."

The report adds that "several witnesses stated that the SFPD and POA functioned like a 'good old boys' club,' making it difficult to impose discipline."

"The 'code of silence' — informal pressure for officers to 'fall in line' and not report observed misconduct — makes it difficult to identify and respond to bias within the department," the report says.

The panel found the Police Department's internal disciplinary process "opaque" and the rules governing it outdated. The report says discipline — i.e., findings of misconduct — are not rigorously tracked.

The attorneys found the same lack of reliable data when it came to how often, and on whom, San Francisco police officers use force.

"They collect data in a fashion where it would be nearly impossible for an outside observer, an auditor, to actually look

at the data and see whether the SFPD is applying force more often, and more severely against people of color, gay people, LGBT people, and other groups," attorney Colin West said. "There's a saying that if you hide a flaw, people will assume the worst. This data couldn't be collected in a manner better designed to hide flaws that might exist in the police culture when it comes to people of color and the application of uses of force."

The panel made 15 recommendations around improving use-of-force data collection, training and policies. But what could be the biggest change to officer-involved shooting investigations is listed as a finding, not a recommendation: "Officer-involved shooting investigations conducted by the District Attorney's Office suffer from a lack of independence and an outdated notification system."

Gascón says both issues are currently at play in the district attorney's investigation of the fatal February 2015 police shooting of Amilcar Perez Lopez. The district attorney recently told KQED that his office was not properly notified that an officer-involved shooting had occurred, and by the time a district attorney's investigator arrived on scene, Perez Lopez's body had been removed by the city's medical examiner. Gascón called the treatment of the crime scene a "serious breach of protocol."

The panel report includes a memorandum of understanding drafted by Gascón's office that would make the district attorney's office the "lead agency on the scene of any officer-involved shooting," according to the report. SFPD homicide inspectors currently lead police shooting investigations.

"The SFPD and the SFDA understand that the public can no longer be expected to trust a criminal investigation of a law enforcement officer's use of deadly or alleged excessive force led by that officer's

employing agency, or by a neighboring or allied police agency," the draft MOU says. "As the chief law enforcement officer for the City and County, the District Attorney bears responsibility for bringing charges against any persons who commit crimes in San Francisco, and pursuing justice for all. Therefore, the office of the San Francisco District Attorney (SFDA) shall be the primary criminal investigative agency for all officer-involved fatal incidents and significant uses of force."

Various city leaders have been seeking an alternative agency to lead police shooting investigations, but so far, suggestions of a neighboring law enforcement agency or the State Attorney General's Office have not reached agreement, let alone implementation.

"The Police Commission has moved collaboratively with people from across our City to adopt meaningful reforms for SFPD," Commission President Suzy Lofts said via text message. "That work continues in earnest as we embark on the search for our permanent Chief. As we continue the work ahead, we will carefully review today's report and these findings."

San Francisco Mayor Ed Lee thanked the "Blue Ribbon Committee" for its efforts in a written statement, and noted a redrafting of SFPD's use-of-force policies that recently passed the Police Commission, enhanced bias and cultural competency training, body cameras on the horizon and increased funding for the department's civilian oversight.

An SFPD spokesman said the department would analyze the panel's report and forward it to the U.S. Department of Justice, a division of which is conducting a review of the Police Department's policies.

From KQED.org

A giddy George Gascón hosts "Wrap Party" for his Blue Ribbon Committee





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To: All Members

On Monday July 11th, District Attorney George Gascón's handpicked Blue Ribbon Panel (BRP) released their report of their review of the SFPD. As expected it contained many half-truths and inaccurate information based on an incomplete and selective investigation of the department. With the biased statements previously made about the SFPD by Gascón and one of the former Judges on this panel, it is not surprising that they came to these predetermined conclusions.

The POA issued a Press Release (see below) refuting these findings and once again questioned the self-appointed authority of the BRP. On July 12th an open forum was held at KQED radio regarding this report (go to below link). Retired Deputy Chief James Dudley and lecturer at San Francisco State also refuted parts of this report and challenged its validity. The POA looks forward to the report from the DOJ COPS. They do have the authority and standing to conduct such an investigation.

Martin Halloran
SFPOA President



<http://tinyurl.com/gpd5fzn>

DA Gascón tries asserting his "Court Cred" following release of Blue Ribbon report



Gascón's 'Blue Ribbon' Report: Divisive At A Time When The City Needs Unity Between Police And The Community

SFPOA President Halloran: Gascón Is Biased; Panel Is 'A Kangaroo Court'; Gascón Censored Police Testimony; Gascón Made Racially Divisive Comments

SAN FRANCISCO – (July 11, 2016) Today, District Attorney George Gascón's handpicked "Blue Ribbon Panel" issued a report and the President of the San Francisco Police Officers' Association (SFPOA) condemned it as "divisive at a time when San Francisco sorely needs unity between police officers and the community we serve."

"On Thursday, a sniper in Dallas took aim at police officers and murdered five in cold blood," said Martin Halloran, President of the union. "Today, George Gascón is taking aim at police officers in San Francisco with half-truths and distortions."

"We're sitting on a tinderbox and Gascón is lighting a match," added Halloran. "It's the wildly irresponsible act of a man who is thirsty for media coverage at any cost."

Halloran blasted Gascón's report for four reasons: 1. Gascón is biased, 2. Gascón's panel is a "kangaroo court," 3. Gascón censored the testimony of police officers who disagreed with him, and 4. a legitimate U.S. Department of Justice review is underway.

I. George Gascón Is Biased

"George Gascón has demonstrated his bias against police officers again and again," said Halloran.

Halloran pointed to Gascón's statement to CNN comparing the city's police union to racist 1950's police officers in the Deep South.

"Gascón demonstrates his deeply-held bias when he compares the most racially diverse police union in the U.S. to 1950's police officers in the Deep South," said Halloran. "By making such false, divisive statements, Gascón proves that he is too biased to sit in judgment of our police officers."

II. George Gascón's Panel Is A "Kangaroo Court"

The union blasted Gascón's panel as a "kangaroo court" with no legal standing under either the San Francisco City Charter or the California Constitution.

"Gascón organized this whole charade to publicize his inflammatory claims of widespread racism in the police department, when in fact the problem is much more limited in scope," said Halloran. "This panel is nothing more than a kangaroo court orchestrated by Gascón and the three puppets he handpicked."

Halloran said Gascón's report leaned too heavily on anonymous sources.

"If Gascón had a really good case, he would have been able to find legitimate witnesses who would go on the record," said Halloran. "But because Gascón is an attention-seeking politician, and not an experienced lawyer, he decided to add sizzle to his report by liberally quoting anonymous anti-police critics."

Gascón's panel has also been criticized as illegitimate by civic leaders:

- Former Mayor Willie L. Brown, Jr. said that Gascón should have asked a prosecutor from another county to investigate the police department instead of doing it himself. (San Francisco Chronicle, March 6, 2016.)
- Superior Court Judge Quentin Kopp (ret.), in a February 17, 2016 letter to Gascón, accused Gascón of a conflict of interest. Kopp said that by handpicking the panel, Gascón created the perception that he is investigating himself,

because Gascón was chief during some of the time period being scrutinized by the panel.

III. George Gascón Censored The Testimony Of Police Officers Who Disagreed

Halloran said that the union offered testimony from minority police officers who disagree with Gascón's view that widespread bias exists in the department, but that Gascón censored their testimony.

"Gascón handpicked his own panel to produce a pre-determined result, but rank-and-file police officers disagreed with his allegations," said Halloran. "Like any petty tyrant, Gascón refuses to hear from anybody who disagrees with him."

Gascón censored the testimony of these police officers:

- Sgt. Tracy McCray, who is African-American and a member of the LGBT community, says that she has never been subject to bias as a result of her race, gender, or sexual orientation by the department nor the SFPOA. <https://youtu.be/fa3UpnZW1Q0>
- Inspector Clifford Cook – who is a member of the African-American community – rejects Gascón's view that racial bias is widespread in the department. Cook says that the department and the SFPOA are swift to condemn racism and inequality. <https://youtu.be/cuPQI9Kpetw>
- Inspector Gary Delagnes (ret.), whose deposition dismantles Gascón's broad-brush condemnation of the police department. The Delagnes deposition contains a firsthand account of the dinner in Cambridge, Massachusetts in April, 2010, where Gascón himself used racially disparaging language. In the video, Delagnes also recounts how an African-American restaurant patron approached Gascón and asked him to stop using offensive language. <https://youtu.be/znwJtiHqIuw>
- Sgt. Christopher Breen (ret.), who provides a firsthand account of an "inflammatory" scene where Gascón drank alcohol heavily and used racially disparaging language. Breen testifies that Gascón repeatedly referring to African-Americans as "those people" in "a derogatory way." https://youtu.be/ZV0LXFH_eHc

"It's astonishing to me that Gascón, who uses racially inflammatory language himself, would have the hubris to accuse his former colleagues of racism," said Halloran. "Gascón's hypocrisy knows no bounds."

IV. A Legitimate U.S. Department Of Justice Review Is Underway

While he criticized Gascón's incendiary approach to the issue, Halloran acknowledged that there is plenty of room for improvement within the department. Today Halloran again condemned the racist text messages written by a small number of officers, wrongdoing that he has repeatedly described as "despicable."

Halloran also expressed approval for the U.S. Department of Justice review of the department that is underway.

"We are fully cooperating with the Department of Justice," said Halloran. "They have the standing, the authority, and the credibility to conduct a real investigation, untainted by the ambitions of local politicians."

Marines' Memorial Club Welcomes Law Enforcement and First Responders

By Colonel Christopher C. Starling,
USMC (Ret.)
Director, Military & Veteran Affairs
Marines' Memorial Association

Since the establishment of this Living Memorial, the Marines' Memorial Club has been a place for Veterans to come together, to remember fallen comrades and loved ones, and to reminisce in a place consecrated for just that purpose. Currently serving military and Veterans who served honorably in any branch of the service are eligible to join and enroll their family members. Membership costs \$200 per year and all donations to the Marines' Memorial Association are fully tax deductible. Additional benefits include:

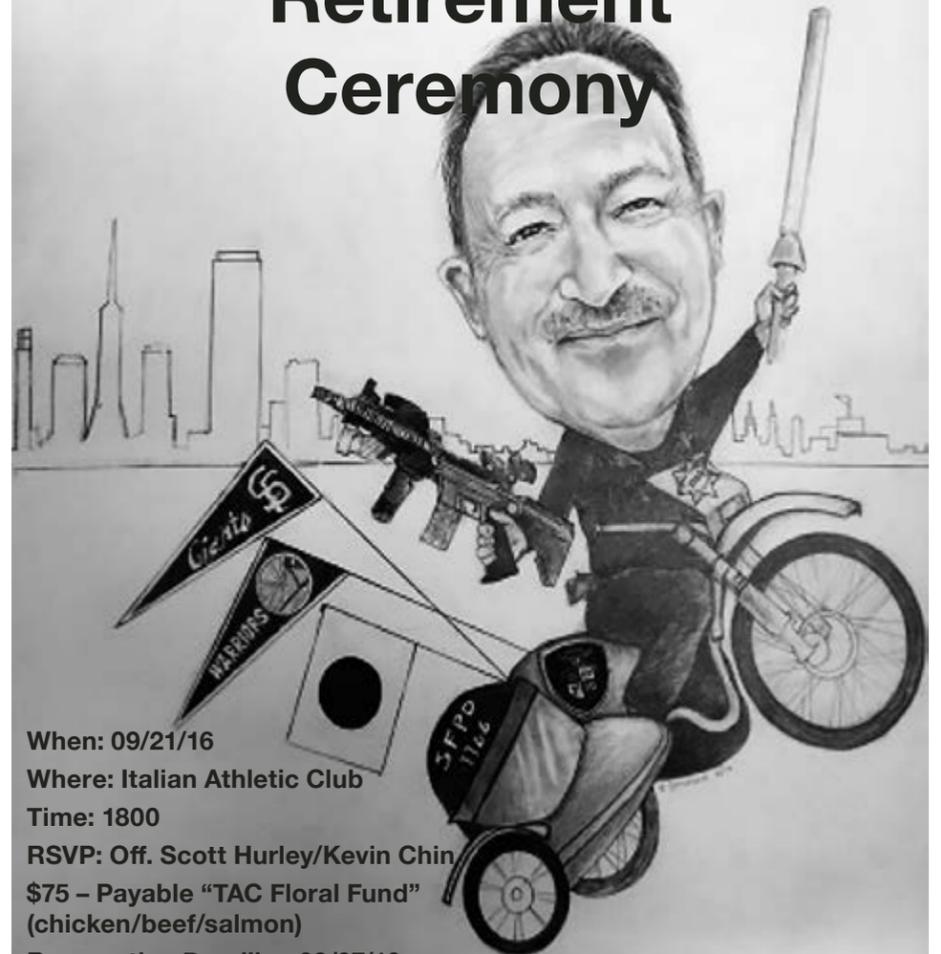
- Reciprocal Club Privileges at over 200 private clubs throughout the world
- Invitations to club-sponsored social events such as Dinner Dances, Holiday Champagne Brunches, Marine Corps Birthday Ball and New Year's Eve
- Invitations to club-sponsored special events such as the George P. Shultz Lecture Series and Meet the Author programs
- Eligibility to apply for the annual Marines' Memorial Association Scholarship Program (over \$100K awarded each year)
- Participation in the Marines' Memorial Club's Frequent Stay Program
- Quarterly magazine Crossroads detailing past and upcoming events

delivered to your home

- Guest Cards for your spouse and children over 21 years of age, entitling them to member rates at the club
- Sustaining the Marines Memorial Club as a "Living Memorial" for past, present and future military personnel and their families

If you are a Veteran, regardless which service, being a member of the Marines' Memorial Association will connect you with the Veteran community in San Francisco like no other organization. In addition to the networking opportunities, there are many ways to support and contribute to a series of meaningful programs that benefit not just Veterans but the community at large. The support of our members and contributors from the community enable us to continue with many programs, including our Tribute Memorial Wall and our annual Gold Star Parents event (featured on CBS 60 Minutes) and others. If you are not a Veteran, but are a member of San Francisco's Law Enforcement Community or a First Responder, then you already know that Fleet Week is organized and planned at the Marine's Memorial. In the spirit of interagency cooperation, please come and visit the Club as a guest, enjoy a drink or dinner from Chesty's Bar or the Leatherneck Steakhouse topside and let us know what you think. For more information about membership and the mission of the Marines' Memorial Association, contact us at (415) 673-6672.

Mark Madsen Retirement Ceremony



When: 09/21/16

Where: Italian Athletic Club

Time: 1800

RSVP: Off. Scott Hurley/Kevin Chin

\$75 – Payable "TAC Floral Fund" (chicken/beef/salmon)

Reservation Deadline 09/07/16

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 re-

tired members are:

- Officer John Broucuret #405 from Marine Unit
- Officer Oscar Carcelen, Jr. #1926 from Medical Liaison
- Officer Catherine Daly #342 from Central Station
- Officer James Cunningham #236 from Airport Field Operations
- Sergeant Neil C. Cunningham #655 from Medical Liaison
- Lieutenant Daniel Dedet #101 from Night Investigations
- Inspector John Evans #1820 from Crime Scene Investigations
- Lieutenant Colleen Fatooh #26 from Operations Bureau
- Inspector Sandra Ganster #1830 from Crime Scene Investigations
- Lieutenant Cornelius Johnson #2176 from Operations Bureau
- Officer Andrea Joseph #1808 from Medical Liaison
- Officer Michael Keane #4012 from Airport Field Operations
- Sergeant Lawrence Kempinski #1960 from Operations Center
- Officer Andrew Macilrath #666 from Medical Liaison
- Officer Mark Madsen #1166 from Tactical, Honda Unit
- Inspector John Miller #1157 from Homicide
- Officer Lance Monteverdi #527 from Airport Field Operations
- Officer Sandra Newland #1237 from Park Station
- Officer Joseph Noto #2130 from Richmond Station
- Lieutenant Pablo Ossio #1724 from Special Operations
- Officer Carlos Recinos #993 from Medical Liaison
- Sergeant John Robertson #77 from Airport Canine Unit
- Lieutenant Jeffrey Skover #2115 from Airport Field Operations
- Sergeant Kirk Tomioka #364 from Academy
- Officer Miguel Torres #906 from Tenderloin Station
- Officer Kelly Wesley #1860 from Medical Liaison

All of the above listed on SFPD Personnel Order #14 (June 28, 2016) and #16 (July 13, 2016).

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Ask Mike ... The Retirees' Corner

By Mike Hebel
POA Welfare Officer

Supplemental COLA, for Pre-1996 Retirees, Approved

Q. Mike, I retired before November 6, 1996. I am aware that those CCSF employees who retired after November 6, 1996 have already received their supplemental COLA payments for fiscal years (FY) 2012-2013 and 2013-2014 as well as an interest payment. Has there been any change at the Retirement Board regarding payment for those of us who retired before November 1996?

A. YES—AND IT IS A MOST FAVORABLE CHANGE FOR YOU AND ALL OTHER PRE-NOVEMBER 1996 RETIREES.

At its meeting of July 13, 2016 Retirement Board Commissioner Joe Driscoll offered a motion that the supplemental COLA be paid to pre-1996 retirees. This motion was seconded by Commissioner Herb Meiberger. The Board voted 6 – 0 in favor (Commissioner Makras was not present, but previously supported this motion). *Pre-1996 retirees will now receive their supplemental COLA for fiscal years 2012-2013 and 2013-2014. Payment date has yet to be announced.*

Pre-November 6, 1996 Tier II retirees will receive retroactive supplemental COLA's of 1.5% effective July 1, 2013 and 1.5% effective July 1, 2014. Tier I retirees will receive an additional 2% for FY 2013-2014 since they did not receive a basic COLA in that fiscal year.

The 8,315 vs. The 18,100

When the POB (Protect Our Benefits) law suit was filed in 2013 challenging Proposition C (November 2011 Charter amendment prohibiting payment of supplemental COLA until the Retirement System's trust fund is at 100% based on market value), there were approximately 26,000 retirees and surviving beneficiaries receiving monthly pension checks issued by the CCSF Retirement System. 8,315 of those retired before November 6, 1996; 18,100 retired after November 6, 1996. At immediate issue in this POB law suit was whether a retroactive supplemental COLA for fiscal years ending on June 30, 2013 and June 30, 2014 — years in which the fund did generate excessive earnings — should be paid. The 18,100 have received their supplemental COLA (\$56 million in April, 2016) and interest monies (included in the May 31st retirement check). More than 1,000 of the 8,315 pre-1996 retirees/continuants have died since the filing of the law suit; they now range in age from 72 to 103. Thanks to the Retirement Board vote now it is their turn to receive the supplemental COLA.

Protect Our Benefits (POB) and the Retired Employees of the City and County of San Francisco (RECCSF) remained committed to their promise to make sure that all retirees get the supplemental COLA benefit. **"The POB is committed to our promise to make sure that all retirees get their benefits.** No group will be left behind. We will continue to bring whatever legal action is necessary to achieve this goal. If this court does not provide us relief, we will appeal to the State Supreme Court. One

step at a time. Please realize that no one is giving up at the POB, we will fight on for the 8,000+ pre 1996 retirees. You are the ones who need the COLA's the most. You are the most vulnerable. Too bad our unions and the City do not share our zeal for this cause." (Minutes from POB meeting of April 13, 2015.)

