



JOURNAL

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SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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www.sfpoa.org

Closing the Book on 2014

By Martin Halloran,
SFPOA President

Merry Christmas, everyone! This is always an exciting time of the year, and as the clock ticks away on 2014, I look back and reflect on the highs and lows, and the events that had an impact on the city, the department, and the POA. There were many, but several of particular significance.

First, I am grateful to the membership of the POA for electing me last January. I am humbled by your confidence, and honored to represent you. The POA is one of the strongest labor organizations in the city, largely because of its members. I am equally thankful for the members electing Vice President Tony Montoya, Secretary Mike Nevin, Treasurer Joe Valdez, and Sergeant at Arms Val Kirwan. We are a dedicated, qualified team, and fiercely loyal to you all. The many successes of the POA this past year were due to a strong, united Executive Board. I thank them all for their service.

Controlled Chaos

There were many chaotic days at the POA. Be it an officer involved shooting, or an injured officer, or a false accusation about a member, or perhaps some newly implemented policy or Department Bulletin that violates the MOU, when things happened, we sprang into action. We sought legal remedies and filed grievances through our labor attorney Gregg Adam, and defense representation from other attorneys. Accordingly, a few members became embroiled in complicated, prolonged legal matters, and in each case the welfare of his or her family was also our concern.

Member and Public Opinion Polls

In March, the POA conducted a survey designed to identify members'

most pressing concerns. Participation was high, which led to a General Membership meeting in April. An even more successful General Membership meeting was held in November, which resulted in the largest turn out at a POA meeting in over 10 years.

A POA-sponsored public poll indicated that the public holds the SFPD rank and file in high regard. Our approval rating was over 80%, and has never been higher. The poll also revealed that the public strongly favors the use of body cameras on its officers.

Much Enhanced Scholarship Program

Earlier this year, former Mayor and Chief of Police Frank Jordan, along with his wife Wendy Paskin-Jordan, made an exceptionally generous donation to the POA scholarship program. With that money, the POA established the Frank Jordan/Wendy Paskin-Jordan Scholarship Fund. The scholarships will benefit the dependents of active, retired, and deceased members from the department rank and file. I cannot thank Frank Jordan and Wendy Paskin-Jordan enough for their philanthropic gesture.

Measure A

The POA fully endorsed Measure A in the June primary election and it passed overwhelmingly. Now, the Department will soon have a new state of the art facility for the Traffic Company and the Crime Lab.

Proposition 47

One ballot box setback this year was the passing of statewide Proposition 47. This new law was co-sponsored by San Francisco District Attorney George Gascón, but opposed by almost all other District Attorneys and Police Chiefs throughout the State of California. This legislation further decriminalizes narcotic violations

and property crimes, and has already resulted in the early prison release of convicted felons.

Campos Defeat

While Supervisor David Campos continued to bash our cops in 2014, it became clear that his anti-law enforcement agenda was his last desperate effort to win his campaign for the State Assembly. The POA made an early endorsement and campaigned for the best candidate — President of the Board of Supervisors David Chiu. The city electorate also saw it our way, and now Supervisor David Chiu is headed to Sacramento.

Fixed Post Details

We struck an agreement with Chief Suhr that officers would no longer be detailed from FOB to fixed-posts on the perimeter of AT&T Park for Giants home games. With the extremely low staffing in the department, the POA believed that was a serious officer safety issue at the district stations. The only exception will be home games against the Dodgers, and playoff games.

Laura's Law

Mayor Ed Lee signed two new laws this year that will have a direct effect on our members. Spearheaded by Supervisor Mark Farrell, Laura's Law will afford mental health treatment for some of the most vulnerable individuals in our society.

Cancer Presumption

At the request of the POA and Firefighters 798, Supervisor David Chiu carried to the full Board legislation that upgraded the "cancer presumptive" at the Retirement Board. This turned out to be the first upgrade in over 70 years! Many thanks to Supervisor Chiu, and to POA Welfare Officer, Mike Hebel.



No Longer with Us

Tragically, since December 2013, the POA lost several active members and good friends who had valiantly fought with health issues. Mike Howard, Michael Hutchings Sr., Hector Basurto, James Richards, and Steven Ferraz were all active members when they passed on. We also lost a pioneer of the POA. Jerry Crowley made strides for all law enforcement throughout the State of California from which we all benefit today. As I write this, I have just been made aware of the passing of an icon known to the members. Judy Saunders, the sweetest most sincere woman, passed away on Thanksgiving Day. May they all rest in peace.

I don't want to conclude my message on a down note because this is a festive season when we revel in the holiday spirit and enjoy the comfort of our families and friends. I can only say continue to do the good work that you all have done so well. I thank you all, and wish you and yours a very festive holiday season, Merry Christmas, Happy New Year, and Peace in 2015.

Slainte!

Remembering Slain Officer James Guelff

pages 16 – 17



Wall of Honor Dedicated at New SFPD Headquarters

"In many ways this building, much like the old Hall of Justice, was built on the memories of the men and women of the San Francisco Police Department who have worked the streets of this city, who have walked the corridors and offices of the Hall of Justice, and on those active members who will soon occupy this new Public Safety Building. For the greatest asset of this Department has always been, and will continue to be, the men and women who don the blue uniform, pin on the 7-point star, and take to the streets of this city to serve and protect."

POA President Martin Halloran
BALEAF Evening of Remembrance
November 18, 2014
(See Pages 6 – 7
for complete address and photos)

San Francisco Police Department Medal of Valor Ceremony November 12, 2014



GOLD MEDAL OF VALOR

- | | |
|--|---|
| Lt. Gaetano Caltagirone* Sergeant Dennis O'Mahony* Officer Derrick Lee* Officer Antonette Valenzuela* | Sergeant Arran Pera* Officer James Cunningham* Officer Stuart Molver* Officer Donald McIntyre* |
|--|---|

SILVER MEDAL OF VALOR

- | | |
|--|---|
| Captain Timothy Oberzeir Sergeant Walter Ware Sergeant Neil Cunningham Officer Ryan Daugherty Officer Valerie Durkin Officer David Sands Officer Cody Ross Barnes Officer Alane Baca* Ret. Officer John Glynn* Officer Stephen Kirwan* Officer Jon Rochlin* Officer Robert Toomey* Officer Tuavaa Johnson* | Ret. Lt. David Johnson Sergeant Ronald Liberta Officer Gregory Latus Officer Aaron Cowhig Officer Christopher Costa Officer John Cathey Officer Shante Williams Officer Andrea Joseph* Officer Michael Keane* Officer Jeffrey Brown* Officer Sanjay Shastri* Officer Angel Poon* Officer Matthew Lobre* |
|--|---|

BRONZE MEDAL OF VALOR

- | | |
|--|---|
| Sergeant Matthew Mason** Officer Patrick Brady Officer Ryan Doherty Officer Kevin Rightmire | Officer Alvaro Mora Officer Edric Talusan Officer Thomas Ly |
|--|---|

*Also the recipient of a Life Saving Award

**Also the recipient of a Meritorious Conduct Award

SFPD Officer Jim Cunningham

The IACP/Target Stores Police Officer of the Year Award

By Val Kirwan

The International Association of Chiefs of Police (IACP) has recognized San Francisco Police Officer James Cunningham, Airport Bureau, as the exemplary performance. As the most prestigious law enforcement award of the IACP, the Police Officer of the Year Award recognizes outstanding and heroic achievement among police officers across the globe and highlights the sacrifices made daily by law enforcement's finest. The IACP Citation reads:



*"Officer James F. Cunningham
San Francisco Police Department*

On the morning of July 6, 2013, approximately 35 minutes before noon, Officer Cunningham was patrolling the north end of the San Francisco International Airport airfield. Having no knowledge from the control tower or the cockpit that there were any problems with the day's flights, Officer Cunningham continued his normal patrol duties. Suddenly, on the opposite end of the airfield Officer Cunningham witnessed an airline crash into the seawall prior to reaching the runway. He would later learn that he had just observed the crash of Asiana Flight 214.

Officer Cunningham accelerated his vehicle to the crash site despite knowing he would be going into a potentially catastrophic scene. Without regard to his own personal safety and without any type of breathing apparatus, he boarded the burning plane. Once on board, the officer cleared paths for injured passengers to exit, rescued those trapped in their seatbelts, and aided the severely injured off the plane. Officer Cunningham successfully aided in saving the lives of 304 passengers."