At the Retirement Board's June 1996 meeting the flood of speakers supporting payment to the pre-1996 retirees commenced. This time joined by Tom O'Connor, President of the SF Firefighters Union (by letter supporting payment of the supplemental COLA to pre-1996 retirees, the most vulnerable of retirees, so as to maintain the balance between pre and post 1996 retirees), SEIU business agent and Public Employee Committee president Bob Muscat noting that in Prop C negotiations the City Attorney had advised that no Charter benefit provisions would be violated and that it was never the intent to create divisions amongst retirees, Jim McCoy (president of the Retired Firefighters and Widows Assn) and at least 40 SFFD retirees, United SF Educators, and Larry Barsetti (VPOA secretary and POB chairperson), Nancy Gin (former chair of the POB), Sharon Johnson (POB) and Claire Zvanski (president RECCSF). There were more than 30 speakers supporting the pre-1996 retirees urging economic justice, help for the frail and elderly, protection from the pernicious effects of inflation (many of the oldest of this group are receiving about \$400/month, and equitable treatment for all retirees.

The Board, at its July 13th meeting, has now approved payment of a supplemental COLA to pre November 1996 retirees for FY 2012-2013 and 2013-2014. As Commissioner Brian Stansbury stated: "It was never the intent of the voters to create two separate and unequal classes of retirees."

No Supplemental COLA for Fiscal Year 2016-2017

Q. Mike, will there be a supplemental COLA for the current fiscal year?

A. No! The Retirement System did not earn excessive returns (over 7.5%) for fiscal year 2015-2016. The System's Trust Fund earned 1.32%. Hence, no supplemental COLA in FY 2016-2017.

The last time the Retirement System trust fund earned excessive returns was in FY 2013 -2014. In FY ending June 30, 2015 it earned about 4% and now in FY ending June 30, 2016 it has earned just 1.32%.

CalPERS, the largest public pension fund with \$295 billion in assets, earned only 0.6% for FY ending June 30, 2016. It also was the second year in a row that CalPERS failed to hit its internal investment target of 7.5%. CalPERS oversee retirement benefits for 1.8 million California public-sector workers.

Q. Mike, when might there be another supplemental COLA paid by the CCSF Retirement System?

A. Unfortunately, not for some time. The required rate of return (7.5%) for the System may prove just too difficult to meet for the next 3 – 5 years. And remember, the supplemental COLA can only be paid if the fund performance exceeds 7.5% thereby creating the excess reserves to pay this most popular COLA.

There are several factors holding down investment returns:

- Gross Domestic Product if the US economy is expected to grow about 2% over the next 3 years; annual growth of 3% to 4% was the previous norm. Former US secretary of the treasury Larry Summers has called this "secular stagnation".
- US equities could average between 4% and 5% annually over the next 3 to 5 years; annual growth of 7% to 9% was the previous norm
- Fixed income returns could average between 1% and 3%; bond returns have trended sharply lower in recent years; annual growth of 4% to 5% was the previous norm
- Growth in the working age population has slowed; the developed world is aging. As baby boomers get older, they spend less and less. Capitalism has been based on an ever-expanding number of people; it needs consumers.
- The labor participation rate in the US has recently declined by 4%.

In its report of April 2016, McKinsey Global Institute stated: "Investment returns in the U.S. and Western Europe over the next 20 years will likely fall short of the returns of the previous 30 years, and investors should scale back their expectations as a result." The report said that from 1985 to 2014 (termed "the golden era") real total annualized returns for equity investors was 7.9%; bond returns averaged 5% annually in the US and 5.9% in Western Europe. The report called assumed rates of returns by state and local government pension funds of 7.5% to 8% "overzealous."

William Coaker, CCSF Retirement System's chief investment officer, has informed the Retirement Board that the \$20 billion trust fund (see below graph) needs a re-alignment in its asset



allocation. Mr. Coaker believes that, in order to achieve the annual required rate of return of 7.5%, there must be a larger allocation to private equity, lower allocation to public equity, larger allocation to absolute return (including hedge funds) and a lower allocation to bonds. I concur with his recommendations. In a world of subdued equity returns and rock-bottom fixed income yields, Mr. Coaker cannot achieve this 7.5% without substantial change in the allocation of the trust fund. And without achieving in excess of 7.5%, there is no chance of a supplemental COLA for retirees.

Question for next month: The Dow Jones Industrials (DJI), during the 20th century, soared from 66 to 11,497 – a cumulative percentage increase of 5.3%. If the DJI performed equally well in the 21st century, what would its ending number be in the year 2099?

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California "super lawyer" and included amongst "America's top financial planners." He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently the vice-president of the SF Police Credit Union's Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in 1994 with the rank of captain after a distinguished 28 year career. He served as the POA's Secretary and on its Board of Directors for 19 years. Mike is a frequent and long-time contributor to the POA Journal. If you have a question for Mike, send an e-mail to mike@sfpoa.org or call him at 861-0211.

**SFERS Monthly Net Assets
June 2007 – June 2016**





Force Sciencetm News
 Chuck Remsberg
 Editor-in-Chief
 Forwarded to *The Journal*
 by Michael Nevin

I. Building articulation while the camera rolls

When it comes to body cams and dash cams, don't rely on the video alone to tell your side of the story. Your verbal narration as the action unfolds can be a critical component of what the device records, advises Dep. Chief William Mazur of the Atlantic City (NJ) PD.

Mazur is an instructor with the Force Science course on Body Cameras & Other Recordings in Law Enforcement. He spoke with Force Science News recently after a presentation to the class at the Force Science Research & Training Center in Chicago.

Where it's practical to do so, supplying a running commentary on your perceptions and actions while the camera is on can help maximize the benefit of that equipment during the contact, Mazur explains.

"This can be especially important in search-and-seizure and use-of-force situations," he says. "By narrating what you're experiencing and what's motivating your actions, you can provide a strong foundation for reasonable suspicion and probable cause."

"Officers usually articulate this information after the incident, when they're writing their report. But if you articulate critical details as you go along--what you're seeing and feeling, what you're thinking--and then back it up with your report, the case becomes more of a slam dunk."

"ARTICULATING YOUR MINDSET." Typically, officers may build their PC silently, mentally noting that "something's wrong here" from such things as the distinctive smell of burnt marijuana on a vehicle stop, evasive or inconsistent answers during a field interview, pre-attack cues in a confrontation with a hostile subject, resistive tension in a potentially combative arrestee, and so on. Mazur suggests stating aloud (and thus contemporaneously recording) the important indicators you're aware of; "articulating your mindset," he terms it, so your actions are better understood.

His department has been advocating this in training for about 18 months, he says. Most officers who were skeptical in the beginning have become enthusiastic converts.

"It takes practice to retrain your brain to automatically and comfortably narrate," Mazur says. And it's important to stay flexible. "There may be times when you don't want a subject to hear what you're thinking or seeing. Then you may be able to go to your patrol car or step out of earshot to record what's in your mind."

"You don't have to speak long paragraphs or use perfect grammar. Just a few words--even one word ('Gun!')--can be helpful."

"Sometimes the camera doesn't capture everything, and the voice articulation may cover what's missing in the video. On the other hand, there may be gaps, distortions, or confused chronology in an officer's memory after a highly stressful incident and contemporaneous narration may straighten out those lapses."

LEGAL UPDATES. As a part of training, his department will be hosting frequent updates and interactive debriefs from local prosecutors on case law and other legal developments so that officers thoroughly understand on a practical level the elements to emphasize in recorded articulation for proper policing. "This is especially effective for officers when they can pose hypothetical questions and scenarios and get prosecutors' guidance," Mazur says.

"The narration concept is in its early stages, but it will continue to grow," he believes. "It creates a mind-set picture for people who are judging an officers' actions, and in most cases it will show that officers are doing things right."

BUSTED! Mazur touched on another body cam development from Atlantic City during his class presentation. Late last year, a middle-aged male complained that he had been assaulted by ACPD officers during an arrest, alleging that one officer banged his head several times against a vehicle.

Body camera footage reviewed during investigations by the department's IA unit and the county prosecutors Official Corruption Unit "showed that was not even remotely like what actually happened," Mazur says. "In fact, the suspect had threatened one of the officers and had directed racial slurs at him."

Consequently, the complainant has been charged and indicted for marking false reports to law enforcement officers, an offense that carries a possible penalty of 18 months' incarceration upon conviction. Trial is pending at this writing.

Mazur says: "This is clear evidence that when you conduct yourself appropriately and you have a body-worn camera, you can have an independent, impartial, and objective witness to support your account of the circumstances."

Dep. Chief Mazur can be contacted at: WMazur@acpolice.org.

II. 8 "key findings" from new study on killing of unarmed suspects

Probably no single force event raises more questions, inflames more protests, and generates more misperceptions than the police killing of an unarmed suspect.

Now, thanks to a new 437-page study published in book form, we know more about the circumstances that drive these fateful encounters and the lessons for training and street performance to be drawn from them.

In Context: Understanding Police Killings of Unarmed Citizens presents the research of a team headed by Nick Selby, a Texas detective who's an expert in law enforcement data analysis and founder of the Dallas-area analytics technology firm StreetCred Software, Inc.

In Force Science News #297 [11/19/15], we reported on this project while the data collection was still underway. Now we supply a summary of the findings and the conclusions reached by Selby and his law enforcement-backgrounded co-authors, Ben Singleton and Ed Flosi (a certified Force Science Analyst).

MOTIVES & METHODS. The killing of unarmed individuals compelled examination, Selby explains, because that seemed in the popular mind to be the deadly force area most likely to harbor unacceptable police conduct. Other sources assembling data on the subject, such as the Washington Post, he writes, were good at "counting the high-level number of people killed by police" but tended to ignore important facts, "such as why the decedent was killed."

In short, "There was no context...which makes it impossible for the police to learn from mistakes and build on strengths" and for the public to better understand officers' deadly force decisions.

"[T]his lack of research and analysis," notes former Cmsr. Lawrence Murphy of the Nassau County (NY) PD in a foreword to the study, "has allowed the media to run unchecked with a narrative that claims the police are killing unarmed people of color at an alarming rate."

The task Selby and his co-authors set "was to search as far and wide as possible to get context"--from witness statements, audio and video recordings, medical examiner and coroner reports, grand jury hearings, police accounts, toxicology reports, news stories, and other publicly available information.

In the end, they documented and detailed what they believe is every so-called "unarmed" fatality at the hands of LEOs in the U.S. last year--153 in all.

The cases were not "cherry-picked" to support a point of view, Selby insists. The objective was "to be objective," not to "defend officers indiscriminately." Indeed, the researchers concluded that while most controversial killings were fully justified, in some cases the cops were "just plain wrong."

KEY FINDINGS. Nearly 300 pages of the book are devoted to describing and dissecting the 153 fatalities, one by one, month by month throughout the year. For each, the basic circumstances are reconstructed and then the three authors, each drawing on his own policing experience and other relevant expertise, offer observations on the human dynamics and other influential factors that shaped the encounter.

Among the important findings are these:

1. The cause of these deaths is often not shooting

"Belying a powerful media narrative to the contrary," the authors write, "nearly half of the 153 cases involved no shooting, and the decedent died by other cause." Most often, that cause was "an abnormal reaction or complication after officers deployed tools or techniques with the intent of using non-deadly force."

In other words, involved officers were trying to avoid the likelihood of an unarmed suspect's death or serious bodily harm. Even in cases where there were shootings, 27% of the time officers deployed a TASER before going to a firearm.

"To me," Selby told Force Science News, "this says that officers tried to do absolutely everything they possibly could to avoid taking a life in at least a quarter of incidents."

2. Police are not targeting minorities for special attention

"Media narratives that the police are more likely to target black people in deadly encounters are, statistically speaking, demonstrably wrong," Selby writes.

Contacts with about 70% of unarmed people who died at the hands of police were initiated by citizens complaining that the subjects were posing some danger to the community, the research shows. Even when police do select their targets, that group "does not vary significantly from the racial composition" of the group collectively identified by citizen complaints.

But the authors state they could not determine, given the data at hand, whether the police treat white people differently once an event begins. "This is a separate question that must be answered, using a much wider array of contextual data," they note.

The study points out: "[T]he majority of those ultimately killed by police were themselves engaging in behavior that was criminal (which brought the police to the scene) and posing direct threats to law enforcement or other civilians (which most often precipitated the use of force)." All told, 70% of the unarmed subjects killed "were in the process of violent crimes or property crimes at the time of their fatal encounter with police."



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CONTINUED FROM PREVIOUS PAGE

3. Drugs & mental illness are strong factors

"While media, political, and activist attention has been centered on race, in our research the most significant findings by group of decedents involved illegal drug use and mental health issues," the study states. "Almost half the cases, 46%, involved suspected or proved acute narcotic intoxication and/or mental health crises—from a public health standpoint, an astonishing number."

Unarmed mentally ill people accounted for 19% of the death toll, while 27% were under the influence of acute narcotic intoxication, meth-induced psychosis, PCP, or synthetic drugs. In almost every acute drug case, the researchers report, the "decedents fought with the police and others, and after they were immobilized, suffered heart failure or heart attacks." In nearly 70% of these cases, officers had used tools "intended to be non-lethal."

4. There is no systematic illegal use of force by American LEOs

In their case-by-case analysis, Selby and his colleagues did find more uses of force that they considered questionable than they expected; about 7% of cases "appeared to involve the unjustified use of deadly force by a police officer."

But is there anything approaching an "epidemic" of systematic and illegal use of force against unarmed civilians, as some activist groups would have us believe? No, the authors conclude, there is not.

They invite readers to "compare our analysis to your own and point out where you disagree" and they provide over 500 source notes where the facts they report can be checked.

5. Officers need to build confidence with hand-on techniques

Taking what they admit is a controversial position, the authors argue that officers today may be too quick to use control tools like CEWs or OC, instead of applying hands-on tactics to subdue some unarmed subjects. The researchers say they were "struck by several incidents...that might have easily been addressed [successfully] by going hands-on" instead of resorting quickly to a less-lethal or deadly weapon.

Sometimes unarmed "rowdy" people need to be "grabbed and secured," even though they may fight in response, Selby writes. "Officers should be expected not to treat every assault as a life-and-death situation..."

"Over-reliance on TASER or pepper spray has its own set of dangers.

Officers who do not practice fighting...risk being surprised by physicality, over-powered or out-manuevered by those they confront... [T]hose who practice their physical skills are mentally and physically [better] prepared."

6. Expansion of police video is urgently needed

In only 26% of the 153 "unarmed" cases studied were video recordings available, and often these came from bystanders or non-police surveillance cameras. Aggressive efforts of agencies "to expand their video coverage...can't be delayed any longer," the study warns.

While video is by no means a panacea, without it officers are not protected from [false] accusations, and the agency loses community trust," the study states. Within three years, the researchers predict, "if video is unavailable, the police will be disbelieved on principle."

7. Police must release more data — and soon

"The key finding that can drive the greatest impact from a policy perspective was informed by the very difficulty we faced finding data to support the police account of incidents," the researchers assert.

"Law enforcement agencies simply must find better ways to release more data...more quickly. There is a significant public interest in this data, and the public has a legitimate right to understand how it is being policed...."

"Police agencies failing to release information look like they're hiding something, [while] agencies that release data when they have it are invested with the trust of their communities...."

"Release early, release often, put a face to the investigation, and don't ever appear to be hiding."

8. A reminder, to ward off complacency...

To correct media and protester implications and as a reminder for officers, Selby and his team offer this nugget of reality: "It is a mistake to equate 'unarmed' to always mean 'not dangerous.' "

Seven out of 10 unarmed people killed by police during the study period "were in the middle of committing crimes such as robbery, carjacking, assault, serious destruction of property, or burglary." More than one-quarter had already assaulted and injured civilians in violent attacks, and two had committed murders before police cut short their crimes — "this despite the fact that the decedent was not armed."

The book *In Context* can be ordered on line, in Kindle or print formats, by searching the title on *Amazon.com* or in B&N Nook format by searching the title on *barnesandnoble.com*. Lead author Nick Selby can be reached at: nick.selby@gmail.com

EDITOR'S NOTE: Another new book that sets the record straight about unarmed offenders, as well as other "narrative distortions" about police use of deadly force, is *The War on Cops: How the New Attack on Law and Order Makes Everyone Less Safe*, by Heather Mac Donald, praised at this year's ILEETA annual training conference as "one of the few journalists who advocates for police officers."

News from the Credit Union

By Al Casciato
SFPD Retired

to taking the necessary action to make that goal a reality.

Q: What steps has the credit union taken, and what is planned for the future, to enhance the level of service provided by the Contact (telephone) Center?

A. The importance of SFPCU's Contact Center (formerly known as the Call Center) as a key service delivery channel has increased dramatically since it was first created in 2001 with one Manager and four Call Center representatives. In its first year, the department handled 55,000 calls a year — contrast that with the over 133,000 calls handled between May 2015 through May 2016! Another difference is at that time, branches were the only other delivery channel, whereas now this department responds to incoming calls, online applications, member emails and secure messages.

In an effort to expand the Contact Center's hours and offer members the ability to speak to a live representative after-hours and over the weekend, in 2013, the credit union contracted with a professional 3rd party phone center to provide 24/7 phone coverage. While this service was primarily designed to answer basic account questions, due to the steady increase in call volume over the years, more member calls were being transferred during the day, especially during periods of high call volume. Recognizing that members preferred speaking with SFPCU's representatives, an initiative was launched in 2015 that included hiring and training more Contact Center Specialists, leveraging technology more effectively to decrease waiting time, and modernizing and simplifying the "Phone Tree" so members can more quickly and easily get the specific information they need (anticipated completion 4th quarter of 2016).

While this initiative is ongoing, clear progress can be seen through the number of calls taken by the outsourced Call Center dropping from a high of 2,000 a month in June of 2015, to under 500 a month in May of 2016, and the achievement of a 75% 'call handled' ratio. Our goal is to have 95% of the incoming calls resolved by our 'in-house' Contact Center representatives.

The next phase of the Contact Center enhancement plan includes introducing live chat, developing focused and specialized training for continuous improvement, implementing skill based routing to resolve calls at the first point of contact and continuing to improve our delivery channels to maximize convenience. These are exciting changes, and we will keep members updated as to the status.

When it comes to providing the best member experience, the Credit Union understands the importance of offering both the convenience of technology combined with the personal touch of human interaction, and we are committed

Current Promotions:

Summertime Adventures Photo Contest—deadline to submit is August 31! With mobile banking, you have access to your SFPCU accounts 24/7, wherever you go — so this summer, share your experiences with us by entering our Summertime Adventure Photo Contest, and you could win up to \$300! To enter, upload your best vacation photo with the "I travel with SFPCU" icon showing on your mobile device or put our "I travel with SFPCU" sticker in the photo by August 31, 2016. For details and other restrictions, visit www.sfpcu.org/photocontest.

Special Visa Offer: For a limited time, get 0% APR* on purchases and balance transfers on a new SFPCU Platinum Visa for six months.