I join with all SFPOA members in congratulating Jim. His extraordinary deed has made us all proud.



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The San Francisco Police Officers Association

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MANAGING EDITOR
Ray Shine

SPORTS EDITOR
Nick Shihadeh

WEBMASTER
Cyndee Bates

LAYOUT & PRODUCTION
Georgette Petropoulos

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800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103
(415) 861-5060

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ASSOCIATION OFFICE: (415) 861-5060

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

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

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(415) 515-1862 • sfpoa_ads@sbcglobal.net

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Minutes of the November 17, 2014 SFPOA General Membership Meeting*

United Irish Cultural Center, 2700 45th Avenue

- Sergeant at Arms (SA) Val Kirwan called the meeting to order at 17:20 hours.
- Sergeant at Arms Val Kirwan (SA) led the members in the Pledge of Allegiance.
- SA Kirwan asked for a moment of silence for police officers and military personnel killed in the line of duty.
- Secretary Mike Nevin conducted roll call.
- President Martin Halloran thanked the members in attendance for a huge turnout. Several hundred members and retirees were in attendance. Active members were able to get on the turkey list.
- President Halloran introduced Martin Gran, the Employee Relations Director from the Department of Human Resources. Mr. Gran and Jack Wood, eMerge Director (Controller's Office), made a presentation to the board regarding "Paperless Pay." They discussed in detail direct deposit, the pay card option, and electronic paystubs. A copy of the presentation was made available to the board.
- Financial requests. Representative Raphael Rockwell (Hdqrt.) made a financial request presentation on behalf of Operation Dream. They have been in existence for 20 years and were seeking \$5,000. Representative Yulanda Williams (Richmond) made a motion to donate \$5,500. The motion received a second from Representative Crispin Jones (Ingleside). The motion passed by voice vote with the following representatives in opposition: Joe McCloskey (Tenderloin), Matt Mason (Investigations), and Matt Lobre (Northern).
- Representative Greg Stechschulte (Mission) made a financial request presentation on behalf of the Mission Station Toy Drive. The December 20 event is also seeking volunteers. Representative Scott Edwards (Mission) made a motion to donate \$2,500. The motion received a second from Representatives Ed Carew (Central) and Raphael Rockwell (Hdqrt.). The motion passed unanimously by voice vote.
- Election Committee Chairman Dermot Dorgan (S.I.D.) made a presentation regarding a member complaint lodged for the special election recently held at the Traffic Company. Dorgan explained his findings and determined that there were no inconsistencies or improprieties. Erika Jones-Clary, CEO of Ms Jones Designs and the POA web developer/administrator, was present and explained the online voting process that her company is involved in. A discussion followed. Dorgan also announced the upcoming board election for each representative position (excluding Executive Board) where nominations will be held at the December 2014 board meeting.
- Representative Matt Lobre (Northern) made a motion to approve the October 2014 minutes. The motion received a second from Representative Kevin Lyons (Tenderloin). The motion passed unanimously by voice vote.
- President's Message. President Halloran discussed a recent incident involving an OCC investigator and the failure to translate a question in Spanish for a POA representative. Attorney Gregg Adam has sent a letter to the OCC Director objecting to the incident.
- The POA has learned that Mike Hebel (retired) and John Goldberg (retired) will be running unopposed for seats on the board of directors for the SF Police Credit Union.
- The Department, the City, and the POA have had meetings in regard to 10B. Those discussions are ongoing and there have been no formal agreements.
- Vice President's Message. None
- Secretary Nevin addressed seniority tie-breakers for entry level Q2s. The Department and the POA have met and conferred. DB 14-162 will be rescinded. The Department will be ranking all members starting with the E126 list and social security numbers will act as a tie-breaker. However, this will only happen one time and will not change each succeeding fiscal year. Another DB

- will be issued to explain the process in detail. There were no objections from the floor.
- Treasurer's report. Treasurer Joe Valdez explained that the POA is over budget this month by \$5,800 and \$95,000 for the year.
 - New Business. Representative Scott Edwards (Mission) discussed the cancellation of days off for Halloween and how some members were notified of this on 10-31. Representative Ed Carew (Central) also explained that Central had similar issues of H days being cancelled in reverse seniority.
 - Member Mike Connolly (CSI) addressed riot helmets and inquired if they can be upgraded. The POA Uniform and Safety Committee will be meeting to discuss this topic. A member inquired about whether or not shields could be deployed to riot squads in the future. Representative Brent Bradford (Tactical) explained that shields are in supply if requested.
 - DB 14-173 was discussed. This DB states that members must track their own time balances. When a

- member takes time from a balance they do not have, they have run into Payroll problems. The POA has addressed this on an individual basis and assisted getting members properly compensated while taking hours out of other time balances. However, a long-term fix between the Department and the POA is being worked out.
- Old Business. SA Kirwan announced the proceeds from the Poker Tournament benefitting the POA scholarship fund.
 - Open Forum. The next captain's test is expected in January 2015.
 - The meeting was adjourned by President Halloran at 19:00 hours.

Submitted by Secretary Mike Nevin

** 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.*

Special Notice to All SFPOA Members

Nominations Open for SFPOA Station and Unit Representatives

By Mike Nevin, SFPOA Secretary

Nominations for the next two-year term as a POA Board of Directors representative are to be presented in writing, emailed to the POA Election Committee Chairperson, Dermot Dorgan, at Dorgan.D823@gmail.com, or nominated from the floor by any member, at the December Board Meeting. A member need not be present to receive a nomination from the floor.

On-line voting will take place in January 2015

As per the following sections of the SFPOA Bylaws, nominations shall be taken at the December 10, 2014 Board of Directors meeting for candidates seeking election as a Board of Directors representative from a station, unit, or detail, as per the Section 401(F)(1) as follows:

401.

F. Directors.

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

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

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

Any member interested in being nominated for election to any of the positions listed in Section 401(F)(1) should abide by the bylaw sections 600 and 602 excerpted below. A complete copy of the SFPOA Bylaws is available to any member on-line at www.sfpoa.org, or upon request at 415-861-5060. District or unit representatives can also provide any member with a copy of the SFPOA Bylaws upon request. – Ed.

ARTICLE VI: NOMINATIONS, ELECTIONS, AND INSTALLATIONS

Section 600. Eligibility and Term of Office.

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

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

Section. 602. Election Process.

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

Correction: In the November issue of the POA Journal, we inadvertently omitted the name of a sponsor of the POA Poker Tournament. SFPD Captain Mark Mahoney was a Deuces Wild sponsor. All the money raised in tourney will benefit the SFPOA Scholarship Program. We appreciate his sponsorship, and very much regret the omission. — Ed.

General Membership Meeting Roll Call Monday, November 17, 2014

| | | | | | |
|------------------|-------------------|---|----------|-------------------|---|
| President | Martin Halloran | P | Co. G | Chris Breen | P |
| Vice President | Tony Montoya | E | | Yulanda Williams | P |
| Secretary | Michael Nevin | P | Co. H | Crispin Jones | P |
| Treasurer | Joseph Valdez | P | | James Trail | E |
| Sergeant-At-Arms | Val Kirwan | P | Co. I | Michael Ferraresi | P |
| | | | | Jody Kato | P |
| Editor | Ray Shine | E | Co. J | Kevin Lyons | P |
| Co. A | Ed Carew | P | | Joe McCloskey | P |
| | John Van Koll | E | Co. K | Mario Busalacchi | P |
| Co. B | Danny Miller | E | | Steve Landi | P |
| | Louis Wong | P | Hdqrt. | John Evans | P |
| Co. C | Gerald Lyons | P | | Raphael Rockwell | P |
| | Chris Schaffer | P | Tactical | Brent Bradford | P |
| Co. D | Scott Edwards | P | | Mark Madsen | E |
| | Greg Stechschulte | P | Invest. | Thomas Harvey | P |
| Co. E | Matt Lobre | P | | Matt Mason | P |
| | Jesus Peña | E | Airport | Reynaldo Serrano | P |
| Co. F | Kenyon Bowers | E | | Mark Trierweiler | P |
| | Paget Mitchell | P | Retired | Ray Allen | P |

Big Ticket Items Equate to Police Union Legacy

By Paul Chignell,
Former President SFPOA

There are many effective public employee unions, particularly police and fire organizations. Many of them are stalwarts in their day-to-day resolution of member problems, defending those in need of legal assistance, providing charitable assistance to those in need within their community, and interacting aggressively with management to further the union position.

Those are admirable services and provisions but, in the context of significance and legacy, they are merely sufficient.

The true hallmark of a powerful public employee union is its legacy. What significant accomplishments that carry on for generations can police union leaders point to over past decades that have enhanced the economic and justice values of their members? Do these accomplishments endure adversity? Do they endure the evolution of the nature of policing in this nation?

No police union in the State of California or in the United States of America over the past forty-five years has accomplished as much for their members as the San Francisco Police Officers' Association. That is an incontrovertible fact. The record is so exemplary that it has set an almost unattainable benchmark for other such organizations. The extraordinary gains have never been categorically chronicled. With all humility, I will recap that legacy now.

As the accomplishments are delineated, they are breathtaking. But the irony is that the following legacy of achievements are the most important—but there are others that make this list, but that many nonetheless remember.

The leadership of the past nine (9) POA Presidents since 1970, hundreds of Executive Board and regular Board of Directors members, and just as importantly our partners in government and in the community we serve have been catalysts in these historic events.

Demonstratively, this is the beginning. The current leadership of the



POA is committed to the day-to-day successes, but is always looking for opportunities for legacy changes.

Here are the legacy changes:

1970 Bluecoats

Prior to 1970, the SFPOA was run in an undemocratic manner that allowed only one representative on the Board of Directors from the then nine (9) district stations. That's right; only a *single* representative for the largest number of department employees, a tacit indication how little regard was had for the uniformed cops on the street. The Bluecoat Committee, led by Jerry D'Arcy, Jerry Crowley, Lou Calabro and others, changed all of that. They demanded -- and through the ballot box achieved -- a new system of one officer, one vote in union elections resulting in a vibrant and aggressive leadership faction that took over the POA. These courageous leaders changed the course of police union politics forever.

1971 Memorandum of Understanding

In 1971, the first-ever contract between the City and the SFPOA was signed. No economic benefits were in this contract. But it was an historic first beginning that set the groundwork for future contracts. It included rights to transfer within department units, and assured some basic rights of due process.

1973 Re-Opening of Park and Potrero Police Stations

In 1972, Mayor Joseph Alioto's Police Commission and Police Chief Donald M. Scott closed Park and Potrero Police Stations causing consternation in the community, and within the POA. POA President Jerry Crowley coalesced a large group of community activists to sponsor a charter amendment on the 1973 San Francisco ballot to reopen the police stations. This was a seminal event, as widely disparate community activists joined with the San Francisco police union to forge a bond that remained for many years thereafter. The specter of shuttering neighborhood police stations would never again be broached for political reasons.

1974 Pension Leaps

November 1974 brought two significant pension reforms passed by San Francisco voters. The San Francisco Police Officers' Association and Firefighters Local 798 had placed both measures on the ballot. Proposition H gave pension increases to public safety officers who had retired many years prior and were living on small pensions. Proposition M followed the passage of Proposition N of 1972, giving police officers who retired one half of the active officers' wage increases. These two propositions were major improvements in the economic well-being of retirees.

1975 Police/Fire Strike

The August 1975 police strike resulted in a number of regressive measures aimed at police and fire, but the immediate salary increases were quite large due to Mayor Joseph Alioto's emergency power declaration in settling the three-day strike. A byproduct of the work action was a much more aggressive police union that searched for economic and due process justice in the work place.

1976 Police Officer Bill of Rights

In the summer of 1976, one of the most dramatic changes in the United States was the attainment of due process rights for police officers under administrative investigation. The POA, led by President Jerry Crowley along with the Peace Officers' Research Association of California and other police unions, sponsored California State Assembly Bill 301 which provided for those due process rights. Virtually every politically appointed Police Chief and City Manager in California opposed the bill, decrying the protections as unwarranted, and stating that if enacted police discipline would cease. These hacks lost big time. The legislature passed the bill, and new Governor Edmund G. Brown, Jr. (who is Governor again today until January 2019) signed the bill into law effective January 1, 1977. This legislation became a prototype for similar laws in many other states. The legislation has been amended many times since 1977, with additional protections for working police officers.

1978 No Residence Rule

In 1978, the San Francisco Board of Supervisors acted in a vindictive manner to punish police officers who went on strike in 1975. They authored a five (5) mile residency rule for police officers and firefighters. If let standing, officers and firefighters would have to live within five (5) miles of San Francisco, despite the fact that most of that 5-mile boundary was in bay and ocean waters. This action was done despite the fact that the POA and other public employee unions had secured passage of Proposition 5 on the 1974

ballot, which did not allow residency restrictions unless they were "reasonable." Obviously a five (5) mile limit was patently unreasonable. The POA took the City to court and Superior Court Judge Henry Rolph, nephew of former Governor "Sunny" Jim Rolph, struck down the five (5) mile limit as unconstitutional. The City never appealed, and there are no residency restrictions to this day.

1978 P-1 Transfer Policy

Also in 1978, the most entitled transfer policy in any California police department was negotiated between the POA and the hierarchy of the SFPD. The result was the historic General Order P-1 that, with some exceptions, mandated that officers be transferred between stations and into specialized units based upon strict seniority of request. The measure also forced management to document a rationale for transferring officers without their consent. The category titles of SFPD General Orders have long ago changed from letters to numbers but now 40-years later, everyone calls this General Order P-1, not 11.06. P-1 is a universally known transfer policy that is central to the San Francisco Police Department. No other California department has such a policy. It was and is an unparalleled employee-rights achievement.

1979 Defeat of "DA Joe"

The election of District Attorney Joe Freitas in 1975 immediately resulted in a clash of values with the leadership of the San Francisco Police Officers' Association. During the next four years, the conflict grew exponentially. The prosecution in the summer of 1977 of Officers Craig Piro and Bob Rodriguez by Freitas' office was the boiling point. Both officers were quickly acquitted in a bogus assault case. The POA paper at the time printed issue after issue of front-page Freitas bashing. The stories were always headlined "DA Joe." The POA quickly endorsed Deputy Attorney General Arlo Smith in a multi-candidate race to remove Freitas. The POA and Arlo Smith won in November 1979 with Smith taking over the office of District Attorney. Relations between that office and the POA became calm and cooperative again. This effort to remove DA Joe was the beginning of many political battles where the POA stood up for the membership it served.

1980s Gains

The 1980s brought many victories at the ballot box and in terms of protecting police officer rights. Chief amongst them were the great electoral victories of attaining night differential and time and one half-overtime pay for rank and file police officers. Bob Barry, Al Casciato, Ron Parenti, Mike Hebel, Duane Collins, Reno Rapagnani, Dan Linehan, Mike Nevin, Gale Wright and many others were significant advocates in planning the campaigns, working with community groups, and eventually achieving the successes at the ballot box. In an era without collective bargaining, the only way to win these benefits was to go on the ballot, and these POA advocates did.

At the end of the 1980s the POA was the catalyst to win a change in workers' compensation law. A cancer presumption change was made for officers contracting cancer as a result of actions taken during their employment. Many officers have won settlements over the years due to this most important change.

1990 Binding Arbitration

In 1990, the POA leadership decided

continued on next page

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.

Big Ticket Items

continued from previous page

that collective bargaining with binding arbitration was the best way to ensure continued economic prosperity for police officers. Other public employee unions had the ability to bargain for wages and benefits and the POA should also have that right. A measure was placed on the ballot in 1990 and was passed by the San Francisco electorate.

This measure changed the game. Due to political acumen, strong negotiating skills, and a zeal to do right for the membership, San Francisco police officer salaries for patrol officers zoomed upwards from position 92nd in the State of California to number 1. In addition, a multitude of special premiums and benefits were added to the base salary. Today, thirteen (13) additional compensation programs from POST pay to FTO pay are available to our members. An experienced patrol officer went from \$40,000 to \$125,000 annually between the years 1992 to 2010.

1998 Airport Merger

In 1998, the POA engineered the merger of the San Francisco Police Department with the Airport Police Bureau. This upgraded the Airport Police Bureau to full status, allowed for additional opportunities for all San Francisco Police officers including a multitude of promotional jobs, all paid through the San Francisco International Airport budget as an enterprise Department.