*APR = Annual Percentage Rate. Promotional offer is valid on new cards opened after 3/31/16. Purchases and balance transfers must be made within 60 days of account opening to qualify for the promotional rate. After the introductory periods, the promotional rates will return to standard purchase/balance transfer rate (Rate based upon Prime Rate + a Margin of 6-12%). All new applications are subject to terms, conditions and credit approval. Rates, fees and terms are subject to change at any time.

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

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

Julia A. Hallisy, D.D.S.

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Response to Father Reese Email

By A POA Member
Forwarded to the *Journal*
by Martin Halloran
"Editor —

Wow! This is simply incredible. Heartfelt, sincere, on point, and full of genuine passion.

I was going to respond to this SI letter but anything I would say now would simply be inadequate to what XXX has so eloquently expressed. I am so impressed and in awe of how he delivered this message." — Martin

Editor's note. The name of the author has been omitted at President Halloran's direction. — RS

To: Mr. Tim Reardon, Joe Vollert
Sent: July 15, 2016 at 6:30 PM
Subject: A Call for Justice and Love? Really? JUSTICE FOR NICK ... JUST FOR DARREN...

To two of the few remaining Wildcats at S.I.: Tim Reardon and Joe Vollert:

I don't know who Father Reese is, but I can see that he has not mastered the once Jesuit-treasured art of critical thinking. I am absolutely appalled by his mass email "A Call for Justice and Love" which is a general back-hand to law enforcement, and includes, in particular, the following inflammatory phrase:

"The tragic events of the past few weeks have once again reminded us of the sin of indifference and apathy and the terrible impact of racism and injustice. We can no longer be indifferent to the death of young men simply because they are black..."

This ill-considered, ignorant, and inflammatory diatribe broadly infers that police are maliciously killing people of color, motivated by racial animus. The author of this embarrassment is indeed the useful idiot that Karl Marx, Joseph Goebbels, and Saul Olinsky all sought so desperately to foster.

I remember when Jesuits took pride in scholarship. In truth, people of color are far more overwhelmingly victimized by people of color. Black on black crime is not borne of the same mythology as "Hands up, don't shoot." Let's get past emotion and look at facts. Statistics do not bear out this concept of rampant killings by police officers. In San Francisco, over the past ten years, your local department had managed roughly a million calls for service annually. Keep in mind that his is a mere subset of total number of contacts with the public by Department. Yet in that same time period, SFPD

averages less than 8 Officer-involved shootings per year. These actual proportions suggest that significantly less than eight-ten thousandths of 1% of the subset of total police-public contacts result in deadly force. These are extremely rare. Shootings are not part the daily experience of the 2000 members of that agency; very, very few officers ever fire their weapon in the line of duty. While the fact that officers are not prosecuted for murder is taken by the Father Reese's of the Social Warrior mindset as evidence of inherent bias in the criminal justice system, I would suggest it is rather the driven by the fact that police officers are better trained, better educated, and more diverse than at any time in American History. Studies show the average SFPD officer deals with about 3-4 seriously mentally ill people every day; although these suffering people are often in violent crisis, very few incidents result in shootings. The narrative that there is a rash of police killings is false.

In truth, I contend the great majority of officers involved in deadly encounters are the living embodiment of St. Ignatius's own moral code, giving so much of themselves in service to others without counting the cost to themselves. Every day, officers are going out there in what politicians and demagogues have turned into a lethally hostile environment, putting themselves in harms way for a public that seems mostly spiteful and praying that the Good Lord may keep him or her out of deadly encounters. I have yet to meet an officer who wasn't ravaged by the necessity to use deadly force in the line of duty. In this day and age, the victimization of the officer doesn't stop with the actual assault. It doesn't stop with any recovery from physical injuries. It doesn't stop with emotional scarring. Now officers are forced to endure ambush media stories that perpetuate a false narrative of events, put forth by those who might gain criminally or politically. Officers are vilified and demonized to advance agendas. The example that that Father Reese's point to first, of course, is a myth. A grand jury in Ferguson, MO established unequivocally that Dorian Johnson's "Hand's Up, Don't Shoot!" self-serving narrative was a complete fiction, likely intended to reduce the likelihood of Johnson's prosecution for robbery in the matter. When it was proven that the NFL-lineman sized Michael Brown had a grip on Officer Darren Wilson's firearm, and that the officer was in a fight for his life with a significantly larger, more powerful opponent who'd

shown a propensity for violence when he finally pulled the trigger, there' was not even a whisper from the Social Justice Warrior idiots about the victimization of Darren Wilson, who's livelihood and ability to live freely was forever stolen. Why can't the Father Reeses of the world demand "Justice for Darren?" Instead we were told, in effect, 'Well, the facts may not have been accurate, but this is an important dialogue, so let's continue with the discussion based on this fact pattern.' Most idiots aren't even aware that their best evidence of the corruption and racism of police — Hand's Up, Don't Shoot — is a LIE. This type of "proof" of systematic police injustice is not isolated. Now I have these venomous lies regurgitated to my home by some jackass from my alma mater. Really?

This is not to say there are not bad people wearing police uniforms. That is a true statement in any population. But Fr. Reese's broad brush inference equating police shootings of SUSPECTS is akin to me emailing a letter expressing my hope that young men attending schools taught by Catholic priests aren't victimized by pedophiles. How preposterous! (Will we ever rationally *and truthfully* discuss the behavior the person was engaged in when the officer fired his weapon, rather than his race, age, or how cute he looked when he graduated eighth grade?) So often, as in Ferguson, the truth of the deadly event — discovered through investigations over days, weeks, and months — deviates from the narrative originally proffered from one perspective or another. One day he's an unarmed teenager with his hands up...at the end, we realize he's a 6'5" 300 pound robbery suspect attempting to take away an officer's firearm. How come that second part never gets the same coverage? Goebbels famously said, "If you tell a lie big enough, and keep repeating it, people will eventually come to believe it." Father Reese's nonsensical social justice propaganda wrapped around compassionate theology is a LOAD OF CRAP.

Any death resulting from an interaction with law enforcement is devastat-

ingly tragic. Loved ones, survivors, the communities are all shattered, every time. But the Fr. Reese Social Justice Warriors of the world better realize that the police officer is the one at the end of the failure. He is the one who is left with the mess caused by an educational system that has failed to prepare people for the workplace; the war on family structure that has weakened personal responsibility and moral guidance; a social-health system that fails to address and remedy the causes of mental and physical health problems, rather than put band aids on them; a criminal justice system — particularly in the City and County of San Francisco — that fails to follow through on consequences or kicking the incarcerated to the street before they are able to get sober/clean or prepared for a life of self-reliance. No, the officer cleans up the mess, when that failed person snaps, and threatens others with great violence, putting himself or herself between that desperate person and other people. As statistics establish, more often than not, this situation ends peacefully, at great risk to the officer. There are social economic failures for people of color, but why doesn't Fr. Reese and his ilk blame those who advanced the Great Society and other evils, which are more credibly the foundation of this failure? Police interactions are the consequence of the failures of progressive, social warrior ideology, not the source of them.

Sorry for the diatribe, boys. As you can tell, I am thoroughly disgusted. July 26, 2016 — four days after the Board of Supervisors Shameful Day — is the tenth anniversary of the murder of my friend, Nick Birco, in the line of duty. I can assure you that as much as I do not want to hear jack about the insanity of July 22 commemoration in San Francisco, I do not want to see Fr. Reese's incendiary bullshit of the same emotional illogic. Please have him peddle his lies to the useful idiots; I'm not one. I'll take truth and reality any day; I'll work to address problems, not symptoms. The College Prep I went to taught critical thinking; to argue fact, not emotion. Sorry, that S.I. has apparently fallen victim, too.

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Deferred Compensation: Mid-Year Results

By Mike Hebel,
Financial Correspondent

The mid-year performance results showed positive results for all portfolios excepting large cap active (-1.23%) and international (-2.63). The big winners in the first half of this year were the real estate portfolio which advanced 10.12% and the small cap value equity portfolio which advanced 7.3%. The 8 target date funds continue to grow in popularity now holding 20% of participants' \$2.8 billion in plan assets. The 8 target date funds along with the retirement fund (suitable for those already in retirement) remain amongst my favorite portfolios given their diversification amongst equities and bonds and their glide-path rebalancing as the fund's target date approaches.

The SFDCP Stable Value Portfolio's annualized crediting rate is now 1.53% from July 1 through October 31, 2016. This is a tiny increase from the prior quarter's 1.45% annualized rate. While this is some slight improvement, nevertheless, participants remain aware that this is, in effect, a negative interest rate when considering the Bay Area's 3% core inflation rate. The participants' balance in this portfolio as of June 30 was \$952.45

million equaling 33.6% of the plan's total assets.

Deferred Compensation Loan Policy

At its meeting of July 12th, the Retirement Board approved revisions to the SFDCP Plan Document providing for a Loan Provision. The roll-out date for this Loan Provision is 3rd quarter 2016. An announcement of this roll-out date is expected shortly from Prudential and from the plan's manager Diane Chui Justen. There are already several hundred plan participants who wish to take loans from their deferred compensation account – with more than 100 police officers included therein. The Controller's office is incorporating this loan policy into it's emerge system since repayment can only be done through payroll deduction. Loans will now be permitted to provide plan participants with a readily available and inexpensive source of funds for their financial needs.

This Loan Provision will allow plan participants who are active employees to borrow from their account for any personal reason (general purpose loan) or to buy a primary residence (primary residence loan). Plan participants who have retired will not be allowed to borrow from their account.



POA Welfare Officer Mike Hebel and POA President Marty Halloran review the CCSF Deferred Compensation Plan's mid-year performance results with Joe Collins, Prudential's SFPD retirement counselor

- Minimum loan amount: \$1,000
- Maximum loan amount: \$50,000 or ½ of your account balance, whichever is less
- Fees: one-time set-up fee of \$50 for each loan; annual maintenance fee of \$25 for each loan
- Interest Rate: Wall Street Journal Prime + 1%; the WSJ prime rate is

- currently 3.5%. The interest rate is set on the business day immediately preceding the loan application; this rate is fixed for the duration of the loan
- Frequency: one loan per 12 months; up to two loans outstanding at a time
- Repayment period: general purpose loan: up to 5 years; primary residence loan up to 15 years; repayments in fully amortized level installment amounts repaid each pay period
- Prepayment available: yes, but only to pay the loan amount in full.
- Participant may not take a distribution from his/her account while there is an outstanding balance except for some limited circumstances

Mid-Year Results

| Fund | Balance as of 06/30/2016 | % of Total Assets | Year-to-Date Fund Performance |
|--|--------------------------|-------------------|-------------------------------|
| SFDCP Stable Value Portfolio | \$952,455,447 | 33.59% | 0.69% |
| SFDCP Core Bond Portfolio | \$135,542,812 | 4.78% | 6.11% |
| SFDCP Retirement Fund | \$134,638,580 | 4.75% | 4.91% |
| SFDCP Target Date 2020 Fund | \$97,752,010 | 3.45% | 4.73% |
| SFDCP Target Date 2025 Fund | \$109,577,848 | 3.86% | 4.51% |
| SFDCP Target Date 2030 Fund | \$90,018,315 | 3.17% | 4.10% |
| SFDCP Target Date 2035 Fund | \$64,367,092 | 2.27% | 3.36% |
| SFDCP Target Date 2040 Fund | \$40,809,526 | 1.44% | 3.49% |
| SFDCP Target Date 2045 Fund | \$23,102,260 | 0.81% | 3.49% |
| SFDCP Target Date 2050 Fund | \$5,162,789 | 0.18% | 3.49% |
| SFDCP Target Date 2055 Fund | \$3,160,409 | 0.11% | 3.49% |
| SFDCP Large Cap Core Value Equity Portfolio | \$72,921,413 | 2.57% | 2.13% |
| SFDCP Large Cap Core Equity Active Portfolio | \$41,081,135 | 1.45% | -1.23% |
| SFDCP Large Cap Core Equity S&P 500 Index | \$209,018,615 | 7.37% | 3.83% |
| SFDCP Large Cap Social Equity Portfolio | \$31,726,711 | 1.12% | 0.78% |
| SFDCP Large Cap Growth Equity Portfolio | \$336,502,235 | 11.87% | -2.31% |
| SFDCP Mid Cap Core Equity Portfolio | \$114,856,201 | 4.05% | 0.40% |
| SFDCP Small Cap Value Equity Portfolio | \$72,030,953 | 2.54% | 7.30% |
| SFDCP Small Cap Core Equity Portfolio | \$17,243,073 | 0.61% | 4.84% |
| SFDCP Small Cap Growth Equity Portfolio | \$50,770,977 | 1.79% | 2.36% |
| SFDCP International Equity Portfolio | \$163,876,340 | 5.78% | -2.63% |
| SFDCP Real Estate Portfolio | \$55,618,425 | 1.96% | 10.12% |
| Self Directed Brokerage | \$13,105,689 | 0.46% | N/A |
| Total | \$2,835,338,858 | 100.00% | |
| Total Target Date Funds | \$568,588,830 | 20.05% | |

* The annualized crediting rate for SFDCP Stable Value Portfolio is 1.53% from July 1, 2016 through October 31, 2016

Some loan additional loan policy features to note

Interest paid on the loan is not tax-deductible; if you do not pay on time or you stop working for CCSF and don't pay off the loan within 90 days – you will owe income tax on your entire outstanding balance. Loans cannot be refinanced. You pay yourself back – interest payments go directly to your DC account – into your current allocations. Your loan payments come from payroll deductions along with your account contributions – automatically. Loans are funded on a pro-rata basis from the participant's account which includes rollover subaccounts but excludes the self-directed brokerage account.

Prudential, the plan's third party administrator, has been delegated the responsibility to administer the loan program. Loan applications must be filed directly with Prudential via its website at: www.prudential.com/online/retirement. Loan guidelines will be located at sfhcp.org.



SFPOA Treasurer Joe Valdez, Ofc. Nicole Ramirez, Sgt. Malcolm Anderson, Isabella Espinoza, Renata Espinoza, Ofc. Joe Emanuel, Ofc. Pat Cummins, Sgt. Matt Sullivan, Sgt. At Arms Val Kirwan. *Never forgotten.*

In memory of Isaac Espinoza, representatives from the prevailing team of the SFPD Iron Man competition held in May presented a check to Isabella Espinoza and Renata Espinoza.

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Dallas: Grief and Unity

By Shante Williams
Bayview Station

I boarded my flight from California to Texas with a heavy heart, ready to represent the San Francisco Police Department and honor the five fallen Heros of the Dallas ambush. I had fears of the unknown! Having taken part of several protests and demonstrations in the city, I knew that tensions between the communities and law enforcement are at an all-time high. Let's not forget that the five officers were killed by gunfire by an assailant lying in wait. So I didn't know what to expect when I hit ground zero. But, I was surprised.

Never in my 15 years as a police officer had I experienced what was to follow over the next couple of days. These numbers may seem inflated to some, but I was greeted my no less than 500 hugs and handshakes. I had men and women crying in my arms, thanking me for my service and apologizing for the actions of the one gunman. I stood in prayer on two different occasions in a circle, hand in hand with members of the Dallas community. I was given food and water, almost to the point that I wanted to burst from over eating, but I just couldn't say no to the overwhelming love and support. Mind you, I was dressed in full police uniform (Class A's), and passing motorists stopped their cars to give me hugs and handshakes.

All I can say is "Thank You Texas!" from the members of law enforcement to the community! You reminded me that we are American Strong, and in the face of tragedy, we stand united.



SFPD Officers Brandon Thompson and Shante Williams in front of the memorial at Dallas Police Headquarters.



Lieutenant Valerie Matthews, Officers Shante Williams and Brandon Thompson were among the SFPD representatives who attended the Dallas funerals for the fallen officers.



SFPD Officers Brian Kneuker and Ray Padmore with Dallas officers.

In Honor to the Dallas Officers



On the day following the ambush attack that killed five Dallas region police officers, someone left these five bouquets in front of the Waller of Honor at the San Francisco Hall of Justice. On each, addressed to one of the slain officers, was attached a card that read:

"God, care for this newly made angel, take him unto you. I life he swore to protect your lambs and ultimately sacrificed his life in that pursuit.

"No greater a man or woman was ever born than those who dedicate the life you granted to the protection of your flock. As that life is returned to you, we thank you for the honor of being served by this great man and thank you for sending him to us, an example of the great humanity we should all aspire to provide our fellow man.

"We mourn his loss, pray for his family and friends. We support his Brothers and Sisters in Blue who daily place themselves between us and the wolves of the world."

Those honored to be served by Great Men and Women in Blue

Baton Rouge



Corporal Montrell Jackson, Baton Rouge Police Department



Deputy Brad Garafola, East Baton Rouge Parish Sheriff



SFPD Officer Pearl Rogers, Lieutenant Ron Banta and Officer Ray Padmore in front of Baton Rouge Police Headquarters.

July 22, 2016, POA Calls for Day of Remembrance to Honor Law Enforcement's Fallen Heroes

*Ceremony and
hosted reception at
Golden Gate Yacht Club*



SFPOA Vice President Tony Montoya, San Jose POA President Paul Kelly, SFPOA President Martin Halloran, National Law Enforcement Officers Memorial Fund CEO Craig Floyd and former Mayor Frank Jordan.



Molly McFadden sings God Bless America.



<http://tinyurl.com/ztp8dd9>



L-R: Officer Braden Todaro, Sgt. Keith Matthews, Craig Floyd, Officer Mark Monpas, Martin Halloran, San Jose POA Vice President James Gonzalez and SJPOA President, Paul Kelly.

PHOTO COURTESY OF DAN LAVAL



The San Francisco Police Credit Union was well represented.

PHOTO COURTESY OF GLENN SYLVESTER



Candy Hilder

BALEAF Board Member Highlight

By Robin Matthews
Member, BALEAF Board

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

This month's Member Highlight is going to be on Candy Hilder. Candy grew up in San Lorenzo, and graduated from Hayward Beauty College in 1988. She worked as a full time hairdresser until joining the San Francisco Police Department in February of 2000. She turned 30 years old when she was in the Academy.

Candy worked as an Officer at Southern Station, Central Station, Richmond Station, and the Legal Division, before transferring to SVU, where she has worked for the past three years. She realized how important having support was after losing her brother-in-law, an Alameda County Deputy in a tragic accident in 2004. After experiencing such a personal loss, she felt like she wanted to be there for others in need. She reached out to the family of Officer Jon Cook, and made it her personal mission to never let them feel that their loved one was forgotten. She has traveled to Oregon annually since his death to visit his family and to visit his grave.

Candy has been involved with BALEAF for many years, working behind the scenes; however, this year, she wanted to become even more involved, so she applied, and was approved, to join the Board. She shared, "As much as I'm known for talking, I pride myself on being a great listener and a faithful friend. I'm so proud to be part of BALEAF's Board. I've seen first hand all of the



Candy Hilder, with Jon Cook's mother, Nickie Cook, at Jon's Oregon grave site.

amazing things that BALEAF has done for so many people in need, and I look forward to helping others and being part of this organization for many years to come."

When Candy isn't busy with her work in the Department and with BALEAF, she enjoys being a mother to her one son, aged 24-1/2, who does not want to follow in her footsteps, so there will be no more Hilders in the Department! She loves, loves, LOVES her East Bay sports teams, is a proud member of the Raider Nation with season tickets in the Black Hole, and is an insane Warriors fan, and actively tries to convince the Curry family to adopt her!