Early 2000s 90% Pension

The early 2000s brought many more benefits for the membership. The retirement percentage was raised from an excellent 75% to 90% of salary. That change alone caused new retirees to not have to worry about financial stability for most officers. 2003 brought a major change to workers' compensation benefits as the POA engineered a duty belt presumption for lower back injuries after five (5) years of service. In 2004 a charter amendment was passed by the POA to correct an inequity in survivor benefits.

2008 DROP Program

In 2008, the POA promulgated an initiative on the San Francisco ballot written by the POA that provided for a three (3) year deferred retirement option program (DROP) which allowed hundreds of officers of all civil service ranks to remain working in their last years and bank a second annual salary. This benefit again ensured major financial stability for officers entering retirement.

The 2010s Pension Attacks

The next few years resulted in two major battles with Public Defender Jeff Adachi and his billionaire handlers. Adachi sponsored two separate measures to severely restrict public employees pensions. Large anti-labor corporate interests, amongst others, funded these measures. Adachi was soundly defeated twice. The POA was in the forefront of the opposition to these regressive measures with strident political action and aggressiveness.

2014 Cancer Presumption

2014 has been another year of success for the membership. Led by Welfare Officer Mike Hebel the POA worked with Supervisor and now Assembly member-Elect David Chiu to change the San Francisco Administrative Code to make a cancer presumption for certain retiring police officers and firefighters. This was an achievement that will certainly assist many public safety officers in the future in San Francisco.

As was stated above, the job of a union in the public sector involves many things. The day-to-day obligations are always immense---officers in trouble, fires to put out, and the usual problems that always crop up.

But the power of a union to be particularly effective is always measured by the ability to engage in BIG TICKET ITEMS. The list above demonstrates that the San Francisco Police Officers' Association always rises to the occasion, and ensures benefits for the membership. That is our legacy.

Chief's Corner

I hope everyone had a Happy Thanksgiving with friends and family. As this will be my last column before Christmas, I wanted to take a moment to wish all of you a very Happy Holiday Season and Merriest of Christmas', Happiest of Chanukah, and/or whichever best of what other holiday you hold dear at this time of the year. Thank you for all you do and for being the kind of "class" men and women you are as you work so hard to keep this City the safest.

At the Annual Interfaith Breakfast just before Thanksgiving, Reverend Dr. John Beuhrens was tasked with giving the closing prayer. His prayer really struck a chord with me as he delivered his "thought" the morning after the evening of riots and civil unrest around the country/Bay area in reaction to the Grand Jury decision in Ferguson, Missouri. As I listened, I thought of how lucky I am to be the Chief of the San Francisco Police Department as I have the smartest most thoughtful cops in the world wearing the same uniform I do. I thought of how lucky we all (SFPD) are to have each other and the support of our City as we work together every day to keep our City safe.

Anyway, (with a few liberties I took in making his thoughts "just so") here is that morning's prayer:

Like children, sometimes we need to be reminded that we have much to be grateful for and that we need to say thank you because we often take much for granted.

We do that because we know that to be grateful we have to acknowledge that we are responsible for one another.

We move together as part of a community at the speed of trust. This being the case, it is critical to cherish and maintain the trust and faith we have in one another...and build upon it.

Our Thanksgiving celebrations should remind us to deepen our trust of one another and of our common source so



that in the end, we might, here in this great city, show the world that we are a beloved community, one where we care for and about one another (regardless of standing), are responsible for and to one another (regardless of standing), and in so doing this City of St Francis can shine as it was meant to shine as somewhat of a beacon for the wider world to see.

I like to think/believe that the reason we didn't have the problems here in San Francisco that many communities suffered around the country after the Ferguson Decision came down is because those that were disappointed (and there were many that were incredibly disappointed) in the decision chose to respect the wishes of the Brown Family and demonstrate their disappointment peacefully. In any case, it did go differently here and that is a good thing. We facilitated the large peaceful demos as we always do and always will.

That said, as we move this proud Department forward, know that "we don't have to be sick to get better". We can always be better if we take nothing for granted and continue working to build the trust that Reverend Beuhrens spoke of so eloquently in his Thanksgiving prayer.

Happy Holidays and God Bless.

Be safe out there!

Greg Suhr

Chief of Police,

San Francisco Police Department

Oro en Paz, Fierro en Guerra

Calendar of Events

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

Regularly Scheduled Meetings or Events

| Event | Location | Date & Time | Coordinator |
|---|---|---|---|
| Meeting, Veteran Police Officers Association | Pacific Rod & Gun Club 520 John Muir Drive, SF | Second Tues. of Every Month, 11:00 AM | Larry Barsetti 415-566-5985 larry175@ix.netcom.com |
| Meeting, Widows & Orphans Aid Association | Hall of Justice, Room 150, (Traffic Co. Assembly Room) | Second Tues. of Every Month, 1:45 PM | Mark McDonough 415-681-3660 woasfpolice@gmail.com |
| Meeting, American Legion SF Police-Fire Post | Park Station Community Room 1899 Waller St., SF | Second Tues. of Every Month, 4:00 PM | Greg Corrales 415- 759-1076 |
| POA Board of Directors Meeting | POA Building | Third Wed. of Every Month, Noon | POA Office 415-861-5060 |
| Meeting, Retired Employees of CCSF | Irish Cultural Center | Second Wed. of Every Month, 10:15 AM | Reyna Kuuk 415-681-5949 |
| Retiree Range Re-qualification | SFPD Pistol Range | First Fri. of each Month, 7:30 – 11:30 AM | Range Staff 415-587-2274 |

Specialty Scheduled Events

| | | | |
|--|--|--------------------------------------|--|
| Annual SFPD Challenge/ Cable Car Pull | Aquatic Park, San Francisco (See notice on page 18) | Saturday, December 6, 2014 8:00 AM | bguinan@sfpoa.org |
| Dudley Perkins Annual Toy Run Benefiting BALEAF | (See notice on page 13) | Sunday, December 7, 2014 10:00 AM | bguinan@sfpoa.org |
| Airport Bureau Holiday Party | Hana Zen Restaurant Pier 39, SF | Friday, December 19, 2014 6:00 PM | Al Louie 415-971-4578 |
| Co. E Holiday Party | Elk's Lodge SF 450 Post St., SF | Saturday December 20, 2014 6:00 PM | Lynn Pomatto Northern Station |
| Peninsula Retiree Luncheon | Basque Cultural Center 599 Railroad Ave, S. SF | Wednesday, January 14, 2015 11:30 AM | (See notice on page 15) |

San Francisco Police Memorial Wall Re-Dedicated at BALEAF Event

Staff Report

When the new SFPD Headquarters opens to the public in the Spring of 2015, those who enter the lobby at 1245 Third Street will see a list of names carved into a marble Memorial Wall that honors all of the San Francisco Police Officers who have died in the line of duty. A similar wall is currently found in the lobby at 850 Bryant Street, but the new building will be replete with its own newly carved wall.

In addition, those who pass through the lobby will see a beautiful glass sculpture hanging over the entryway that is etched with a moving poem that pays tribute to those who have given their all for the people of this city. The sculptor is Shimon Attie. The poet is Margo Perin.

On Tuesday, November 18, 2014, the Bay Area Law Enforcement Assistance Fund (BALEAF) and the San Francisco Police Department held a re-dedication of the Memorial Wall. Survivors of the fallen officers, retired and active police officers, friends and supporters of the SFPD, and the persons responsible for the creation of the wall and the sculpture attended the event. A reception hosted by the San Francisco Police Officers Association immediately followed the event.



Sitting behind President Halloran L to R are Chief Greg Suhr, BALEAF President Kelly Blackwell-Garcia, survivor Matt Bloesch, artist Shimon Attie.



Retired Captain John Goldberg



Chief Greg Suhr



The new lobby provides an area to sit and reflect on the wall of names.