When she's not watching sports or shopping, she loves spending time with her two loves, Emma and Zoey, her pups.

For more information about BALEAF, please check out our website at www.baleaf.org. We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at baleaf1025@gmail.com, or on Facebook. We hope that you never need us, but we're here if

POA Mail

Dear POA —

Words cannot begin to express my sincere thanks. Ray opened the envelope while I was visiting him. Tears came into my eyes when he was looking at the wonderful contents. My sincere thanks again!

Mary Crosat

Dear POA —

I would like to thank the POA for giving the best retirement gift I can receive, a summer scholarship for my daughter to the Academy of Arts. I just retired on June 7, 2016 after 21 great years with the department. Prior to that, I also served as a reserve officer 7 years. I should have joined earlier and bank out 28 years. LOL. But, I'm happy and glad to have known you. They want me back at the Hall so I'll just wait for that phone call again as I did 21 years ago. Keep up the good work and fight!

Best wishes,
Romeo dela Vega

Dear Mr. Halloran —

Prayers for Texas, and the rest of our men and women who protect and serve.

As always you have my unwavering support.

I don't care what is going on across the country. WE are NOT them. WE are some of the best of the best. I will prove it in every action and voice I have.

I have lived in Northern Station's district, for 35 years and respect and appreciate the officers who patrol our district.

One in particular is Officer Moore. He is one of the best and has always been, "hands on" with regard to our community. How many Officers give out their "personal" numbers to citizens in order to respond more effec-

tively to community issues? He among other Officers are why we are "different" and one of the best Police Departments in this country.

Officer Moore is a fantastic, shining example of why we are NOT without care and compassion. HE puts himself out there for US, every day, while on duty, he cares and proves it by his due diligence. Must I say "Moore"

I respect our men and women who serve, while putting their lives on the line.

I will always, support SFPD doing what they have to do, to protect and serve the citizens of this City. REGARDLESS.

We don't hide on rooftops or in the shadows, shooting, like cowards to solve our issues. WE are front and center and proactive. I just wish more citizens understood this reality. They call us, we don't call them.

(Well, unless you are the bad guy, then you can guarangoldarntee, WE WILL CALL on YOU)

I stand firm. Our men and women who serve, are nothing but the best of the best in this part of the country. I salute you all,

Respectfully submitted
Ms. PJ

Hello Ms. PJ,

I cannot thank you enough for your email. Sharing your thoughts and feelings about the men and women of the SFPD means so much to us. We know there are many citizens like you that support the work that we do. Your confidence in us goes further than you may know. Thank you again.

Martin Halloran
President
San Francisco
Police Officers' Association

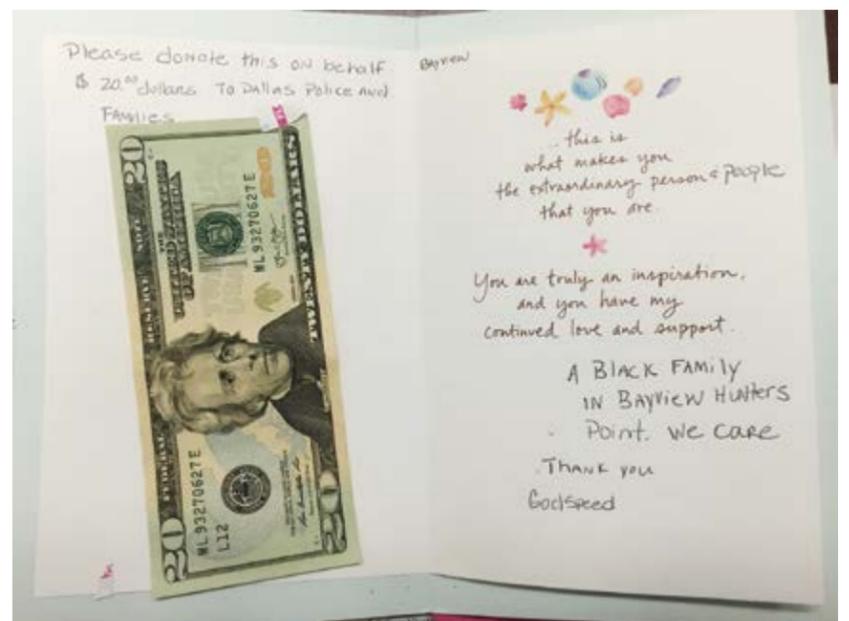
Driver Playing Pokemon Crashes into Police Car

Staff Report

A Baltimore PD police body camera caught a crash in which the driver was playing "Pokemon Go."

Watch the video at these links:

<http://tinyurl.com/jv9jxcp>



Police-Fire Post 456 News

By Greg Corrales

June 23-26 – Post commander Gary Gee, and members John Scully, Rene LaPrevotte and yours truly attended the Department of California state convention in Fresno. Nelson Lum, commander of the Cathay Post was also active at the convention. The highlight of the convention for our post was the honoring of Sergeant Tracy McCray on the convention floor as the statewide Officer of the Year for Community Service.

Jared Harris had been our nominee for Officer of the Year for Valor. In a close vote, Jared finished second to an LAPD officer. The LAPD officer was on station duty when a deranged man shot him eight times, seven to the vest (I know you all wear your vests on station duty), before the officer fatally wounded his assailant. Despite the fact that the officer could not prove that he considered other alternatives, could not prove that he attempted to deescalate the situation between the fourth time he was shot and the fifth time, could not establish that he attempted to retreat, and clearly did not shoot the gun out of the madman's hand, the American Legion Law & Order Commission selected the LAPD officer. Fortunately, the San Francisco Police Commission did not have the authority to suspend the honors until after investigations by the ACLU and the DA's "blue ribbon committee" of cop haters.

A native San Franciscan, Sgt. McCray was a star basketball player in high school and during her 11 years as a military police officer in the U.S. Army. After military service, Sgt. McCray attended community college and earned a basketball scholarship to Washington State University. She would complete her education with a degree in sociology from San Francisco State University.

Sgt. McCray has been volunteering since she was in high school. She grew



up in public housing in the Western Addition of San Francisco, which, in the late 1970s, was a high-crime area. A self-described gym rat, Tracy would spend most of her free time at a neighborhood recreation center, where she volunteered to keep score and work the clock for the pro-am basketball league. She also participated in many Police Activities League sports and events and became a youth coach. More importantly, she met and was mentored by coaches and police officers who became her role models and influenced her to pursue her dream of becoming a San Francisco police officer.

At 18, Tracy joined the Army and became an MP as a starting point to her law-enforcement career. In 1994, she became a sworn officer with the airport police, which, three years later, merged with the San Francisco Police Department. In 2005, after patrol assignments at the airport and two district police stations, Tracy McCray was promoted to sergeant. Since 2006, she has been assigned to the Bayview district station. In a city where children are only 15% of the population, children comprise one-third of the Bayview. Generations of gang violence, drive-by shootings, drugs, and domestic violence present the officers of SFPD's Bayview Station with policing challenges that are unlike any other police district in San Francisco.

Sgt. McCray is in charge of the officers of the Public Housing Unit and is often one of the first officers at the scene of a call for service or arrest. Her greatest strength, however, is helping individuals and families obtain food, clothing, toys, athletic equipment, and other resources, and always providing a sympathetic ear.

For the past several years, Tracy has been a volunteer, organizer, coach,



Sgt. Tracy McCray and Cathay Post Commander Nelson Lum

and mentor for numerous programs sponsored by SFPD, the city, and other organizations. During the school year, Sgt. McCray is a volunteer tutor at a local elementary school to teach children, many from Bayview's public housing, to be better readers. For the SFPD and PAL's Sandlot Program, she and her fellow team members and coaches interact with children ages 8 to 12 at a local baseball field to play baseball, dodge ball, kickball, and other active sports. For the teens and young adults of the Bayview, Sgt. McCray mentors and coaches them in the Late Night Peace Hoops basketball league. Tracy and the other volunteer coaches get at-risk youths from different blocks and gangs to not only communicate with one another, but to be teammates working toward a common goal. What the youths learn is that the late-night basketball league is about much more than the game of basketball. It is about getting them to make better choices for their future.

Sgt. McCray also works directly with the Mayor's Violence Prevention program, where she meets with high-at-risk

youths to determine if they are ready to make positive changes in their lives. While on duty, she is able to monitor and mentor those individuals to see if they are sticking to their new goals or slipping back to their old habits and ways.

It has been nearly 40 years since Tracy McCray lived in public housing and, with the guidance and support of police officers who cared, has attained her goals in life. Now it is she who is the role model and motivator for children, teens, and young adults who want a better future. As Tracy describes her life and calling, she has come full circle. I'm sure you all agree that Tracy McCray is very deserving of this honor.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on August 9, 2016. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net. God Bless America!

Ambush killings of officers increased more than 300 percent this year

Law Enforcement Firearms Fatalities Spike 78 Percent in First Half of 2016

Washington, DC — The National Law Enforcement Officers Memorial Fund issued a new report with preliminary data through July 20, 2016, revealing that 67 law enforcement officers have been killed in the line of duty in 2016 — an eight percent increase over the same period last year (62).

Key Facts

Firearms-related fatalities (32) spiked 78 percent in the first half of this year from 18 during the same period last year. Of particular concern, ambush-style killings of law enforcement officers have dramatically increased more than 300 percent from the same period in 2015. Fourteen officers were shot and killed in ambushes, seven officers were killed stopping a suspicious person and five officers were killed while executing a tactical arrest or high-risk warrants. Additional circumstances are included in the 2016 Mid-Year Law Enforcement Officer Fatalities Report.

Traffic-related incidents were the second leading cause of officer fatalities, with 24 officers killed during the

reporting period — a 17 percent decrease over the same period last year (29). Thirteen officers were killed in automobile crashes involving another vehicle; five officers were struck while outside of their vehicle; four officers were killed in motorcycle crashes and two officers were killed in single-vehicle crashes. The two single-vehicle crashes are a 78 percent decrease from nine during the same period last year—an early indication that progress is being made reducing these preventable deaths.

Eleven officers died due to other causes such as job-related illnesses in the first half of 2016, compared to 16 officer deaths during the same time last year — a 31 percent decrease. Heart attacks were the cause of six officer deaths, two officers fell to their death, one officer died in an aircraft crash, one officer was beaten to death and one officer drowned.

Texas led all states with 13 officer fatalities; followed by Louisiana with seven officer deaths. California, Colorado, Florida, Maryland, Michigan, Ohio and Virginia all lost three officers thus far in 2016.

The Memorial Fund is currently constructing the National Law Enforcement Museum, which will help bridge the gap between law enforcement and the communities they serve. The Museum currently hosts discussions and free programming designed to educate the public about law enforcement policies and tactics. When the Museum opens in 2018, it will tackle tough issues our country faces with open dialog amongst law enforcement, civic leaders and the citizenry.

Supporting Quote:

"Each day some 900,000 men and women work to keep our communities safe, and we owe each of them a debt of gratitude," declared NLEOMF President and CEO Craig W. Floyd. "All American citizens should be outraged at the number of officers who have been targeted, shot and killed this year. The brutal assassinations of law enforcement officers in Texas and Louisiana shocked our nation and we saw similar ambush attacks on officers in other parts of the country earlier this year. Public safety is

a partnership. Thankfully, the vast majority of Americans clearly support and appreciate the vital role law enforcement plays in our society. So, now is the time for all law-abiding citizens to partner with law enforcement in support of safe communities."

A copy of the full report, "2016 Mid-Year Law Enforcement Officer Fatalities Report," is available at www.LawMemorial.org/FatalitiesReport.

About the National Law Enforcement Officers Memorial Fund

Established in 1984, the National Law Enforcement Officers Memorial Fund is a non-profit organization dedicated to telling the story of American law enforcement and making it safer for those who serve. The Memorial Fund is now working to create the National Law Enforcement Museum, which will tell the story of law enforcement through high-tech, interactive exhibitions, historical artifacts and extensive educational programming. For more information, visit www.LawMemorial.org.

From www.amac.us

Blue Lives Matter: Honoring One and All

By Dan Weber
Forwarded to *The Journal*
by Patrick Burke, Retired SFPD

"Where do we find such men?" Those words were Ronald Reagan's, standing with First Lady Nancy Reagan along rows of pristine American crosses, overlooking Normandy's forbidding cliffs and deceptively still beaches. The words resonated, and still do. Those American heroes, intrepid and faithful, who fell in that place are a timeless inspiration. They reaffirm the value of honor and courage, as well as the cost of freedom, lives lived beyond their time in ordered liberty.

Today, we still enjoy ordered liberty, freedom and the aspiration of justice for all. In America, most of us still honor sacrifice and understand that a life put at risk creates a debt not quickly or easily repaid. When a life is lost in the defense of another, this act rises to biblical proportions. "Greater love has no one than this: to lay down one's life for his friends," says the Bible, John 15:13.

Thankfully, World War II is far behind us. Today, other heroes walk among us — and have fallen for us. Some served in the United States military, while others served closer to home — in our local, state and national law enforcement community. In a phrase, "Blue Lives Matter." They always have mattered, since their "thin blue line" separates ordered liberty and our daily lives from the abyss of chaos and inhumanity. Today they matter more. As global and domestic threats mount, more is asked of every officer, and more often required. Too often, that includes the ultimate sacrifice.

In 2014, serving in the line of duty, at least 126 law enforcement officers lost their lives — protecting us. In 2015, that number topped out at 127. Already, in 2016, we have lost 24 such men and women. Each of those fallen heroes rose on one fateful day — and on many days

prior — to serve us. They quietly put on a vest, gun, and badge — to climb the daily beachhead of incalculable uncertainty, to protect and defend us.

Who were these valiant Americans, these men and women who paid the ultimate sacrifice? They are drawn from among us, from towns and cities, families and communities not unlike ours, but they reached outward — and inward — for higher purpose and calling. In pursuit of that purpose, they lost their lives. Officers who fell in the line of duty during 2015 averaged age 40. In 2016, the average fell to 38. In too many cases, a wife or husband, as well as children, are left behind. The Blue Lives that matter are not only the men and women who leave us too soon, but their families. They, too, are Blue Lives.

Casualties are another way of measuring sacrifice. Numbers tell the story. Since 2004, there has been an average of 15,375 assaults on police officers which resulted in injury. Overall, assaults on police officers have topped 57,300 a year. Ambushes of officers occur at a rate of just under 10 a year, but there have already been five in 2016. The Washington Post recently reported another "bad portent for 2016... firearms-related fatalities for law enforcement are up 225 percent..." And each of these injured officers has friends and relatives. Each also draws into the process medical and emergency professionals. All of these are, by extension, Blue Lives.

A closer look at the wider law enforcement family is more sobering. Many Americans — not obviously part of law enforcement — are part of that family. For example, more than 37,000 families have joined non-profit organizations to help police survivors and families (C.O.P.S.) since 1984, and that number continues to grow. These too surely count at part of Blue Lives, those who appreciate and wish to support Blue Lives.

Finally, think about the consequence of Blue Lives — the threats against which these brave Americans pit themselves for us every day. Beyond terrorism and narcotics, beyond keeping streets patrolled, answering domestic violence calls, and preserving public safety in the teeth of daily uncertainty, the hard numbers are persuasive.

Here are a few numbers to mull. Violent crime has recently spiked for the first time in ten years. Within average-sized cities (250,000–499,999 population), violent crime rose 5.3% in 2015, according to the FBI. Nationwide, murder and non-negligent manslaughter rose 6.2 percent, rape by almost 10 percent, aggravated assault by 2.3 percent and robbery by a lesser number. In short, we need the protection of that "thin blue line" now more than ever.

So where does that leave us? It should leave us here: In awe of the courage our men and women in blue summoned every day — and the courage of their families. In awe of their ability and

willingness to step up, step out, and face the cliff. They are the source of our ordered liberty, and we can never forget their commitment; indeed we should be inspired by it. These men and women — and those who have gone before — rise to protect us in the face of growing, pervasive, and seemingly unremitting risk. Thank God, thank goodness, and thank them.

When you get right down to it, Blue Lives — each of which is dear in America — are not just those courageous men and women in blue, but their children and wives, mothers and fathers, sisters and brothers, friends, colleagues and innumerable supporters. As we count our blessings, we might ask, as Reagan once asked, "where do we find such great Americans?" Or we might just give thanks, that we still live in a country that produces such men and women of honor and courage, who still understand and volunteer every day to protect and defend ordered liberty, freedom and "justice for all."

Pennsylvania Police Officer Picks Up Tab for Couple That Refused to Sit Next to Him

By Catherine Thorbecke
Good Morning America

A Pennsylvania police officer picked up the tab for a couple that refused to sit next to him and his fellow officers at a local diner, and a post about his encounter on social media has garnered attention



Photo courtesy of Insp. Matt Perez

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at a time of strained police-community relations.

Officer Chuck Thomas of the Homestead Police Department told ABC News today that he and three other officers sat down for dinner at the Eat n' Park restaurant last Friday, the day after a shooter in Dallas killed five police officers and injured 11 other people.

"A male and female were going to be seated across from us, and he said, 'I don't want to sit there,'" Thomas said, "which drew my attention, and we made eye contact, and his body language just told me that he wanted nothing to do with police."

"I looked over at him and said, 'You don't have to worry about it. We won't hurt you,'" Thomas said. "He said, 'No, I'm good. I don't want to sit there.'"

A server at the Eat n' Park, Jesse Meyers, told local ABC News affiliate WTAE-TV, "A table goes to sit down, and the guy looks over at one of the police officers and was like, 'Nah, I don't want to sit here.' So they got moved completely opposite, away from the police officers."

Thomas wrote a brief description of the encounter on his Facebook page.

He said, "We get stuff like this all the

time, and you brush it off," but he felt like reaching out after what happened in Dallas.

Thomas said that he wanted to leave the two a note but was unsure how to go about doing so and then decided to pick up their check and scribble a message on the receipt. He wrote that he paid for their dinner and thanked them for their support. He also left a \$10 tip.

"What it really came down to was that, ultimately, I just wanted to let them know that we've got to better the relationship between police and the community," he said.

"The day after Dallas, it was tight. You could feel the tension in the air," Thomas added. "A lot of people did come up to us and thank us and shook hands and spoke of their sorrow. This was the only negative experience of the day."

"Ultimately, we're here for you," he said. "This us-against-them mentality that's out here — we've got to change that. We've got to break that."

Thomas said that he paid the tab while he was on his way out and that the server later told him the couple was "thrown back by it" and ended up "chuckling."



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From www.amac.us

America's Team Blue Who "Dare Mighty Things"!

By Dan Weber

Forwarded to *The Journal*

by Patrick Burke, Retired SFPD

One hundred and fifteen years ago, Theodore Roosevelt, soon to be President and already former New York Chief of Police, penned a book. He called it "The Strenuous Life: Essays and Addresses." In it, the former hard charging police commissioner wrote: "Far better to dare mighty things, to win glorious triumphs, even though checkered by failure, than to take rank with those poor spirits who neither enjoy much nor suffer much, because they live in the gray twilight that knows not victory nor defeat." Those words are as relevant today as they were a century ago. They especially describe the courage and mettle of today's law enforcement officer.

Often beleaguered, up before dawn and down late, today's police officers face proliferating challenges as they battle for The Good. They lead "the strenuous life," "dare mighty things and inevitably face their share of setbacks. Still, they remain focused and personally committed to ideals on which they have centered their lives: service to others, taking risks to protect the innocent, making tough calls in tough situations, staying calm in crises, and often paying a high personal price.

The life of a modern law enforcement officer is complex and challenging — whether city street cop, country sheriff, local constable, urban chief, national narcotics officer; undercover detective or uniformed. Here is the real kicker: Arguably, the role is tougher today than in TR's time. The technologies and organizations that modern law enforcement must face are more sophisticated; pervasive and dangerous. Still, these men and women in blue awake each day to "dare mighty things."

Beyond the current social dialogue

about roles, missions, legal practices and operating parameters, the law enforcement community faces a range of emerging, hard-to-manage issues. Understanding these issues may reinforce why we owe these men and women so much — and why the nation should more often say "thank you." Congress should listen to these officers rather than

issue is called "going dark." It amounts to the growing difficulty in using constitutionally informed processes and probable cause to "see" the potentially nefarious activities of terrorists, gangs, drug traffickers, and other purveyors of serious crime. Broadly, as encryption of phones and computers proliferates, Internet service providers are not honoring

law enforcement community. We need to stop looking the other way, stop turning loose those who commit crimes in the United States, and reaffirm the basic value, integrity and intergenerational obligation associated with keeping our borders inviolate. But when the dust settles on this discussion, current presidential politics aside, the duty ultimately falls to our law enforcement community. America cannot leave local law enforcement alone to battle the international waves of crime, refugees and worse. We must also enlist a full-on response by federal government again at our borders.

Federal Grant Funding. Keeping federal funding to purely national tasks is an article of faith for many conservatives. At the same time, when locals are hit hard by what amounts to international threats, and when federal expertise or resources can help them rebut and get ahead of these threats, there are ramifications. Federal assets, people, and resources should be at the ready — as in the case of targeted grants for battling transnational crime and drug trafficking groups that reach U.S. shores. Grants that help locals include SCAAP, UASI, Byrne JAG, and COPS grants. Though modest, these are major force multipliers for police nationwide. They should not be tossed or cut prematurely.

Heroin/Opioid Abuse. How we all miss Ronald Reagan, not just for his clear-eyed leadership on global and national issues, but for his understanding of human nature — its frailties and promise. Nancy Reagan in her turn, whose recent passing we mourn, was also a leader. She helped save millions of young Americans — and their loving families — from the scourge of drug abuse and the pain that comes with that affliction. Today, sadly, law enforcement, treatment, and prevention experts face another drug crisis, this one centered on heroin and opioid abuse. Worth keeping in mind, law enforcement is often the first line of response on all levels to this crisis. For that, and for their tireless duty to keep us safe in a world of swirling, proliferating, and often hard-to-assess threats, we owe those men and women in blue a debt of gratitude.

Theodore Roosevelt — as a police commissioner, governor, and president — managed to balance the liberties of the individual against the imperative for order in a free republic. Today, the Republic is bigger, threats are more complex and numerous, public and private pressures are enormous, and the debt owed to our law enforcement community continually grows. While we cannot all be law enforcement officers, we can strive to do our part. We can work to better understand the pressures these "men and women in blue" face, grasp the risks they daily embrace, honor their service to society, and recall that absent their willingness to "dare mighty things," we would live in a world far more dangerous.

TR never forgot. In that same small book, in the spirit of those who take risks to serve others, he wrote: "I wish to preach not the doctrine of ignoble ease, but the doctrine of strenuous life, the life of toil and effort, of labor and strife; to preach that highest form of success which comes not to the man who desires mere easy peace, but to the man who does not shrink from danger..." More often than not, our law enforcement community lives and embodies that ideal.

...the law enforcement community faces a range of emerging, hard-to-manage issues. Understanding these issues may reinforce why we owe these men and women so much...

lecture them. Here is a top view.

Countering Violent Extremism/Terrorism and Potential Refugee Influx.

Today, unlike in TR's day, instantaneous international communications and misinformation have drawn America into a web of global distress. Local conflicts are instantly projected to the world. As a result, a major new concern across our own country is potential terrorist recruitment and radicalization. This concern now affects virtually all police officers, keeping them alert to this new element of public safety. Notably, sheriffs and public safety leaders across the nation have growing concerns about insufficiently vetted refugees being federally re-settled into their communities. Objectively, gaps exist in the refugee/visa waiver vetting process, and law enforcement is assessing how to fix them.

Going Dark. While the FBI and Apple argue over whether Apple should help the FBI "open" a dead terrorist's phone (owned by the dead terrorist's public employer) — which seems an obvious obligation — there is a larger issue looming over law enforcement nationally. The

court-ordered warrants for information tied to public safety. Congress can help, and should. With full respect for civil liberties, the goal should be reasonable protections of privacy without empowering criminals and terrorists.

Mental Health Funding. Most issues are not going to be solved by throwing federal dollars at them. One issue often twisted by competing national agendas — including the anti-gun agenda — is the importance of mental health funding. As instinctively and fervently as we all revere the right to keep and bear arms, we must also respect and revere the human soul, and help those with mental health problems. Sadly, jails have regularly become a dumping ground for the mentally ill, and that has to stop. Law enforcement wants help to be available — and so do most Americans — since this problem amounts to a root cause for issues as diverse as domestic and drug abuse, workplace violence and traffic deaths. Win-wins exist and we should find more of them, including CIT training, Veteran treatment courts, mental health courts and support for the Mentally Ill Offender Treatment Crime Reduction Act.

1033 Military Surplus Equipment Recall. Like so many other issues, this one has become hyped and politicized, but it is really very simple. State and local law enforcement should not be subsumed into federal law enforcement. On the other hand, President Obama's Executive Order, which pulls away from local law enforcement excess military equipment essential to ensuring public safety at the local level, is wholly inept. State and local law enforcement agencies have a growing need for targeted, limited, surplus military equipment — and where they can demonstrate that clearly, they should not be stripped of the ability to address emerging threats.

Asset Forfeiture. With provisions that clearly protect civil liberties at all levels, this longstanding tool for deterring criminal activity of all kinds, especially drug trafficking, is an extremely important element of law enforcement at every level. Current legislative efforts would end civil asset forfeiture as we know it, rewarding criminals with their own ill-gotten gains. While due process is essential, so are the basic equities tied to the asset forfeiture process.

Immigration/Detainers. Americans have a right to their sovereignty. We all do. In fact, speaking frankly, a country is not a country if it cannot maintain its own borders. The reality is that this task, preserving and protecting America from incursions of all kinds at all ports of entry and along all borders, is one that falls to our local, state and federal

To Curb Outflow of Officers, Memphis Police Officers to Receive Bonuses, Pay Raise, other Incentives

June 29, 2016

MEMPHIS, TN — The city of Memphis will pay police officers a \$500 bonus in August to help curb an exodus that has left the city short more than 400 officers, and will offer incentives to boost recruitment, according to an internal city memo sent out Monday.

Chief Human Resources Officer Alexandria Smith said in the memo to officers that current officers will get the "retention bonus" in addition to a July 1 pay increase of between 2.75 percent and 3.75 percent, depending on years of service.

Police officers who are designated as "peer counselors" and complete training will also receive an extra \$50 per month beginning July 1, the memo says.

"Within the limited resources available to us, we are dedicated to identifying future opportunities to further enhance and expand the rewards offered to our employees because we know what makes Memphis great: You," Smith said in the memo.

The shortage of officers and firefighters is widely thought to be fueled in part

by recent cuts and changes to health care and retirement benefits, especially the Dec. 31 end of a 70 percent subsidy of health insurance premiums for retirees younger than 65.

The city, which recently launched its "Join the best in blue" recruitment campaign, is also offering incentives to help recruit for its two officer candidate classes in the fiscal year beginning July 1. The classes will each have 80-100 candidates, although considerably fewer are expected to graduate.

The city will launch a Public Safety Down Payment Assistance Program on Aug. 1 that will give recruits \$10,000 to buy a house in the city limits.

Also, city employees will get a \$500 referral bonus if they refer an applicant to the police academy who completes all the requirements.

The new incentives and bonuses were discussed by the Memphis Public Safety Task Force in April, when Smith said the \$313,000 needed to implement them was baked into Mayor Jim Strickland's budget.

From *The Memphis Commercial Appeal*

Widows' and Orphans' Aid Association

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Tuesday July 12, 2016

Roll Call: President Sally Foster, Vice President John Centurioni, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees Leroy Lindo, Ray Kane, Jim O'Meara, and Al Luenow were present. Trustee John Keane was excused. Also present were the representatives of Wells Fargo Bank/Abbot Downing. Our regular order of business was pre-empted for a presentation and report on our investments by Jerome Paolini of Abbot Downing. Jerome presented our quarterly report of our portfolio as well as a report of what to expect in the near future.

Jerome reported that we had a very positive second quarter after a less than impressive first quarter. Jerome reported that our portfolio is up 2.69% for the quarter and 2.58% for the year. Jerome stated that due to the Brexit Referendum in Europe where the UK left the European Union, our International Stocks did contribute. However, our domestic stocks in Commodities of Oil and Nareit Equities rose to 13% each and were a major contributor to our positive report. Jerome stated we are in the latter stages of a Bull Market and he is hoping and expecting a good year overall.

Approval of the Minutes: Trustee John Centurioni made a motion to accept the minutes from last month's meeting in June. Trustee Jim O'Meara seconded the motion which passed without objection.

Receiving Applications, Suspensions, and Reinstatements: There were no new applications or reinstatements this month. However, after six months of collecting dues that included bills and letters sent to a large number of members who still receive their bill in the mail, after numerous phone calls (multiple calls to some members), and attempts to collect dues from every member, we were left with thirteen members who did not pay their 2016 dues. Trustee Ray Kane made a motion to suspend the names of the members who failed to pay their dues. Trustee Al Luenow seconded the motion. The motion passed without objection. Pursuant to Article IV Section 1 (Fees, Dues, Fines, and Assessments) of our WOOA Constitution and By-Laws, the following members are now suspended from the WOOA: **Nancy Brewer, Jesse Cruz, Joseph Filamor, James Green, Steven Harris, Nathan Johnson, James M. Kelly, Stanley Lee, Mark Lustenberger, Justin Madden, James Robinson, Robert Tayac, Harlan Wilson.**

A letter of suspension will be sent by registered mail to each suspended member. Refusal to sign for the mail and notice will not nullify or invalidate the suspension. If the WOOA does not receive the dues, fines, and assessments from the above listed suspended members by December 31, 2016, the suspended members will be presented at the January 2017 WOOA business meeting for a vote to drop them from the membership.

Communications and Bills: Treasurer Taylor presented the regular monthly bills, our Insurance Bill, and the beneficiary payouts for the following recently deceased members: **James Bachelor, Stewart Spencer, Gary Swanson, and Loyce Tucker.** Vice President John Centurioni made a motion to pay all bills. Trustee Ray Kane seconded the motion. The motion passed without objection.

Treasurer Taylor announced that the WOOA received a One Thousand Dollar donation from Anna Foss, the widow of

member Doug Foss who passed away last year. Treasurer Taylor also received a warm letter and a two-hundred dollar donation from San Francisco Attorney Peter Bagatelos.

Report of Visiting Committee: No report this month.

Report of Trustees: We received the sad news of the passing of the following WOOA members:

Stewart H. Spencer, age 92: Stewart Howard Spencer was born in the San Francisco on May 28, 1924. Stewart was born to parents Stewart and Vernadene. Stewart and Vernadene divorced and she later married Victor Grant who became a loving and supportive husband and father to Stewart and his brother Lionel (Bud). Victor Grant moved the family to Honolulu, Hawaii. Stewart was a senior in High School on December 7, 1941 when he observed the attack on Pearl Harbor from his beach perch at Waikiki. After graduating from Roosevelt High School in Honolulu, Stewart enlisted in the U.S. Army Air Force with dreams of becoming a pilot. Stewart completed his training and was given his "Wings" in 1944. Stewart was a newly minted P-47 fighter pilot. His first deployment was to Cesenatico, Italy and later to Linz, Austria. After the war, Stewart moved his wife Olga and family back to San Francisco in 1946. Stewart joined the San Francisco Police Department in 1951, however, Stewart who remained in the Reserves returned to War feeling his experience was needed to fight in the Korean Conflict. Stewart missed flying and seized the opportunity to return his career to the sky. He was transferred to Thule Air Base in Greenland in 1952 while Olga and their two children Sandy and Vic, stayed in Redwood City, CA. Stewart was the Provost Marshall for the base. The base was built during the Cold War as a strategic defense location against Russian attack. During this assignment he reevaluated his career and decided to become a helicopter pilot. Stewart completed his training and was assigned to multiple bases and assignments. While part of the 23rd helicopter squadron, he flew H-21's. In 1956, he became the commander of the unit to be assigned to Tripoli, Libya. This new assignment at Wheelus Air Base would not be without adventure such as sand storms, helicopter crashes and the birth of their third child Paul. Returning stateside in 1960 Stewart and the family were stationed at Tyndall AFB in Panama City, Florida. During this time, he learned to fly jet planes, attended radar controller's school, and became an instructor in radar intercept. Several other assignments and bases followed including Alaska, Nevada, Texas and returning



Inspectors Stewart Spencer (L) and Bob Unruh examine evidence.

to Florida. In October 1966, he was assigned to the 20th helicopter squadron in Vietnam. During this time, he piloted HH3-E Jolly Green Giant helicopters on clandestine missions from the airfield in Udorn, Thailand. Upon returning, he decided to retire from the U.S. Air Force as a Lieutenant Colonel in 1967. He then worked as a civilian flight instructor. Stewart had been introduced to ranching as a youth in California, and returned to ranching when he purchased land and cattle. Stewart, Olga, and Paul moved to Woodland, California in 1971. They purchased a 22 acre Walnut Ranch and expanded the business to include grapes for Cache Creek Winery. Olga passed away in September of 1987. Stewart sold the Ranch in 1990 after meeting his second wife Julia. Stewart had been introduced to Julia on a 'blind date' that was orchestrated by his brother Bud. They married in November 1990 and moved to Santa Rosa, California in 1993. Julia passed in 2011. Stewart lived a very full life, passing just one month prior to the celebration of his 92nd birthday. He was a patriot, aviator, farmer, world traveler, and solid family man. He was stoic and uncomplaining about his declining health to the very end. He exhibited all of the traits of how to live a good honest life. The family held a private memorial tribute with the spreading of his ashes on San Francisco Bay near the Golden Gate Bridge, a bridge he watched being built as a child growing up in San Francisco. Stewart is survived by his brother Lionel (Bud), daughter Sandy, sons Victor and Paul, and grandchildren Heather and Norman, and great grandchildren Cayler and Kenna. Stewart was in the San Francisco Police Department from July 30, 1947 to July 24, 1951. Stewart resigned after nearly four years to pursue the above written career in the United States Air Force. There was no information on Stewart's career in the San Francisco Police Department other than the dates of his entrance and exit. I would like to thank Paul Spencer for the information of his father's life that I used for this column. Paul Spencer is a fire fighter in Northern California

William "Bill" K. White, age 75: William Keith White was born in San Francisco on September 28, 1940. Bill is listed as "Mechanic" for his occupation previous to the San Francisco Police Department. Bill entered the S.F.P.D. on July 16, 1966 and wore star #303. After spending two months in the Academy, Bill worked the following assignments: Taraval Police Station (September 12, 1966), Park Police Station (June 10, 1969), Richmond Police Station (April 20, 1972), Co. K Traffic Bureau (January 21, 1973, and working E&I and Solos thru June of 1976), Park Police Station (July 1, 1976), back to the Solos (January 18, 1978), Investigations Personal Crimes (June 12, 1979), back to Co. K H&R (July 15, 1979), Criminalistics Division/ Photo Lab (June 18, 1980), and back to Co. K Solos (February 1, 1992). Bill retired on July 5, 1996 with a service pension after nearly 30 years. Bill was promoted to the ranks of Sergeant and Inspector on June 13, 1979. Bill was awarded a Meritorious Award 3rd Grade for the capture of Robbery suspects who had committed 12 holdups in the Taraval District. The arrest was made on April 2, 1968. A little more than 2 months later, Bill was involved in pulling a woman from the surf at Ocean Beach. His respiratory attempts to revive her failed. Bill later received another Meritorious 3rd Grade award for his heroic attempt to

save a life. Bill's wife Stephanie (SFPD Inspector-retired) wrote an obituary for Bill. Stephanie wrote that Bill was a kind and patient man, and a true gentleman who always took care of her. Stephanie stated that Bill honed his photography skills as a Sergeant in the photo lab and it kindled his lifetime love for photos. Bill always said to take a photo with someone in it. Stephanie and Bill loved motorcycle trips (often to Sturgis) and to travel abroad. Stephanie said Bill was ahead of his time in regard to the new era of all things electronic and computerized culminated by his purchase of a Tesla. Saturday mornings were reserved for dog training with Stuart and Phoebe who are lost without Bill. Stephanie stated that Bill also had a special love for the game of golf. Bill is survived by Stephanie his loving wife of 29 years, his son Darrick (Julee), and by nephews, nieces and grandchildren. Stephanie stated that Bill will also be sorely missed by his best friend Jim Brown.

Manuel P. Williams, age 91: Manuel P. Williams was born in San Francisco on May 9, 1925. Manuel is listed as having a previous occupation (to the S.F.P.D.) of "Motor Repair". Manuel entered the San Francisco Police Department on October 16, 1948 at age 23. Manuel spent two weeks in the Academy and was assigned to wear star #1242. Manuel worked the following assignments during his career: Ingleside Police Station (October 30, 1948), Mission Police Station (May 22, 1950), Co. K 3Wh (November 1, 1956), and then to Traffic Administration (May 17, 1965) where he worked until retirement. Manuel retired on January 20, 1976 with a 27 plus year service pension. We were unable to find award information for Manuel, however, his employment card record listed Captain's Commendations for arrests of Burglary and Robbery, and for seizing 6 firearms in a Burglary arrest and investigation. One of the Robbery arrests was the apprehension of 4 suspects who conspired to holdup a Safeway store.

Report of Special Committee: No report this month. See Unfinished Business.

Unfinished Business: President Foster led a round (or rectangular) table discussion on two topics. First we discussed the raising of our dues which our Board voted for, and announced in our monthly minutes earlier this year. Treasurer Dean Taylor had been in contact with the SFPCU Board and has obtained an Automatic Payment form. This form will be mailed to our members for changes made in our dues. The dues are being increased to **\$100 in 2017, and \$150 in 2018** with our payout increasing to \$18,000 by 2018. I explained our Actuarial Study (2015) and they recommended a dues increase to bring the WOOA towards being 100% solvent (we are currently at 74%).