PHOTOS COURTESY OF ROBIN MATTHEWS, GLENN SYLVESTER AND SFPD PHOTO LAB



Scan the QR code or go to the below link to view remarks by POA President Martin Halloran, and SF Police Chief Greg Suhr

<http://sfpoa.org/memorialdedication>

Program

Bag Piper
Sergeant Thomas Harvey,
San Francisco Police Department

Welcome
Captain John Goldberg, ret.,
San Francisco Public Works

Posting of the Colors
San Francisco Police Department Color Guard

National Anthem
Sgt. Jerry D'Arcy, ret.
San Francisco Police Department

Invocation
Sister Lillian Repak,
Chaplain, Bay Area
Law Enforcement Assistance Fund

Mohammed Nuru
Director, San Francisco Public Works

Tom DeCaigny
Director of Cultural Affairs,
City and County of San Francisco

Martin Halloran
President, San Francisco Police Officers' Association

Gregory P. Suhr
Chief of the San Francisco Police Department

Kelly Blackwell-Garcia
President, Bay Area Law
Enforcement Assistance Fund
(BALEAF)

Matt Bloesch
Member, BALEAF Board of Directors
and Survivor

Shimon Attie
Artist

Margo Perin
Poet

Benediction
Sister Lillian Repak

Retiring of the Colors
San Francisco Police Department Color Guard

Reception



Poet Margo Perin and sculptor Shimon Attie



Spiral of Gratitude

By Margo Perin

*Let us turn together in this circle of remembrance
as the light shines through our words.*

*And we lift our gaze toward the sky to honor the men and
women who risk their lives in the line of duty.*

*See their courage gleaming through the glass,
spilling through the words of our love.*

Band with us to celebrate the beloved behind every star.

Draw on their courage, their strength, their honesty.

*Let us raise our heads together into the spiral of memory to honor
the sacrifice that ripples through time, through the generations.*

Never do we have the gift of goodbye.

*The only choice is to carry on, make our peace.
An object in motion keeps moving forward.*

*The voices of the fallen echo everyday, their reflection mirrored in
the warmth of a smile, the glint of an eye, the tilt of a head.*

The time spent together was too short and the missing long.

They are fallen and we must not fall.

*We can move back or forward, upwards or
down, but we can't remain still.*

We must rise to protect, as they did.

*In their honor we must persist,
turn our pain into compassion,
never forget the man, woman, child they were,
and lift our heads as we ascend toward the light.*

Honoring a Father, Remembering a Husband

Staff Report

Sitting in the front row at the dedication ceremony of the new Police Memorial Wall was 79 year old Rick Jentzsch, son of Officer Waldemar Jentzsch, and believed to be the second oldest survivor of a San Francisco police officer killed in the line of duty. Officer Jentzsch was killed in a motorcycle collision on Christmas Day in 1937 while in pursuit of a speeding drunk driver. At the time of his father's death, Rick Jentzsch was just 2 years old.

Included in this sidebar about the Jentzsch connection is a reprint of an article that appeared in the November 4, 1938 San Francisco Chronicle, and a family photograph of Officer Jentzsch posing with his older son, Wally, in front of the officer's SFPD Solo motorcycle.



The newspaper article recounts the tragic circumstances of the Jentzsch death on Christmas Day and how his death spurred a ballot initiative to increase retirement provisions for SFPD officers. In the article, the Commanding Officer overseeing the Traffic Bureau is quoted as having directed his young motorcycle officer to "Watch the holiday speeders and see that they don't hurt themselves or others."

Also sitting in the front row was BALEAF Past President Marilyn Rosekind, who is believed to be the oldest survivor. Marilyn is the widow of Solo motorcycle Officer Barry Rosekind who was also killed while in pursuit of a speeding auto. He died on August 14, 1958 in circumstances nearly identical to the collision that killed Officer Jentzsch.

Marilyn and Rick compared vital statistics while chatting after the ceremony, and concluded that while Marilyn is a bit older, Rick has likely lived the most number of years as a SFPD police survivor.



One Christmas Night –

Policeman's Gift — Death

Reprinted from the San Francisco Chronicle
November 4, 1938

The policeman walked slowly back and forth in front of a brightly lighted home on Capistrano way. He watched with somber eyes as children played around a Christmas tree. He heard their happy laughter, saw a young mother bending over two tow-headed youngsters.

The home at 485 Capistrano way was one of the happiest in town that Christmas night in 1937. It was the home of Motorcycle Officer Waldemar Jentzsch. He had moved into it a few months previously and had told his young wife that "this was to be our home forever."

A happy Christmas day. Jentzsch had brought presents and tumbled them into the arms of his children, then joined them and tumbled on the floor until a few minutes before 4 o'clock on Christmas afternoon.

"Good-bye kiddies," he called to them as he left for his tour of duty which would end at midnight. "Good-bye. Merry Christmas..."

An hour later Officer Jack Countryman walked to the home of Jentzsch and his happy family; walked very slowly, his feet heavy on the sidewalk and his heart leaden.

Three times he started toward the door and three times he hesitated and for a few minutes longer permitted the happy laughter to continue. Then he rang the doorbell and the smiles that at first greeted him changed as he talked to heart-rending sobs, and for many months after there was no more laughter in the home of Policeman Jentzsch.

While Countryman was at the home of Jentzsch, another fellow officer, Edward Handley, director of the police special service bureau, was waiting a call from the motorcycle officer.

"It will be cold on that midnight ride over the Bayshore," he had told Jentzsch. "When you are through or if you get a chance ride over and we will warm you with a sandwich or two."

But the motorcycle officer never called and never came back home that Christmas day, or ever after.

"Watch the holiday speeders and see that they don't hurt themselves or others," Captain Charles Goff of the traffic bureau told Jentzsch before he rode away. "Watch the speeders."

For almost an hour he patrolled the highway and then, near Cortland avenue, on the Bayshore, an autoist raced through the traffic steering an erratic course down the broad avenue. Jentzsch roared in per suit of the apparently drunken driver. But another machine unexpectedly veered in front of the policeman's motorcycle.

The motorcycle hit the rear of the second auto, whirled out of control of Jentzsch and hit a light standard. The officer was almost instantly killed. The speeder escaped.

That is why Policeman Jentzsch did not come home that Christmas day in 1937 to rejoin his children in play.

(And that is why members of the Police Department urge you to vote "Yes" on charter amendment No. 3 so that young officers like Jentzsch who live dangerously to protect your lives, may hope for earlier retirement.)

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

The monthly meeting of the Widows and Orphans Aid Association of the San Francisco Police Department was called to order on Tuesday November 4, 2014 by President Al Luenow. The meeting was held at 850 Bryant Street in room #150, at 1:45pm. The meeting was held one week earlier than our normal schedule due to the Veteran's Day Holiday.

Roll Call of Officers: President Al Luenow, Vice President John Keane, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees Sally Foster, John Centurioni, Ray Kane, and Jim O'Meara were present. Trustee Leroy Lindo was excused. Past President Bob Mattox (2013) was also in attendance.

Receiving Applications for New Members; Suspensions and Reinstatements: There were no new applications. We are awaiting the applications for the 243rd Recruit Class that are presently at the San Francisco Police Academy pending completion by the staff. There were no suspensions. Treasurer Dean Taylor announced that Rodney Lee submitted his late dues payment. Trustee Kane made a motion to reinstate Rodney Lee who was currently suspended. Trustee Centurioni seconded the motion which passed without objection. Rodney Lee is reinstated.

Communications and Bills: Treasurer Taylor presented the bills which consisted of our monthly telephone bills, administrative costs and salaries which include but are not limited to our yearly audit by Pilger, Burr, and Mayer, and our account specialists at Wells Fargo Bank. Treasurer Taylor also presented the bill for death benefits for the beneficiaries of Ernest Raabe, Harold McCoy, and Warren Mahan. Trustee Foster presented bills for three floral arrangements sent out the beneficiaries. Trustee Kane made a motion to pay the aforementioned bills. Trustee Foster seconded the motion which passed without objection.

Report of Visiting Committee: No report this month.

Report of Trustees: We received two reports of fallen members: **John Mackey, age 94:** John McBurney Mackey was born on May 8, 1920 in San Bruno, California. John later attended Polytechnic High School in San Francisco. He was later employed as a driver for lumber trucks, and eventually joined the United States Navy after the attack on Pearl Harbor. John served his country in the Pacific Theatre during the War (WWII), and fought as a Middleweight on the fleet boxing team. After the war, John worked in construction while beginning his vocal lessons. He married Gloria Holsten in 1946. To support his new family, John who was employed as a Boilermaker, joined the San Francisco Police Department in 1950 and served for the next 25 years. John entered the police academy on May 1, 1950 and was assigned to star #1700. On May 22, 1950, John was transferred to Park Police Station. One year later on May 21, 1951, John was transferred to Southern Police Station. On August 31, 1953, John was transferred to Co.K (APB) where he served for nearly twenty years. On August 9, 1972, John was promoted to Sergeant and transferred to Taraval Police Station until his service retirement on April 30, 1976. During that time, he often performed at both Police functions and at Golden Gate Park concerts, charming the audience with

his tenor's voice. He was referred to as "the Singing Cop." His singing brought him the attention of Hollywood, which resulted in acting roles in both TV and Movies. He and Gloria retired to Napa Valley where he could further pursue his appreciation for both the past and the gift of music. He will be remembered for his easy laugh, his broad Irish Humor and breaking into song at a moment's notice.

Ed Weaver, age 78: Edward James Weaver was born in Atlanta, Ga. Ed was employed as a parking controlman prior to entering the San Francisco Police Station. Ed entered the S.F.P.D. on July 1, 1966. Ed was assigned to star #80 and transferred from the Police Academy to Richmond Police Station on September 12, 1966. Ed served the city at Richmond Police Station for nearly eight years. On July 15, 1973, Ed transferred to Mission Police Station where he served for over five years. Ed transferred to Co. K Solo Motorcycle Unit on September 27, 1978 where he remained until his service retirement on October 3, 2003. Ed was awarded three medals of valor during his career. Ed earned the "Trifecta" receiving one Bronze, one Silver, and one Gold Medal of Valor. In November of 1966, Ed prevented a woman from jumping out of a fifth floor window, grabbing the woman as she jumped. Ed pulled her to safety and was awarded a Bronze Medal of Valor. In 1981, Ed engaged in a physical confrontation with a bank robber, inside the bank at Gerald and Toland streets. The suspect broke free and pulled a .22 handgun from his waistband and pointed it at Ed. Ed pulled his service revolver and fired a shot at the suspect, hitting him in the arm. Ed then placed the suspect in custody. Ed received a Silver Medal of Valor. In 1982, three suspects entered the same bank at Gerald and Toland Streets and committed a robbery. Ed Weaver gave chase in a hail of gunfire directed at him by the suspects. Somehow, Ed did not get hit. Ed returned fire from his service revolver and blew out the windows of the suspect vehicle. The suspects fled and escaped, however Ed positively identified the suspects from photo spreads. The suspects were subsequently arrested. Ed Weaver received a Gold Medal of Valor.

Please refer to the September 1982 issue of the San Francisco Policeman (now the *POA Journal* and accessible online at sfpoa.org>Poa Journal>Archive Project), Page 5, for a tribute to Ed Weaver. Ed was selected from 180 nominees across the nation as the winner of the International Association of Chiefs of Police, Officer of the Year. Ed was recognized for his 'Trifecta' in winning the Bronze, Silver, and Gold Medals of Valor. As stated above, Ed won the Gold Medal of Valor in 1982, and his Silver Medal of Valor in 1981 perhaps within a 12 month period. The article was written by then Acting Chief of Police James A. Ryan.

Report of Special Committee: No report this month.

Unfinished Business: Last month Trustee Jim O'Meara stated he would speak to a Labor Attorney regarding the issue of beneficiary payments made to a listed beneficiary in regard to divorce situations. This issue is a current spouse who is not listed as the beneficiary, when a member does not update his/her form. The California Probate Code is in conflict with a U.S. Supreme

Court decision (Egelhoff vs. Egelhoff). The WOOA board has submitted the issue to ERISA, our Non-Profit status governing body for an opinion. The WOOA continues to advise all members to update their beneficiaries, and their contact information.

New Business: Nominations for new seats on the board are made annually at our November meeting. President Al Luenow nominated Vice President John Keane for WOOA President in 2015. Trustee Centurioni seconded the nomination. Secretary McDonough nominated Sally Foster for Vice President which was seconded by Trustee O'Meara. Past President Bob Mattox nominated Secretary McDonough for Secretary which was seconded by Trustee Kane. Trustee Centurioni nominated outgoing President Al Luenow for the Trustee vacancy. Trustee Foster seconded the nomination. Nominations were completed, and closed.

Vice President Keane announced the upcoming Memorial Service on November 13, 2015 for murdered Police Officer James Guelff. James Guelff was fatally shot down in the line of duty on Pine Street near Franklin on November 14, 2015 by an armed assailant. The suspect had opened fire on Officer Guelff after carjacking a vehicle and double parking on Pine Street. Officer Guelff was shot as he approached the suspect, and bravely returned fire at the suspect who was wearing protective equipment and was in possession of hundreds of rounds of ammunition. Officer Guelff who had emptied his firearm and was now wounded, courageously attempted to reload his weapon under extreme fire by the suspect. Guelff was shot again as he was reloading his service weapon and succumbed to his gunshot wounds. Another San Francisco Police Officer, a paramedic, and a civilian were wounded when the suspect shot several rounds of bullets at the responders. The suspect eventually was shot and killed by the San Francisco Police Department SWAT Team.

Good of the Association: Attention Past Presidents...the Past Presidents Dinner will be held on January 24, 2015 honoring outgoing President Al Luenow. The dinner will be held at IL Fornaio on the Embarcadero in San Francisco. Invitations will be sent. I was unable to locate contact information on a few of our Past Presidents. I was unable to find contact information last year for a few Past Presidents dating back to the 1970's. If you are a Past President, and did not receive an invitation, please contact me at **415 681-3660, or markmac825@comcast.net**.

Adjournment: President Al Luenow closed the meeting with a 'moment of silence' for our fallen members. President Luenow set our next meeting for December, 2014, at 850 Bryant Street in the Hall of Justice, room #150 at 1:45pm.

To All Members: Please visit our website at 'sfwidowsandorphans.org'. Members can access **Beneficiary Forms** when clicking on the 'resources' box which is located on the upper right portion of the tool bar. Please use this form for beneficiary changes, and for any address and/or contact information. The beneficiary changes require a signature of a Board Member, or a Notary Public. Please mail you forms to: **WOOA, P.O. Box 880034,**

San Francisco, Ca, 94188. I can be contacted at 415 681-3660, and emailed at markmac825@comcast.net. We continue to give thanks to the following people for their continued assistance and support for our cause: **Paul Chignell of the POA, Jon Voong and Lt. Troy Dangerfield of Personnel, and Insp. John Monroe of the Police Commission Office.** Paul has contacted numerous members who we were unable to locate. Jon Voong, Lt. Dangerfield, and Insp. Monroe continue to provide necessary information for our obituary section in regard to employment history and department awards respectively.

To Current Members: All active SFPD members will be transitioned from paying their dues to once a year in January. This transition will begin in January of 2015. Active members will no longer pay small amounts in 26 pay periods. This will greatly assist our efforts in collection of dues. This transition will also bring active members and retired members together in paying their dues at the same time each year. This will also assist members into retirement who are unaware that their direct deposit to WOOA ends upon retirement. We are attending all Retirement Seminars and informing members that they must Re-Sign their direct deposit to us which terminates upon retirement with the city. Any member can set up a direct payment to us in January at their choice of financial institution. The SFPCU is very familiar with this process.

To Recent Retirees: As stated above, please understand that your direct deposits will terminate upon retirement. Direct payments from your check must be reinstated at your bank or financial institution, post-retirement. We "strongly encourage" all retirees to sign up for the direct payment every January to the WOOA for your annual dues of \$72.00. Please send us \$6.00 a month for the remaining months in the Calendar year after you retire. If you retire on June 30th, you will owe us \$36 for the remainder of the year. You will then owe \$72.00 each January. Members who are delinquent in dues payment for a period of six months will be suspended from membership and charged an extra \$5 per month (I incorrectly listed this as \$6.00 per month in last month's article) after suspension until the correct amount is paid. Any member who does not pay their dues for a period of one year will be dropped from the Membership. A dropped member must pay back their dues and extra late charges, and must also write a letter asking to be reinstated. Our Constitution and By-Laws clearly define the rules of suspension, dropped members, and payments. We devote a great amount of time and effort each year tracking down members who have not paid their membership dues. This effort has resulted in our Board to create positive changes by reaching out to members with this article and through our website to provide every avenue possible to keep our members. We want to retain our members, not lose them through relocation, miscommunication, or misunderstanding. Please contact me at the above provided phone number or email address for assistance or information.

Mark McDonough,
WOOA Secretary

In Memoriam...