President Foster then led us into the Constitution and By-Laws rewrite project. We finished the language on Article III, Section 5 Military Leave. We agreed, as a board, to **absorb any dues of a member who is on Active Military Leave.** The member will pay us the dues upon their return from Leave. If the member voluntarily RE-UPS their leave and extends their absence, the member will then be responsible for dues payments and will be held responsible for non-payment subjecting themselves to possible suspension and dropped membership. The WOOA Board agreed

CONTINUED ON NEXT PAGE

Widows' and Orphans' Aid Association

CONTINUED FROM PREVIOUS PAGE

to add language to Article III, Section 6 which regulates reinstatement after being dropped from the membership. Presently a dropped member can reapply to come back when they pay their back dues, fines, and assessments, and provide us with a report of good health from a physician. We have added a time limit. A dropped member will have a **two year time limit** to reapply in accordance with this section. Our Constitution and By-Laws Rewrite project began over two years ago with Past President Bob Mattox. I have updated our members with the progress and content since that time. When the Rewrite is completed, it will be submitted to an attorney for a final review and approval. The Rewrite changes will be sent to all members for a final vote.

New Business: No report this month.

Good of the Order: No report this month.

Adjournment: President Foster led our Board Members in a moment of silence for our fallen members. President Foster then scheduled our next monthly meeting for August 9, 2016 at 1:00pm. The meeting will be held at the Hall of Justice 850 Bryant Street, room #150 in San Francisco, California.

To All Members: Our continued thanks go out to Retired Captain **Paul Chignell of the POA** who takes time away from his full POA schedule to assist us in locating members who have changed their residence address without giving notice. We thank **David Ng of Personnel** and **Risa Tom and Sgt. Rachael Kilshaw of the Police Commission Office** whose combined efforts provide us with the necessary information to complete our obituary section for our fallen members. **Retired SFPD Lieutenant and Past WOOA President Rene LaPrevotte** has assisted our efforts

in communicating with retired members and families of deceased members. Rene just recently assisted us in helping to come in contact with the family of fallen member (2015) Stan Damas. We did not hear from the Damas family and did not have good contact information. Thanks to information received from Rene and his "Grim Reaper" website, Treasurer Dean Taylor tracked down a family member through the Real Estate Listing of Stan's home in Corte Madera. Rene provided address information. I received numerous phone calls from retired members regarding the Damas family. Thank you Rene LaPrevotte. Lastly we thank the Traffic Solo Unit for providing us with space to keep files and to have our monthly meetings, and to **Ray Shine of the POA Journal** who assists me monthly with our column. Also, we will be submitting our Constitution Rewrite to Ray who will assist us with the language.

Please visit our website at 'sfwidowsandorphans.org'. Beneficiary forms can be accessed on this website by clicking on the 'Resources' tool bar. Print the form and complete it with all necessary contact information. Your new beneficiary requires the signature of a WOOA Board Member, or a Notary. Please use this form if you want to notify us of an address or contact information change. Address and contact information changes do not require a Notary. I can be reached at **415 681-3660**. I do not return missed calls NOT accompanied by a voice mail. Calling me multiple times in a short time span or over many days WITHOUT A VOICE MAIL MESSAGE will not prompt me to return the missed call. Please use my email address of markmac825@comcast.net for correspondence.

Submitted by
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:

ROBERT DONSBACH
Age 68, Retired SFPD
Died July 3, 2016
E. Donsbach

STEWART H. SPENCER
Age 92, Former SFPD
Died July 2016
Notified by R. LaPrevotte

LOUIS LITUANIO
Age 74, Former SFPD
Died July 16, 2016
Notified by M. Ortelle

MANUEL WILLIAMS
Age 91, Retired SFPD
Died June 28, 2016
Notified by S. Meyers

*Notifications are made by a POA member, family member, or other reliable source. The *POA Journal* believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

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

In Memoriam...

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

1988: Officer James W. Bloesch, accidental shooting at Police Stables.

1971: Sergeant John V. Young, shot to death by terrorists at Ingleside Station.

1958: Officer William C. Long, accidentally shot with his own weapon.

1958: Officer Barry R. Rosekind, killed in motorcycle collision while pursuing speeder.

1958: Officer Robert J. Morey, shot and killed by auto burglar.

1941: Inspector Vincent P. Lynch, struck and killed by drunk driver.

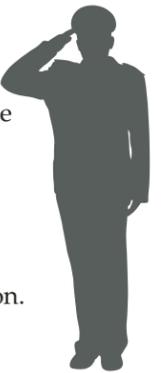
1933: Officer Michael J. McDonald, shot and killed while arresting a kidnapper.

1922: Detective Sergeant Timothy Bailey, shot and killed arresting murder suspect.

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)



National Fraternal Order of Police Responds

President Obama Pens Open Letter to America's Law Enforcement Community

July 19, 2016

As the nation continues to reel from the recent deadly shootings of police officers in Dallas and Baton Rouge, President Obama reached out Monday to the law enforcement community seeking to assure them that his administration stood by them.

"Every day, you accept this responsibility and you see your colleagues do their difficult, dangerous jobs with equal valor," Mr. Obama wrote in his letter, posted to the White House website Tuesday. "I want you to know that the American people see it, too. We recognize it, we respect it, we appreciate it, and we depend on you. And just as your tight-knit law enforcement family feels the recent losses to your core, our Nation grieves alongside you. Any attack on police is an unjustified attack on all of us."

The president addressed some of the divisive rhetoric surrounding Black Lives Matter demonstrators, police violence against African Americans, and used the moment once again to urge for a unified front.

"Some are trying to use this moment to divide police and the communities you serve," he wrote. "I reject those ef-

"We can and do provide the best quality law enforcement that we can but we cannot be held responsible for the social issues such as poverty, lack of mental health services, unemployment, and abject poverty,"
— *National Fraternal Order of Police*

forts, for they do not reflect the reality of our Nation."

Mr. Obama offered the actions of one African American officer who was killed in Baton Rouge this week as an example.

"Officer Jackson knew this," he said, "when just days ago he asked us to keep hatred from our hearts. Instead, he offered — to protestors and fellow police officers alike — a hug to anyone who saw him on the street. He offered himself as a fellow worshipper to anyone who sought to pray."

Of law enforcement officers, the president said he recognized that "we can no longer ask you to solve issues we refuse to address as a society."

"We should give you the resources you need to do your job, including our

full-throated support," he said. "We must give you the tools you need to build and strengthen the bonds of trust with those you serve, and our best efforts to address the underlying challenges that contribute to crime and unrest.

"Thank you for your courageous service," the president concluded. "We have your backs."

The National Fraternal Order of Police shared the letter with its Facebook followers, echoing the call for politicians to support law enforcement and the communities they serve.

"The reason this letter has value is that we want and deserve to change the National Dialogue," they said in the social media post.

"We can and do provide the best

quality law enforcement that we can but we cannot be held responsible for the social issues such as poverty, lack of mental health services, unemployment, and abject poverty," the police association post continued. "The work now is to assist our communities by continuing to recognize that we are but one spoke in the wheel and we will do our part. Now it's time for politicians and government to assist us in working in the communities we have always worked in to make life better for all Americans."

The letter comes after a week when the president gathered law enforcement officials, community activists, and academics in Washington, D.C. to address the racial disparities in the criminal justice system.

In the days following that summit, the president praised the frank conversations about race as the first steps towards solving the problem.

"We have to be able to talk about these things, honestly and openly, not just in the comfort of our own circles, but with folks who look differently and think differently than we do," he said. "Otherwise, we'll never break this dangerous cycle."

From CBS News

Time to End the Demonizing of Police

Two Years Of Corrosive Rhetoric About Racist Cops, Based On Falsehoods — With Disastrous Effects

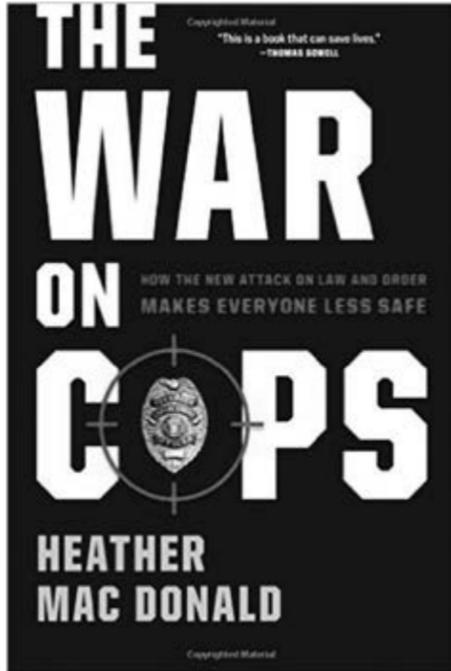
By Heather Mac Donald
July 12, 2016 6:37 p.m. ET

For two years American police departments have endured relentless attacks from the Obama administration, its media allies and the Black Lives Matter movement alleging that U.S. law enforcement is a racist, deadly threat to African-Americans. A handful of disturbing videos depicting police shootings helped galvanize widespread hostility to law-enforcement officers, and cops began backing away from the proactive policing that stops crime but has been repeatedly denounced as racial oppression.

The result, especially in the first half of this year, has been an appalling increase in shootings and murders in many cities across America. Most of the victims, in this poisonous era spawned by Black Lives Matter, have been black. Now the consequences of this stream of falsehoods about police may be spinning out of control, with the assassination of five police officers in Dallas last week and the attacks on cops in other cities since then.

Make no mistake: Assertions about systemic, deadly police racism are false. That has been true throughout the period following the shooting of Michael Brown in Ferguson, Mo., in 2014; recall that the cop involved was ultimately exonerated by the Justice Department. But no number of studies debunking this fiction has penetrated the conventional story line.

A “deadly force” lab study at Washington State University by researcher Lois James found that participants were biased *in favor* of black suspects, over white or Hispanic ones, in simulated threat scenarios. The research, published in 2014 in the *Journal of Experimental Criminology*, confirmed what Ms. James had found previously in studying active police officers, military personnel and



the general public.

In 2015 a Justice Department *analysis* of the Philadelphia Police Department found that white police officers were *less* likely than black or Hispanic officers to shoot unarmed black suspects. And this month “An Empirical Analysis of Racial Differences in Police Use of Force” by Harvard economics professor Roland G. Fryer Jr., analyzing more than 1,000 officer-involved shootings across the country, *reports* that there is zero evidence of racial bias in police shootings.

All of which brings us to President Obama’s extraordinary statement last week alleging systemic racism in American law enforcement. He was speaking in the aftermath of two highly publicized fatal police shootings. Viral video captured the shooting of Alton Sterling in Baton Rouge, La., as officers attempted to disarm him, and the aftermath of the shooting of Philando Castile during a car stop outside St. Paul, Minn.

Those shootings look horribly unjustified based on the videos alone; but information may emerge to explain the

officers’ belief that the victims were reaching for a gun.

A few hours after President Obama made his remarks, the Dallas gunman assassinated five police officers, in a rampage that police officials later reported was driven by hatred of white officers and white people generally.

Mr. Obama’s statement undoubtedly had no causal relationship to the Dallas slaughter. But it certainly added to the record of distortion and falsehood that has stoked widespread animus toward the police.

It bears repeating: Unjustified shootings by police officers are an aberration, not the norm, and there is no evidence that racism drives police actions.

Every year, officers confront tens of thousands of armed felons without using lethal force. According to the Washington Post, police officers fatally shot 987 people in the U.S. last year; the overwhelming majority were armed or threatening deadly force.

Blacks made up a lower percentage of those police-shooting victims — 26% — than would be predicted by the higher black involvement in violent crime. Whites made up 50% of police shooting victims, but you would never know it from media coverage. Note also that police officers face an 18.5 times greater chance of being killed by a black male than an unarmed black male has of being killed by a police officer.

Indifferent to these facts, President Obama on Thursday, referring to the police killings in Baton Rouge and St. Paul, said: “[T]hese are not isolated incidents. They’re symptomatic of a broader set of racial disparities that exist in our criminal justice system.” He made another sweeping allegation of law-enforcement racism, saying that there “are problems across our criminal justice system, there are biases—some conscious and unconscious — that have to be rooted out.” And he claimed that

higher rates of arrests and stops among blacks reflect police discrimination; naturally, Mr. Obama remained silent about blacks’ far higher rates of crime.

Such corrosive rhetoric about the nation’s police officers and criminal-justice system is unsettling coming from the president of the United States, but it reflects how thoroughly the misinformation propagated by Black Lives Matter and the media has taken hold. Last month Supreme Court Justice *Sonia Sotomayor*, dissenting in a case about police searches, wrote that blacks are “routinely targeted” by law enforcement, adding that “Until their voices matter, too, our justice system will continue to be anything but.”

Hillary Clinton has also taken up this warped cause. On CNN Friday, she decried “systemic” and “implicit bias” in police departments. She also called on “white people” to better understand blacks “who fear every time their children go somewhere.”

Mrs. Clinton ought to take a look at Chicago. Through July 9, 2,090 people have been shot this year, including a 3-year-old boy shot on Father’s Day who will be paralyzed for life, an 11-year-old boy wounded on the Fourth of July, and a 4-year-old boy wounded last week. How many of the 2,090 victims in Chicago were shot by cops? Nine.

Meanwhile, *Donald Trump* emphasized “law and order” in a video released Friday, saying: “We must stand in solidarity with law enforcement, which we must remember is the force between civilization and total chaos.”

Given the nightmarish events of the past several days, Mr. Trump could do worse than making this presidential campaign one about that line between civilization and anarchy.

Ms. Mac Donald is the Thomas W. Smith fellow at the Manhattan Institute and author of “The War on Cops,” just out from Encounter Books.

Union Asks for OKC Officers to Carry Privately Owned Rifles

July 15, 2016

OKLAHOMA CITY, OK — Citing the deaths of five officers in Dallas last week, the Fraternal Order of Police has asked that Oklahoma City officers be allowed to carry their personal rifles and ammunition and be issued additional body armor.

In a Wednesday letter to Police Chief Bill Citty, Oklahoma City FOP President John George called for the changes due to “a higher probability that our officers will face an active shooter situation.”

“The Oklahoma City Fraternal Order of Police respectfully pleads with you and our city to allow officers to be properly equipped for these types of situations. We are asking that officers be allowed to carry personally owned rifles to protect themselves and our citizens. Allowing our officers to carry rifles could help end a dangerous situation sooner and save innocent lives,” George wrote.

Citty said he’s held discussions with the union about officers carrying their

own rifles and doesn’t see it as necessary because of the number of rifles already available in the department.

“The FOP really wants to be alarmist over what happened over the incident that happened down in Dallas. That type of incident is an aberration, it’s not something that happens every day or happens very often,” Citty said.

“Most officers are shot and killed within a short distance; it happens quickly. In most cases they aren’t able to pull their rifles out of the cars quickly enough, so they don’t provide any more safety for the officers than their handguns do.”

Citty said the department has about 200 rifles issued to officers, and about 85 additional rifles will soon be available for supervisors, who are required to respond to any call involving a gun, Citty said.

“If we add the 85, we’re looking at a total of 285 rifles out of a total of 500 people, that’s over 60 percent of the officers out in the field that are going to have rifles now. So we’ll always be

guaranteed that we’ll have somebody out there with a rifle if it’s needed under certain circumstances,” he said.

George said after polling members of the union, he received an “overwhelming response” that officers are willing to purchase their own rifles and ammunition if necessary.

Citty said he’s resisted the idea of officers carrying their own guns because it would make it more difficult for the department to control and maintain the weapons.

“I just feel like it’s in the best interest of this department and the city that we provide the equipment for our officers, that they don’t have to buy their own, that we have control over the quality of that equipment,” he said.

Citty said a handgun provides a higher level of control than a rifle.

“Those are the types of things you need to control because we work in an urban environment. We don’t work in a military environment,” he said.

The union also called for the city to buy and issue more ballistic shields and

ballistic helmets and a higher level of ballistic plates for personal body armor.

Citty said the department has made changes within the past year by issuing shielded helmets to all new recruits. He said emergency response teams are already equipped with riot gear shields and helmets.

“We obviously want the officers to be ready. If they’re dealing with large crowds or something like that and there’s bottles being thrown, then we want them to be protected, so we are doing that currently,” he said.

Citty said the department will continue to hold discussions with the union. He said the safety of his officers is his main priority, but he does not expect to make policy changes anytime soon.

“We’ll have to have discussions about it, and right now, there’s nothing I know right now that ... causes me to say I’m going to make that change and add more rifles or allow officers to carry their own rifles,” he said.

From *The Oklahoman*

Book Reviews

A Man Called Ove

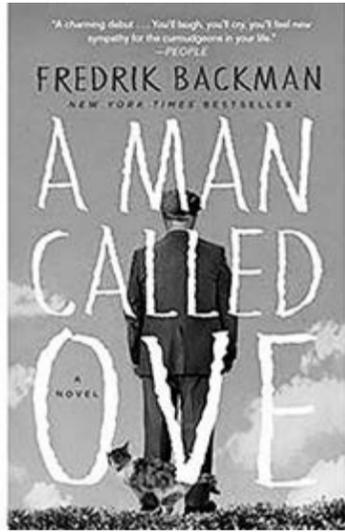
By Gianrico Carofiglio

Reviewed by Dennis Bianchi

Fredrik Backman is a Swedish author, journalist and blogger. He was voted Sweden's most successful author in 2013, one year after this novel, *A Man Called Ove*, was published in Sweden and one year before it was released in the United States. As a youth Mr. Backman studied comparative religions but dropped out to become a truck driver. He never stopped writing, however, and was solicited to write for a small free newspaper and later a Swedish magazine. He eventually became a free-lancer. He claims that he came across information that "there were people... willing to pay people just to write things about other people, and I thought, 'surely this must be better than working.' And it really was." It has been fortunate for those of us who enjoy reading that he made such a wise career change. In addition to this novel, Mr. Backman has two other successful novels in print.

I must thank retired Captain Stephen Tacchini for recommending this book to me. Steve is an avid reader and filled with great suggestions. This one I found to be very enjoyable. Thank you, Steve.

I think the majority of readers will find something about the protagonist of this novel that reminds them of someone they know, whether it is a family member, neighbor or acquaintance: a man



who demands that the world be orderly and that no one understands. Grumpy, perhaps cantankerous, Ove is a person who sees things as black or white, never grey. One could say Ove doesn't suffer fools gently, but the problem is complicated as he sees the majority of people in the world as fools. "Ove is the sort of man who checks the status of all things by giving them a good kick." His wife had died a few years before the book begins, which only seems to add to his crankiness. "Ove understood things he could see and touch. Wood and concrete. Glass and steel. Tools. Things one could figure out. He understood right angles and clear instruction manuals... He was a man of black and white. And she was

color. All the color he had...The only thing he had ever loved until he saw her was numbers." His distaste for the world without his wife has driven him to thoughts of joining her. In scenes that should be alarming or at least sad, however, the author has created some surprises for the reader.

Ove had been forced into retirement and he was unprepared for this life-altering situation. He now lives in a Swedish housing estate, and appoints himself the chief enforcer of the estate's rules. As such, he is mortified to watch a new young couple move into the estate and drive beyond the posted parameters for vehicles, and while doing so, the driver of their moving truck manages to run over Ove's mailbox. The new arrivals are Parvaneh, a pregnant Iranian mother of two children and her Swedish husband, Patrick. In spite of such a horrid beginning, they alter Ove's life in ways he has never dreamed possible. Coupled with the changes the newly arrived family have brought into Ove's life the government is making moves to remove a man, Rune, from his own home in the estate due to his grave health issues. Rune and Ove were once the closest of friends but odd incidents and their different perceptions of right and wrong have changed them into enemies, at least until the government intervenes.

There are many twists and turns, some very humorous and sometimes the



humor can only be described as dark humor, but there is a bigger message here. Towards the end of the book the author pauses and becomes philosophical.

"Sometimes it's hard to explain why some men suddenly do the thing they do. And Ove had probably known all along what he had to do, whom he had to help before he could die. But we are always optimists when it comes to time; we think there will be time to do things with other people. And time to say things to them. Time to appeal. ... It is difficult to admit that one is wrong. Particularly when has been wrong for a very long time."

I think it is fair to say that Mr. Backman has written a very good novel for summer reading. If, however, you decide to read this at the beach remember to bring sunscreen, because you are likely to become enthralled and lose track of time.

To POA Journal Book Reviewer Re: Book review of "406: Officer Needs Assistance"

I read the book and there are several errors regarding the Accident Investigation Bureau. I was in the AIB and Hit & Run for 25 years. I had the accident with the pig truck and fire Truck No. 8. Mr. Petersen was not at the scene.

1. Some pigs got out of the broken side of the pig truck and they were never found. No pigs were shot.
2. It was not stormy or wet. It was dry out.
3. The fire truck ended up in the lot on the north west corner.
4. The fireman that was killed was on the side of the truck. He had traded watches with another fireman and no one knew his name.
5. The pig truck was in the middle of the intersection.
6. The tillerman was not killed.
7. Neither vehicle was over-turned.
8. The pig and fire truck came over [the radio] as a 529 Explosion.
9. While investigating the accident, we had a burglary in the gas station on the southwest corner. A man who just got released from San Quentin Prison stole an axe from the fire truck and was in the gas station restroom chopping in the wall to get into the office.

The accident at 3rd and Berry Streets was actually at 3rd and Channel. The car was stolen and it was being chased by a Potrero [police] car. Apparently, one of the passengers had his head out of the window. The car struck a bridge support and the passenger lost his head.

There are many errors in this book regarding the Accident Investigation Bureau.

Sincerely,
Robert Pardini

Mr. Pardini —

I am impressed that you have such a vivid memory of this very old incident. Unfortunately, Mr. Peterson died and is unable to respond, but I would hope that you recognize that writing a book is laborious, and trying to recall incidents from that far back is difficult.

It is my belief that Mr. Peterson wrote this book with admirable intentions. I received a very gracious thank-you note from his wife, Priscilla. She stated, "Ray was extremely proud to have been a San Francisco 'cop' and he carried that sense of pride with him the rest of his life."

I can only say thank you for trying to get the story right. I want it to be that way. A journalist friend once told me, tell the truth, because like the sun, it will show up eventually.

I just read and review books. If I recognize something as faulty I will point it out. Neither the editor of *The Journal* nor I can fact-check the claims made in books I review. I admire the story and/or the writing. Occasionally I am critical. Always, I want it to be right.

Respectfully,
Dennis Bianchi

A Quiet Place

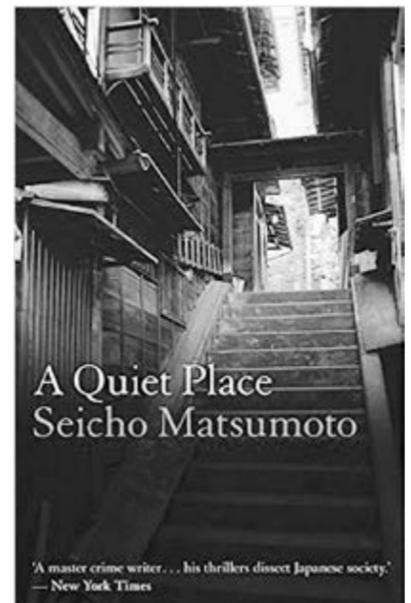
By Seicho Matsumoto

Reviewed by Dennis Bianchi

Seicho Matsumoto died in 1992 at the age of 82. He did not see his first book published until he was in his forties. Following that first book he published more than 450 works which included detective fiction, historical novels and nonfiction. What made him stand out, however, was his creation of a new type of Japanese crime fiction. Rather than formulaic plot devices Mr. Matsumoto incorporated human psychology and ordinary life. His books would sometimes deal with police corruption as well as depraved criminals, which at the time of his writing career, was a new phenomenon. He dealt with not just individuals but also Japanese society realistically.

A Quiet Place is a different type of police investigation in that the deceased victim's husband becomes the protagonist and dogged sleuth after his wife's death is ruled a case of a heart attack, a declaration that gave him serious doubt.

Tsuneo Asai is on a business trip to Kobe, Japan when he is notified that his much younger wife, Eiko, has died of a heart attack. Mr. Asai knew that his wife had a heart condition so, stunned as he might be, it was not enough to arouse too great a suspicion. When he learns of Eiko's location when she died, in a small shop in a quiet Tokyo neighborhood, he becomes curious. His wife was shy and left their home only twice each week to meet with other amateur writers of haiku poetry. As a proper and well-mannered Japanese citizen, Tsuneo travels to apologize to the shop owner for the trouble caused by his wife's death. He discovers there is a hotel nearby that is



known as a rendezvous for secret lovers.

The author uses Tsuneo's investigation to describe the formalities of Japanese culture. He also delves into the question of how much we really know one another, even spouses. As Tsuneo recalls his wife's seeming timidity in love-making and his own devotion to work he begins to question his knowledge of the "real" Eiko. He knew of her heart condition and notices that Eiko must have had to climb a slight hill to reach the shop where she arrived *in extremis*, and then died in the back room. The owner swears she had never seen Tsuneo's wife before that fateful day. Was there a connection between the shady hotel and his wife? Because of his devotion to his job, Tsuneo had to conduct his investigation slowly and quietly. Rather than provide a spoiler I recommend you read the book yourself. The last few chapters take on a life of their own. Look for it in August 2016 by Bitter Lemon Press.

Protest Organizer Calls DPD Chief's Message to Protestors 'Offensive' And 'Ignorant'

July 15, 2016

One of the organizers of last Thursday's police brutality protest says the Dallas police chief's comments, telling protestors to apply to become an officer instead, were "offensive" and "ignorant."

While giving an update on the investigation into the deadly ambush that ended in five Dallas officers killed and 12 officers shot, Police Chief David Brown delivered a message to protestors.

"Become a part of the solution. Serve your communities. Don't be a part of the problem," Brown said. "We're hiring. Get off that protest line and put an application in, and we'll put you in your neighborhood. And we will help you resolve some of the problems you're protesting about."

The chief's message resulted in the department being flooded by thousands of emails from people who want to join the force.

During President Barack Obama's visit on Tuesday, he applauded Chief Brown for his leadership and candor.

**"Become a part of the solution.
Serve your communities. Don't be a part of
the problem. We're hiring. Get off that protest
line and put an application in,
and we'll put you in your neighborhood."
— Chief David Brown**

"We also know what Chief Brown has said is true: That so much of the tensions between police departments and minority communities that they serve is because we ask the police to do too much and we ask too little of ourselves," the president said.

The message resonated with people across the country and police here at home.

"We're the same. We challenge them — get off the protest line. Come get an application," said Frederick Frazier with the Dallas Police Association. "If you don't like what we're doing, come take

our jobs."

But it's not a sentiment shared by Dominique Alexander, one of the organizers of last Thursday's protest. He is adamant about not applying.

"I thought that was very ignorant for our chief, however his emotions was to say that to a community," Alexander said. "That was very offensive."

Alexander said people he's protesting with cannot become police officers.

"They don't qualify for that type of job in that type of capacity. Or they don't have the type of schooling," he said. "And don't act like, 'Oh, it's just you can

pick up a phone call or do an application and become a police officer."

There are plenty of qualifying and disqualifying factors based on citizenship, education, physical capabilities and criminal history.

Alexander's comments are in stark contrast to the majority of Americans.

One comment on the FOX 4 Facebook page said, "Start being a solution — apply for DPD. Want to make a difference — get involved. Just don't protest and march down the street."

Another comment said, "His comment was awesome! Apply and get hired if you can qualify...and they will put you to work in your neighborhood. Help make a difference instead of protesting which will equate to nothing. Chief Brown has done an excellent job this week."

Dallas police are just starting to sort through all of those emails from people interested in working for the department.

From Fox4news.com

Dallas Shootings Expose Insurance Gap Among Officers

July 11, 2016

The police shooting in Dallas last week is a stark reminder to brokers of the astounding lack of life insurance coverage among the nation's law enforcement officers.

Five officers were slain and 12 shot during a lone gunman's rampage during a Black Lives Matter protest in downtown Dallas Thursday night. The shooter, 25-year-old Micah Johnson, drove his car to the rally and began shooting officers before he was killed early Friday morning after failing to surrender.

He was unaffiliated with any group, officials say.

Those killed during the rampage include Lorne Ahrens, 48; Michael Krol, 40; Michael Smith, 55; Patrick Zamarripa, 32; and Brent Thompson, 43. Four of the five were members of the Dallas Police Department and joined the Dallas Police Association (DPA) — something of a union for members of the city police department that provides financial support to members. Through the DPA, the officers were offered life insurance

through the Texas Police Trust for about \$26 a month.

The fifth officer, Thompson, worked for Dallas Area Rapid Transit and was not qualified to join the association. He did have access to a defined contribution plan, however, and was given the option to purchase life insurance as well.

But only about half of the members of the DPA have policies, said account executive Taylor Jackson.

And that's not an uncommon figure — industry research organization LIMRA has revealed a 50-year low in the ownership of individual life insurance policies in the US, and an estimated 30% of households have no coverage at all. Though no specific statistics on law enforcement officers exist, there is no reason to believe they are an exception, says Law Enforcement Life, an agency founded by a retired California Highway Patrol officer and dedicated solely to members of the law enforcement community.

Some, like former New York Police Department Lieutenant Keith Maresca, choose to forego coverage in favor of

the police pension. Though tax-free, however, the pensions rarely provide financial freedom to recipients.

Others rely on small insurance policies from the US government and local credit unions rather than supplementing with a private policy. But this coverage is slim, often providing just one to four years of annual income in the event of the officer's death.

With the base salary for a law enforcement officer averaging \$50,000 nationwide, many families of officers may struggle without additional help from a private policy.

"For most LEOs, group life insurance is too risky to be the primary way to protect your loved ones," said Law

Enforcement Life.

"You are not in control of your own protection situation. Your employer is. They own and control the policy that protects you, or more correctly, protects your family. They can terminate the policy. They can change the policy. You have no control over the policy."

There has been no word on whether the officers killed Thursday chose to take out a separate policy through Texas Police Trust. The DPA, however, delivered next-of-kin checks for roughly \$100,000 on Friday and charitable assistance to be split among the five families continues to pour in.

From *Insurance Business Magazine*

Dallas Police Applications Surge After Fatal Ambush

By Lisa Maria Garza

DALLAS (Reuters) — The Dallas Police Department, which was struggling to recruit officers, has seen a surge in job applications after the ambush shooting this month that killed five officers and brought global attention to the Texas city, officials said on Friday.

During the 12 days following the July 7 shooting, the department said it got 467 job applications, a 344 percent increase compared with the 136 in a similar period in June.

That is an average of 38.9 requests per day to become a police recruit compared with an average of 11.3 submissions a day for 12 days in June.

In recent months, the police department has had to cancel academy classes because there were not enough applicants.

Potential officers in the north Texas region have often opted for departments in fast-growing cities surrounding Dallas where starting pay is typically higher than in Dallas.

Dallas Police Chief David Brown put out the call for new recruits at a news

conference last week where he spoke of the deaths of five officers and the actions of others to save lives at a rally in the city in the incident that marked the deadliest day for U.S. law enforcement since the Sept. 11, 2001, attacks on the United States.

"We are hiring. Get out of that protest line and put an application in," Brown said.

U.S. police forces have been the target of protests following the fatal shootings of black men by patrolmen in Baton Rouge, Louisiana, and outside St. Paul, Minnesota, that were caught on video.

Further, the series of high-profile police killings of black men in the past two years have sparked the most intense debate on race and justice in America in years.

"It's a shame it took a tragedy to get people to apply, but glad to see so many people willing to serve their community," Dallas resident Ben Shaw wrote on the department's Facebook page on Friday.

(Reporting by Lisa Maria Garza in Dallas; Editing by Eric M. Johnson)



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Baltimore Saw Steep Fall In Police Numbers As Murder Rate Soared

July 6, 2016

By Scott Malone

(Reuters) — Already beset by a public outcry over the high-profile death of a black man in police custody and a rising murder rate, Baltimore’s police department is facing another headache: it’s shrinking fast.

The number of uniformed officers in the mid-Atlantic city fell 6.1 percent last year and has shrunk by even more in the first half of this year, according to police data seen by Reuters and not previously reported.

The fall in 2015 was the biggest decline in police numbers among nine comparably-sized U.S. cities reviewed by Reuters. The police force in Detroit and El Paso shrank by 4.9 percent and 4.3 percent, respectively, while Denver and Las Vegas saw increases of over 5 percent. (Graphic: <http://tmsnrt.rs/28SL0kK>)

The reasons for the fall are unclear, but it comes at a difficult time when the number of murders and other violent crimes have risen sharply in Baltimore and many other U.S. cities.

Shrinking budgets have pressured police recruitment in many U.S. cities, including Baltimore, where police officials say they also face steep competition from neighboring Washington to recruit and retain cops. Baltimore’s most recent budget slashed municipal government, reflecting a declining tax base, the city’s tepid economy and high unemployment.

While there are no U.S. national statistics on the number of people applying for police jobs, some officers, union officials and criminal justice experts say hiring in Baltimore and elsewhere has also been hurt by high-profile killings by police.

The death of Baltimore man Freddie Gray in police custody in April 2015, as well as those of other black men at the hands of police in cities including New York, Cleveland, and Ferguson, Missouri, has brought increased scrutiny to cops nationwide.

“They’re having trouble recruiting because since Ferguson there has been a lot of negative press about policing,” said John DeCarlo, an associate professor of criminal justice at the University of New Haven and former chief of the Branford, Connecticut, police department.

The sharp decline in police numbers in Baltimore comes after Gray’s death set off violent protests that put the city at the heart of a national debate over race and police use of force.

Six of the officers involved in Gray’s arrest were criminally charged, and two have so far been acquitted.

Short-Handed

Baltimore, a city of 622,000 people, has long been blighted by deep-seated poverty and drug crime in some neighborhoods. The city saw a 63 percent surge in homicides last year, with 344 people slain, though the number of killings has

declined modestly this year, by 5 percent through July 2.

The city ended 2015 with 2,634 sworn officers on its police force, down from 2,805 a year earlier, according to Police Department data. From January to June 9, the force shrank by a further 6.8 percent to 2,445 officers, according to city records.

“We’re operating short-handed,” said Gene Ryan, president of the Baltimore Fraternal Order of Police union, who called the climate since Gray’s death a “morale killer.”

Both union and police officials say officers have defected to other departments in the area since the riots that followed Gray’s death.

Ryan added that due to staffing shortages police brass are ordering a lot of “supplemental patrols,” in which more specialized officers are assigned to respond to emergency calls.

The city’s most recent budget cuts the size of the police force by 8 percent to 2,629, still more officers than it now has on the payroll.

Jim Pasco, executive director of the National Fraternal Order of Police, said members of his organization report declines in the number of applicants. He said declines in pay and pensions and the anger that followed incidents in Baltimore and Ferguson have turned off potential applicants.

Criminologists say it is not clear if police shortages have contributed to a rise in many types of violent crime in the United States since 2015.

But they do see knock-on effects from fewer police on the beat such as a rise in overtime and potentially overworked police who may be more prone to making mistakes. It also forces some departments to respond more slowly or not at all to some lower priority crimes, police officials and criminal justice experts say.

Baltimore Police spokesman Lieutenant Jarrod Jackson said the department is using a variety of strategies to make up for staffing shortages, including assigning specialized officers to handle more routine duties.

“There will be parts of the year where some of our veteran officers and detectives will supplement patrol,” Jackson said.

On Baltimore’s streets, residents said they are aware of the difficulties police have had in recruiting, though many said that reflects a population that has become accustomed to unfair treatment.

“Right now, in my mind, it just seems like they want more snitches,” said Britanni Harris, who has lived in the city for all of her 24 years. “You have people who are afraid of police but also police who are afraid of people. Especially in Baltimore.”

(Scott Malone reported from Boston. Additional reporting by Clarece Polke in Baltimore. Editing by Jason Szep and Stuart Grudgings)

PAL Corner

By Laxman Dharmani, SF PAL



Greetings from the gang at SF PAL. June 8th saw the start of the 7th PAL Cadet Class. The group was a good representation of the diverse city that makes up San Francisco. The Cadets spent their first days learning their radio codes and figuring out how they ever agreed to spend their summer doing all those PUSH UPS! They were also treated to inspiring speeches from Chief Chaplin, and former PAL Cadets Capt. Lazar and Lt. Creed.

By the end of week 1, the class really bonded at the Ropes course. Ed Lopez and his staff put on a great day filled with team bonding and most of all trust building. The Cadets also overcame their fear of heights.

Weeks 2 and 3 saw more marching, physical fitness, radio codes, EVOC, FOS, a great block of instruction from Capt. Jack Hart and a presentation from 911 dispatchers. The class was also certified

in CPR. The Cadets were also treated to a day at YGC. Many Thanks to Chief Nance’s staff for opening the class’s eyes to a world they had never seen. The Cadets also assisted SF Rec and Park with a cleanup of Walter Haas playground.

Week 4: The final week saw the Cadets pass their Radio Codes test and successfully complete their physical fitness test. They were fitted into their new blue uniforms and then off to graduation. On July 13th, SF PAL graduated 29 new PAL Cadets at the Scottish Rite. Chief Chaplin congratulated the 7th Class and provided words of wisdom for what to some may be the start of a long and fun journey in Law Enforcement.





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August Word Search

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| R | A | S | B | E | R | R | Y | W | A | S | H | Y | C | G |
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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!

"For the month of August Word Search, find some favorite ice cream flavors....and go out and try a flavor, too!"

- | | |
|--------------|------------|
| APPLE PIE | COCONUT |
| BANANA | LEMON |
| BLUEBERRY | MINT |
| BUBBLEGUM | MOCHA |
| CARMEL | PEACH |
| CHERRY | PINEAPPLE |
| CHOCOLATE | PISTACHIO |
| BUTTERFINGER | ROCKY ROAD |
| CHEESECAKE | STRAWBERRY |
| RASBERRY | VANILLA |
| CINNAMON | |

Sports



The Loons Nest Report

By Ed Garcia, SFPD Retired

Bruce Lorin Repeats as Summer Classic Champion

Oakmont Golf Club in Santa Rosa served as the host of the Loons Nest Summer Golf Classic on June the 8th. Defending Champion Bruce Lorin arrived in Santa Rosa on a slightly over cast, humid summer morning and he was ready to defend his title against all comers. The cast of characters included five past Club Champions amongst 48 players.

The course was in good shape with sloping, somewhat tough and demanding greens and lush, well irrigated fairways. Only two players managed to break forty strokes on the front nine holes. Lorin fired a front nine score of 37, which included a birdie on the 8th hole. Steve Morimoto, the 2014 Club Champion posted a front nine score of 39, as he opened the side with a birdie on the 1st hole.