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

- 2006: Officer Bryan Tuvera, shot by escaped convict during foot pursuit.
- 1967: Officer Herman George, ambushed at his desk by riflemen outside the station.
- 1956: Sergeant Joseph Lacey, shot while attempting to stop armed robbery of tavern.*
- 1955: Officer Gordon Oliveira, killed in Solo motorcycle collision.
- 1937: Officer Waldemar Jentzsch, killed in Solo motorcycle crash pursuing speeding car.

- 1927: Officer Frederick Nuttman, killed in radio car collision.
- 1920: Detective Sergeant Miles Jackson, shot arresting gang-rape suspects.**
- 1920: Officer Lester Dorman, shot arresting gang-rape suspects.**
- 1916: Officer Martin Judge, struck by a streetcar while on foot patrol.
- 1909: Patrol Special Theodore Canham, electrocuted by downed power line.***
- 1886: Officer Edwin Osgood, stabbed by passer-by while on foot beat.
- * Sgt. Lacey's nephew, Sgt. Brian McDonnell, was killed in 1970 bombing of Park Station.
- ** The suspects were lynched from the Santa Rosa jail and hanged.
- *** This Officer's name is not on the official SFPD Memorial Wall.

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)

Deaths

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

| Name of Deceased | Date of Death | Age | Status | Notification by |
|------------------|-------------------|-----|------------------|-----------------|
| James H. Bates | November 13, 2014 | 80 | Retired SFPD | Anne Bates |
| John M. Mackey | November 2, 2014 | 94 | Retired SFPD | M. Ortelle |
| Eva Lew Pollitt | November 22, 2014 | 59 | Retired N/S SFPD | M. Ortelle |
| Edward J. Weaver | November 14, 2014 | 78 | Retired SFPD | Off. J. Irwin |

*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.

Judy Saunders Loses Fight with Cancer



By Martin Halloran
President

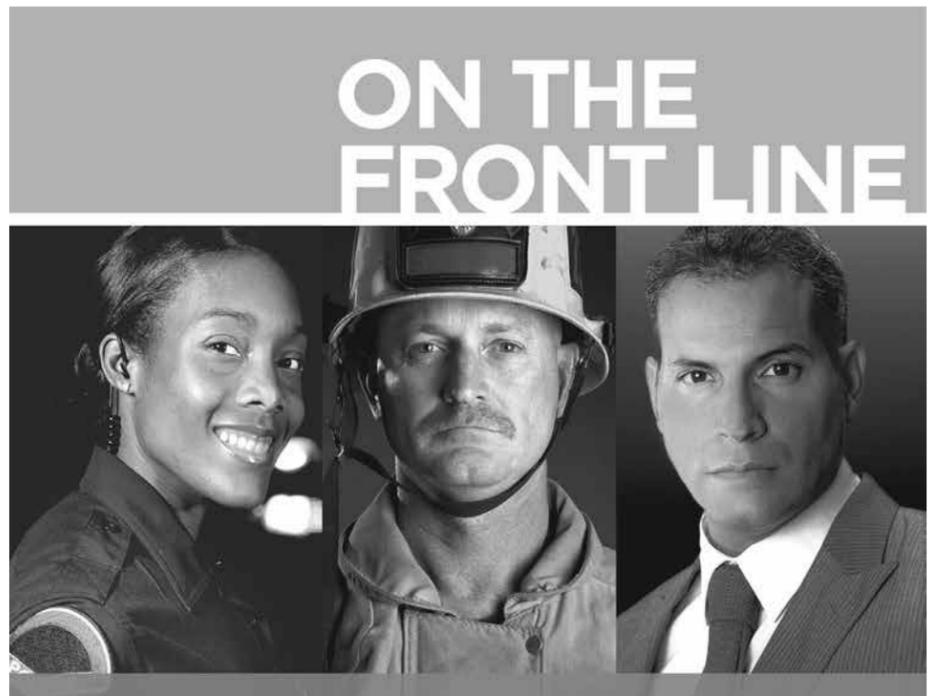
The men and women of the San Francisco Police Officers Association extend condolences to the family and friends of Judy Saunders, who passed away on Thanksgiving night, November 27, 2014. Judy had been battling cancer.

Judy is known to hundreds — perhaps even thousands — of officers who have over the past three decades passed through Butler's Uniform Shop or, later, Gall's Uniforms, and were always greeted by a smiling Judy for a uniform order. Judy knew nearly each officer by first name, and gave her utmost to helping out all of us who she called her second family. Often, Judy was made aware of a recent promotion even before the promoted member, having received the uniform vouchers

faxed over directly from the 5th Floor well ahead of the notification to the member.

On May 24, 2012, the POA sponsored a retirement reception honoring Judy for her loyal friendship and support to all San Francisco police officers over the years. The well-attended event was capped off with a presentation of a plaque and bouquet of flowers to a beaming Judy, who then stepped out of the Paragon Restaurant onto 2nd Street to greet a formation of Solos arriving to bid her a long retirement.

Like most officers, I first met Judy when I entered the Department and went in to be fitted for my first uniform. I have known Judy for over 25 years, and she was without a doubt one of the kindest and finest ladies I have ever known. I will miss her laugh, her embrace, and her unqualified friendship. May she rest in peace.



You're on the front line every day. We stand with you—protecting and defending your rights.

From contract negotiations and enforcement, employment litigation, defense of criminal or internal investigations and discipline to protection of pension and retirement benefits, our team has the experience and insight needed to tackle the issues public sector employees and their associations face every day.

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Volume #46 enters the Archive

Thanks, Again, POA Journal Contributors and Staff

By Ray Shine, Editor

Each December, we like to express our appreciation to the many regular and semi-regular POA Journal contributors and advertisers. Without them, the monthly paper would be less interesting, and much less sustainable. Over the course of a 12-issue volume — hundreds of articles, photographs, and columns must be written, formatted, proofed, and printed in order to get the word out to the POA membership. Some of our contributors are first-timers, or send things in occasionally. But, we would like to acknowledge the contributions our Journal regulars. We know we may miss a few, and apologize in advance for any of those omissions. — Ed.

Gregg Adam — Wrote The Counsel's Corner posts about pertinent legal updates.

Michelangelo Apodaca — Created the topically themed *Word Find* puzzles.

Dennis Bianchi — This avid reader wrote our book reviews, always a favorite feature.

Cyndee Bates — This POA Office Manager was the main troubleshooter, and invaluable resource for the increasingly senile editor.

Pat Burke — Took and edited first-class photos of annual and special events.

Al Casciato — Wrote an informative new feature called *News from the Credit Union*.

Paul Chignell — Co-authored with Gary Delagnes a series about the heroism and sacrifices of those SFPD members killed in the line of duty.

Greg Corrales — Wrote *American Legion Police/Fire Post #456 News*.

Liane Corrales — Provided news about the *Guardians of the City* and the *Columbia Association*.

Gary Delagnes — Co-authored with Paul Chignell the series on officers killed in the line of duty.

Sue Delagnes — Another responsive and valuable office staffer.

Mary Dunnigan — Provided articles about resources and guidance that deals with the stresses of police work.

Tom Feledy — Submitted articles about the peripheral aspects of the job and retirement.

Ed Garcia — Reported the doings of the *Loons' Nest Golf Club*.

Bob Guinan — Kept the *Journal* updated with news and happenings from BALEAF, *Make-a-Wish* and the San Francisco Giants organizations.

Martin Halloran — Wrote the monthly President's Message, reports of the *Community Services* and the *POA Scholarship* committees.

Mike Hebel — Wrote the popular *Ask Mike* column and the annual economic forecast and deferred compensation program reports.

Steve Johnson — If he were still on staff and not retired, would have continued the very popular *Close Encounters* series.

K-9 Gilbey — Provided much needed back-up for Sergeant at Arms Kirwan, on and off duty. Also much needed comic relief in various submitted photos.

Val Kirwan — Submitted various articles and photographs about any number of events and activities, as well as reports about our fundraisers.

David Lazar — Provided several *Academy Update* articles.

Robin Matthews — Kept us updated the doings of the *Bay Area Law Enforcement Assistance Fund* (BALEAF).

Mark J. McDonough — Wrote the monthly minutes of the Widows' and Orphans' Aid Association.

Susan Merritt — SFPD Chief Information Officer Susan Merritt (formerly Susan Giffin) writes *The Technology Corner*.