The back nine saw many players putting their games into overdrive in an attempt to catch leader Bruce Lorin. Tim



Brophy caught fire as he shot an even par side of 36 strokes, including a birdie on the 15th hole. Ed Anzore, a former Club Champion made a charge with a back nine score of 37 and 2015 club champion Dan Faulkner fired a score of 38 on the back side with birdies on the 15th and 18th holes.

As the scoreboard filled with strong back side scores, Lorin was not intimidated. He proceeded to pick up back to back birdies on the 15 & 16th holes, finishing the back nine with a two under par score of 35. This gave Bruce a total score of 72, even par for the day. Bruce's score left him eight strokes ahead of Anzore, Brophy, Faulkner and Morimoto who each posted final scores of 80. As tie-breakers were used, Tim Brophy took 2nd place in first flight low gross, followed by Ed Anzore in 3rd.

In first flight low net, Allan Honniball set the pace, as a birdie on the 14th hole highlighted his net score of 68. Steve Morimoto's net score of 70 left him in 2nd place and Steve Balma grabbed 3rd low net with a score of 73.

Second flight low gross competition saw a great battle between Joe Finigan and Mark Porto. Porto finished the front nine at 44 strokes, including four pars on

the side. Finigan was one stroke behind at 45 as the match moved into the back nine. Porto held his lead into the 17th hole, but ran into a triple bogey score of 7. Finigan posted a score of 6 on the 17th, leaving the two players in a dead heat headed into the 18th hole. Finigan and Porto both responded with pars on the final hole and had identical scores of 92. The tie-breaker went to Finigan and Porto took second place.

Third low gross in the flight went to Ed Carew. Carew fired a score of 96 which was matched by Jere Williams and Mike Flynn. Carew's score of 5 on the final hole gave him the tie-breaker and 3rd low gross.

Jim Drago captured 1st low net in the second flight with a net score of 66. Jim's excellent round left him eight strokes in front of Marty Kilgariff and Jere Williams at 74 strokes. Kilgariff took the tie-breaker for 2nd and Williams was awarded 3rd low net in the flight.

The Long Drive Champion was Tom Hanacek, who blasted a shot of 274 yards down the center of the 18th hole. Tom came back from the D.L. this season and is hitting the ball very well. Tom's last taste of individual victory was at the Charlie Anzore Memorial at Reno in 2008, played at Red Hawk and Thunder Canyon. Tom has also been half of the winning team at the Two-Man Championship on two occasions.

A special note must be made regarding a great golf accomplishment by our Summer Champion Bruce Lorin. Bruce fired an even par round of 72 strokes and Bruce is 72 years of age. Bruce has actually shot his age or better on 21 occasions in his golf career. Looking back to May 20, 2013, Bruce was 69 years of age when he fired a round of 65 at Popular Creek, from the black tees!!!! This was the first time Bruce shot his age or better and he has now done it in 20 additional rounds. Bruce has a man cave at his home that is filled with trophies and awards from Loons' events, California Police Olympics, Police & Fire Games

Loons Nest Scoreboard Summer Golf Classic

| Player | Gross Score | Net Score |
|-------------|-------------|-----------|
| Lorin | 72 | 66 |
| Anzore | 80 | 75 |
| Brophy | 80 | 72 |
| Faulkner | 80 | 77 |
| Morimoto | 80 | 70 |
| Honniball | 83 | 68 |
| Vernengo | 85 | 76 |
| Balma | 87 | 73 |
| DeLagnes | 87 | 72 |
| Sorgie | 88 | 79 |
| Hanacek | 90 | 74 |
| Garcia | 91 | 79 |
| Drago | 92 | 66 |
| Finigan, J. | 92 | 75 |
| Porto | 92 | 72 |
| Kilgariff | 94 | 77 |
| Soden | 94 | 79 |
| Martinelli | 95 | 79 |
| Taylor, J. | 95 | 81 |
| Carew | 96 | 78 |
| Flynn | 96 | 68 |
| Williams | 96 | 74 |
| Wismer | 97 | 81 |
| Landini | 98 | 81 |
| Tapang | 98 | 75 |
| Jonnson | 99 | 82 |
| O'Shea | 99 | 80 |
| Miranda | 100 | 74 |
| Gulbengay | 101 | 78 |
| Balestreri | 103 | 82 |
| Sheehan | 104 | 76 |
| Dooley | 108 | 78 |
| Hennessy | 108 | 86 |
| Callo | 109 | 83 |
| Dito | 110 | 84 |
| Torrise | 111 | 75 |

Long Drive Winner
Tom Hanacek 254 yards



Lorin Repeats as Summer Champion. (FILE PHOTO)

and many other tournaments. Bruce clearly is among the top linkers to wear the uniform of the San Francisco Police Department.

POA Sports Mail

POA —

I want to personally thank you for the generous donation for the Riordan Rugby Tour of Australia and New Zealand. The trip was a complete success. We had mixed results on the playing field however our true wins took place off the field. We immersed the kids into the unique culture of each country. We traveled from Sydney, Australia to the nation's capital, Canberra, where we were hosted by the "Brumbies" Super 15 professional rugby team for a practice session. The Brumbies coaches worked our kids into the dirt but their American fighting spirit carried them through the practice and they all finished with their heads held high. We then made our way to New Zealand where the competition began. Down in New Plymouth, NZ we billeted all the boys with the opposing team's families. Naturally some of the boys were very hesitant to spend two nights at the homes of their competition. Reluctantly they all went.

Two days later they all returned with friends for life. We also won that game handily. I have attached a brief thank you from Justin Lee one of the leaders of the team. Justin will be studying engineering and playing rugby at Drexel University in the fall. He told me that the trip was the most memorable experience of his high school career and jumped at that the opportunity to thank the POA.

Kevin Cuadro
Tenderloin Station,
Mid-Market Street Footbeat

Dear SFPOA —

Thanks for making our Rugby Trip possible and most importantly thank you for giving the kids the opportunity to travel and experience Australia and New Zealand. The SFPOA logo was worn on the sleeves of our jerseys and every single one of the boys wore the jerseys proudly, while demonstrating the American brand of rugby to tier one rugby countries. The lessons

learned on the trip are invaluable to both the younger boys who are turning into young men and the senior boys who will be heading to college next year. The most important lesson achieved during the rugby tour was the camaraderie gained amongst the boys. The older boys were instrumental in teaching their younger brothers the importance of coming together as one to reach a common goal on the rugby field and in life. An invaluable asset, which has made Riordan Rugby one of the premier programs in

the country, was our ability to come together and trust each other in the most crucial moments in the game. Just as police officers learn to trust their partners with their life in their work, the same can now be said about Riordan Rugby players on the pitch. Giving us the opportunity to go on this trip ultimately strengthened our bonds, all while making the boys more worldly readying them for their bright futures.

Thanks again,
Justin Lee



Sports



By Nick Shihadeh,
Journal Sports Editor

Seals Baseball Comes up Short

CHECK IT OUT: On Friday, June 17th, the SFPD Seals baseball team had an exhibition game vs NYPD Finest who were in The City that week preparing to go to San Diego for the Police/Fire World Games starting soon after. The game took place at USF's baseball field, and was played to build camaraderie between the two departments as well as raise money to support San Francisco Little League as well as the USF Junior Dons Baseball Academy. The organizers for The Seals were **Mark Obrochta** and **Joe Salazar**, while the manager of the NYPD squad was **Jose Vazquez**.

The game was uneventful except for the hooligan Seals fans down the left field line who wouldn't shut up, and the final score happened to be 6-1 with NYPD winning the match-up. Besides Obrochta and Salazar, the team members of The Seals were: **John Greenwood, Nick Stewart, Vince Pacchetti, Edgar Gonzalez, Irvin Huerta, George Santana, Bryan Zahn, Dennis O'Connor, Pat Cummins, Glen Wilson, Mitch Rowan, Niko Hawes, Perfecto**



Barbosa, Brett Sullivan, Dave Colclough, Andrew Lucas, Kevin Danielle, Paul McIntosh, Eric Berrenche, Ray Biagini, Steve Fillipi, Rich Cibotti, Glenn Ortega, Mike Montero, Mike Tursi, Dan Burns, and of course **Dom Celaya** (retired).

Thanks go to the POA for their support and of course to President **Marty Halloran** who was presented with a commemorative bat signed by the team before the game. Thanks also go to **Jerry D'Arcy** (retired) for singing the National Anthem and to former POA President **Gary Delagnes** who threw out the first pitch. Deputy Chief **Mike Redmond** should be acknowledged for attending the game and staying for the whole thing, and of course to USF for providing their fantastic new baseball field for the game. Also it should be noted that **Chrissy Hawes** (retired dispatcher) provided the photos that appear with this column.

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



USF Baseball Hall of Famer Gary Delagnes throws out the first pitch.



Niko Hawes makes a play at second base.



Pat Cummins manning the shortstop position



The SFPD Baseball Seals (blue jerseys) and the NYPD Finest ball club pose together.



Mark Obrochta holding the microphone with other Seals Glenn Ortega and Joe Salazar. (DC Mike Redmond in background along with Marty Halloran, Gary Delagnes, and Jerry D'Arcy)

Fundrasier for First Responders' Families

By Tony Montoya
Vice President

Officer Irving Garcia Jr. #1810 and Officer Glennon Griffin #1502 of Mission Station are running the Berlin Marathon on Sept 28 for the Tuesday's Children Foundation which supports children and families of first responders who were directly affected by the cowardly attacks of 9/11 as well as other terrorists attacks.

Officers Garcia Jr. and Griffin of Class 239, ran the SF marathon during the academy in 2014, the Chicago Marathon during their probation year in 2015 and have decided to run this year's Berlin Marathon for a great cause.

Please support them as they are attempting to reach monetary goals of \$3,000 each. Any donations would be highly appreciated.

Donations could be directly made to the following links:

<http://tinyurl.com/h3zyv0l>

<http://tinyurl.com/gwvxma3>

Checks can also be made out to Tuesday's Children and sent to Mission Station, Attn: Irving Garcia, Jr. or Glennon Griffin
(Memo: Irving Garcia Jr. and Glennon Griffin)



SFPOA Member Benefit
(Retired and Active)

By Martin Halloran, President

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

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

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

SF Police Soccer Club Update

By Kerry Mullins
Tenderloin Station

The SFPD Soccer Club has been having a great year so far; here are the highlights:

The Police Soccer club defeated the San Francisco Fire Department for a second time this year. They played the Fire Department on June 7th as a warm-up prior to the United States Police and Fire Championships. SFPD dominated the fire department from kick off to the last whistle. Chris Anderson gave SFPD the lead half way through the first half, Cullen Roche scored shortly after that, and Danny Solarozono scored twice to put the game out of reach. SFPD's defense was stout and would only allow one shot in the first half. The Fire Department scored their lone goal with ten minutes remaining in the game.

SFPD 4-Fire department 1

At the United States Police and Fire Championships in San Diego, both the A Team and the Over 35 Team played great and have come a long way since last year.



Over 35 Team after they won bronze. Left to right: Top row: Pete Richardson, Chris Anderson, Carl Ueber, Oscar Padilla, Francisco Rodriguez, Eric Solares, Tracy Boes, John Sheehan. Bottom Row: Danny Barajas, Mike Chicas, Percy Hernandez, Gabe Alcaraz, Robert Vernegro, Carlos Mustafich, Ramon Reynoso, (Not pictured; Ali Misaghi, Tyler Ropelato)

The SFPD A Team Results:

Game 1: Ventura PD vs SFPD

SFPD started the tournament off with a bang. After a first minute shot by Sean Cody that just sailed wide, Omar Alvarado got a wonderful feed on the right edge of the box and hammered home the first goal of the tournament in the 5th minute. Later in the first half, Ventura PD was awarded a penalty kick for a controversial call. Ventura tied the game at 1-1 with the penalty kick. Right before the end of the first half, Rigo Haro sailed a corner kick to the back of the box where Christian Eteti flicked it toward the six yard box. Kerry Mullins back pedaled and headed the ball from behind and into the goal. As Mullins headed the ball, he collided with Ventura PD's keeper. This resulted in a foul and the goal was waived off.

In the second half Ventura received a direct free kick from just outside the goalies box. A Ventura player bent the ball around the wall and into the back of the net to give them the lead 2-1. SFPD answered back quickly when Joe Majeski crossed a ball across the box and found John "Vinnbarr" Manning's right foot. Manning punished the ball into the back of the net, just as the line judge signaled Manning was offside and again a goal was waived off.

With five minutes remaining in the game, SFPD was trying to get something going to try and tie the score. They were getting denied all day by Ventura's keeper. With little time remaining, Omar Alvarado would cross a perfect ball to the far post for Danny Solarozono who headed it into the net for the equalizer.

Final Score: Ventura PD 2-SFPD 2

Game 2: San Diego PD vs SFPD

After getting crushed 7-0 by San Diego PD last year, the SFPD wanted some revenge against the team that was defending the Gold. SFPD had several opportunities early in the game but San Diego's Keeper was lights out in defending the net. With a minute remaining in the first half, Rigo Haro found Danny Solarozono streaking by defenders at the top of the box. Solarozono punched one past the great keeper giving SFPD the 1-0 lead going into half time.

Fifteen minutes into the second half SFPD put the game out of reach when rookie Eric Roberts blasted a thirty five yard shot right under the crossbar. SFPD's defense was led by Kevin "The Angry Irishman" Lynch, Franco "The Fireball" Ragusa, and Frank Olcomendy. They played phenomenal to protect the lead and preserve the shutout, while Josh Nazzal and Justin Erb shared goal keeping duties as well.

Final Score San Diego PD 0-SFPD 2



A Team after beating San Diego PD 2-0: Named Left to Right: Top Row: Franco Ragusa, Sean Cody, Frank Olcomendy, Cullen Roche, Kevin Lynch, Kerry Mullins, Josh Nazzal, Justin Erb, Chris Anderson. Bottom row: Rigo Haro, Danny Solarzono, Omar Alvarado, Joe Majeski, Eric Roberts, Christian Eteti, John Vinnbarr Manning, Sher Khan Proud Coach Ali Misaghi modeling in front of the team.

The SFPD Over 35 Team Results:

Game 1: SoCal United Vs SFPD

Off a Pete Richardson assist Danny Barajas scored a Goal to give SFPD 1-0 the advantage in the first half. SoCal United answered back with a goal of their own. In the second half, Oscar Padilla scored a goal off of a Chris Anderson Assist to give SFPD the lead and victory.

Final Score: SoCal United 1- SFPD 2

Game 2: FC United vs SFPD

In the last five minutes SFPD found themselves losing by one. It looked like they were going to be handed their first loss of the season, but defender Eric Solares had other thoughts. Solares had the ball on SFPD's half and pushed the ball to the center circle. He then ripped a "firecracker" that soared over the mid fielder's heads, defender's heads, and the goalies fingertips. Solares scored the goal of the tournament from 40 yards away to even up the score.

Final score: FC United 2- SFPD 2

Game 3: San Diego PD Vs SFPD

After taking a 2-0 lead early with goals from Ali Misaghi and Chris Anderson, SFPD looked like they were going to breeze into the semifinal. SFPD's defense would fall apart though, and San Diego would climb back into the game. San Diego PD tied the game and forced penalty kicks. Even after losing all momentum and the lead, SFPD found a way to persevere and beat San Diego in Penalty kicks.

Final Score: San Diego PD 2- SF PD 3

Game 4: Santa Clara Co Sheriffs Vs SFPD

In a game where SFPD played better than the opposing team, they could



Cullen Roche passing a long ball up to Rigo Haro

PHOTOS BY KERRY MULLINS

never take the lead. Danny Barajas had SFPD's lone goal which was assisted by Ali Misaghi. Santa Clara Co Sheriffs pulled past SFPD in a very tough semi-final game

Final score:

Santa Clara Co Sheriffs 2-SFPD 1

Game 5: SoCal United vs SFPD

The bronze medal game was a re-match of the 1st game of the week. Neither team could capitalize in a very exciting back and forth first half. In the second half, Carlos Mustafich crossed a ball near post to find Tracy Boes' head. Boes headed the ball past the keeper to give SFPD the lead in the 35th minute. In the second half SoCal United had several opportunities but Percy Hernandez did his best Tim Howard impersonation to stone wall them.

Final Score: SoCal United 0- SFPD 1

The SFPD over 35 team won the bronze after getting 4th the year before. Hopefully with another year of training and playing together they will make the jump to Gold.

Street Soccer tournament



Street soccer tournament A Team Players Left to right: Kerry Mullins, Cullen Roche, Justin Erb, Kevin Lynch, Franco Ragusa, Frank Olcomendy, Rigo Haro (not pictured Danny Solarzono)

The SFPD A Team played in a street soccer tournament at Union Square that helped the homeless community in San Francisco. SFPD finished second in their bracket by winning 2 and losing one. It was a fun short tourney that supported the community these police officers work in. Danny Solarozono, Cullen Roche, and Kevin "The Angry Irishman" Lynch would score 6 goals. Rigo Haro scored 3 goals and had 9 assists. Franco "The Fireball" Ragusa, Frank Olcomendy, and Kerry Mullins each had a goal as well. Justin Erb played keeper and put on clinic in the net.

Game 3: LA County Fire vs SFPD

SFPD scored a goal in the second minute that was waived off by a foul that did not affect the goal. Later in the first half, LA county Fire led a counter after a strong SFPD attack in the 13th minute and took advantage by ripping a ball past the out stretched fingers of Josh Nazzal. 10 minutes later SFPD was awarded a Penalty Kick. Cullen Roche nailed the left post and the ball ricochet to Joe Majeski, Majeski ripped the ball and the keeper made an amazing save. In the second half LA County Fire hit a magnificent set piece to put them up 2-0. SFPD fought hard but was never able to answer back.

Final Score: LA County Fire 2-SFPD 0

Game 4: Riverside VS SFPD

Riverside forfeited.

Final Score: Riverside 0-SFPD 1

Game 5: LA County Sheriffs VS SFPD

SFPD played their tails off all game but LA CO Sheriffs were the better team that day. The ball just was not going SFPD's way.

Final Score:

LA County Sheriffs 3-SFPD 0.

After finishing in last place the prior year, the SFPD A Team finished 4th in the over 18 conference this year. The A Team played the best soccer they have played in several years. The team is full of young promising players who will continue to grow and get better as a unit. They are playing their next tournament in Calgary September 6th through the 10th at the North American Police Soccer Tournament.

Journal End Point, August 2016:

*Maybe it's time we all just sit back
and tone down the rhetoric...*



PHOTO FORWARDED TO THE JOURNAL
BY ESTHER WOODS, POA FRIEND AND SUPPORTER



FIFTH ANNUAL POA POKER NIGHT “TEXAS HOLD ‘EM”

A Benefit for the SFPOA Scholarship Program

Friday, September 23, 2016 ♠ 6:00 PM

POA Building, 3rd Floor Atrium 800 Bryant Street, 6th Street Entrance

Open to the first 100 paid entrants

Initially open to POA members only

♠ \$150 Initial Buy-In with \$50 Buy-Back

♠ Special “Gift” to Each Player

♠ Prizes to the Top Five Winners

♠ Buffet Dinner and Cocktails



Make Checks Payable to SFPOA Scholarship Committee [501(c)3 Federal Tax Exempt Account]
Contact POA for Details at 415-861-5060