Tony Montoya — Kept the *Journal* updated about on-going issues of the day.

Michael Nevin — Provided the *Journal* with the Board meeting minutes and articles about OIS issues.

Maggie Ortelle — Maggie continued her updates on SFPD media coverage and on passing of SFPD retirees.

Raymond Padmore — From the Chief's Office, he wrote about the doings inside The SFPD, and with reporters outside the department.

PAL Staff — Kept us updated about SF Police Activities League programs.

Rob Pedersen — Wrote From the Archives.

Georgette Petropoulos — Laid out each issue of the *Journal* — including all advertisements — and walked them

through the complicated printing and mailing process.

POA Advertisers — Collectively continued their show of support and appreciation for the SFPOA. Always strive to support of our loyal advertisers.

Michael Popoff — Continued to manage our paid print advertising.

Mike Rivera — Wrote of the adventures experienced by the fortunate youngsters and officers participating in the SFPD Wilderness Program.

Lorrie Serna — Wrote the Public Safety Dispatcher of the Month series.

Nick Shihadeh — Our popular Sports Editor continued to chronicle the SFPD athletic events.

Staff Writer — Wrote many pieces throughout the year with an inherent professional modesty.

Edwin K. Stephens — Provided *Journal* readers with expert financial advice.

San Francisco SAFE, Inc. — Provided informative articles about safety, security, and awareness in San Francisco.

Leonard Sullivan — Assisted Georgette Petropoulos with the layout of each issue of the *Journal*.

Chief Greg Suhr — Wrote a monthly column about the news and events emanating from the Fifth Floor.

Rich Thurman and Yana Ibrahim — Contributed informative articles about health, fitness, and nutrition.

Joe Valdez — Kept the *Journal* staff on budget, and provided items of editorial interest throughout the year. Also paid all the bills!

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Family of BART Sergeant Tom Smith, Jr.

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Family of Michael Howard

We ask that any donations be made to the SFPCU account #1385244.
— *Off. Yesenia Brandt*
Ingleside Police Station

Deputy City Attorney Tim Benetti

Please help Tim in his time of need. His catastrophic illness program (CIP) number is 001822. Please retrieve a CIP form and donate sick time to Tim.
— *Paul Chignell*

Children of Cullen Cahill

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Donations for Phil's Children's college fund can be made at:
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Westbrook Children Fund

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Frankie Shouldice

UPDATE: Ronan Shouldice is in need of donated vacation time to help him attend to Frankie. Contact the Catastrophic Illness Program 415-837-0875.



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800 Bryant Street, 2nd Floor
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Office Hours M/F 9-4 pm

BREAKING UPDATE

Sunday, November 30, 2014

B **Re: Black Friday Protests;** **U** **Officer Safety Issues**

Attention All Members:

Today I met with Vice President Tony Montoya at the POA after I had several conversations, over the past two days, with Secretary Mike Nevin, Treasurer Joe Valdez, and Sgt-At-Arms Val Kirwan. All Executive Board members, and clearly Representatives from district stations, have had numerous complaints lodged at them regarding the demonstrations/riots that occurred in the City on "Black Friday" especially in the Central, the Southern, and the Mission district(s) where at least 6 officers, to my knowledge, were injured. Some very seriously injured. These complaints have been via cell phone, email, text, and in person. Some of these complaints mirror the complaints made to the POA after the Giants won the World Series and demonstrations/riots broke out. I am forwarding the below video that was sent to me by several members. I have viewed this video, and it is extremely disturbing.

I hear all of the members, and I don't believe they would be complaining so passionately to the POA if it wasn't justified. I do not recall when so many officers were injured in two nights (Black Friday & World Series) of demonstrations/riots or when the members were more concerned about their safety, the safety of their fellow officers, or when they voiced so many doubts about the leadership in the field. I cannot and I will not ignore this.

I spoke with Chief Greg Suhr this afternoon, and he has readily agreed to meet with us this first week of December to discuss these events and the complaints of the officers who were there. Chief Suhr is as concerned as we are about the welfare and safety of officers in these situations. The issues brought forward to me will be addressed, and I encourage you to share this message with your fellow members. If there are further specific complaints that they wish me to address assure them that they can speak freely with me or any member of the Board.

Martin Halloran, President
San Francisco Police Officers Association
800 Bryant Street, 2nd Floor
415-861-5060

Scan the QR code or go to the below link to see the video

<http://vimeo.com/113145046>



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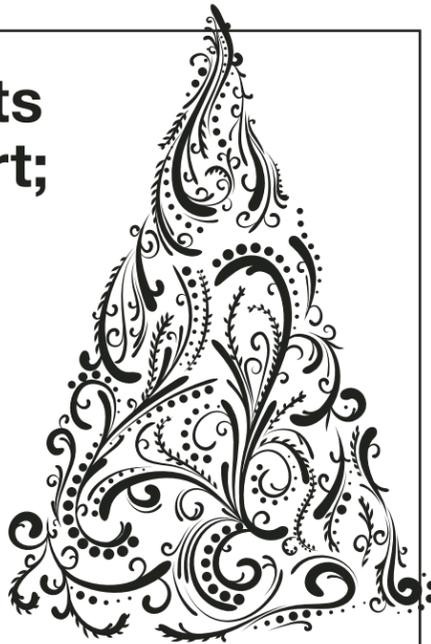
*Donate to this
Worthy Cause*

*By Martin Halloran
SFPOA President*

There are not many lucky members of the Armed Forces that will have the opportunity to be home for the Thanksgiving or the Christmas Holidays. For the fortunate few, they will often receive last minute notice that they have been granted leave to be with their family. Whether San Francisco is their final destination, or SFO is merely a layover location in route home, the USO has a program in place where the men and women in uniform, serving our country, can avail themselves of a shower in a private restroom facility at the airport. This allows these men and women to be at their best when they are reunited with loved ones.

The facility at SFO does charge the USO a minimal fee for the use of the shower, so once this was brought to the attention of POA members at the Airport, they commenced a fundraising effort. Sgt. Sean O'Brien and Board Representative Mark Trierweiler (Airport) led the effort with a POA bulletin and emails sent out to the membership at large. Before long, sufficient funds were raised. Now all military personnel who wish to freshen up at SFO before returning home, can do so compliments of the POA. It is a small token of appreciation for these heroes who serve to keep us free.

It is never too late to help in this effort. The POA's cost per voucher is \$5.00. If you would like to sponsor a fresh shower for a military man or woman in transit, contact the POA Office at 415-861-5060, or Sgt. Sean O'Brien at the Airport Bureau, 650-821-7171.



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POLICE-FIRE Post 456 NEWS

By Greg Corrales

"I think a hero is an ordinary individual who finds strength to persevere and endure in spite of overwhelming obstacles." —Christopher Reeve

On November 13, 2014 San Francisco Police-Fire Post 456 held our annual Officer of the Year Dinner at the Irish Cultural Center. Officer Jim Cunningham and Lieutenant Gaetano Caltagirone were honored for their amazing heroics in the wake of the Asiana Flight 214 crash on July 6, 2013. Due to the phenomenal job done by other members of the Airport Bureau that morning, during the ceremony Officers Alane Baca, John Glynn, Stephen Kirwan, Jon Rochlin, Robert Toomey, Tauvaa Johnson, Andrea Joseph, Michael Keane, Jeff Brown, Sanjay Shastri, and Angel Poon were acknowledged as Silver Medal of Valor recipients for their actions. The Police-Fire Post also honored Arran Pera, Dennis O'Mahoney, Derrick Lee, Antonette Valenzuela, Stuart Molver, and Donald McIntyre with Valor Awards for their actions, which resulted in SFPD Gold Medals of Valor.

Daniel Wheeler, American Legion National Adjutant, has announced that the American Legion is launching a national awareness campaign to raise funds to help the American Legion assist veterans, their families, young people and communities. The first installment of that campaign will focus on the mental health needs of veterans, particularly those who are battling the signature wounds of today's war era: PTSD and traumatic brain injury (TBI).

Because these messages will air nationally and before audiences that may be unfamiliar with The American Legion and its services, Legionnaires may receive calls, visits and other correspondences from veterans in need, or their families. If the request is routine, please handle as you usually would, as being a service organization. If the need is urgent, refer the veteran



or family member to a VA emergency support service, such as:

- Suicide prevention hotline: 800-273-8255, press 1.
- Texting service: 838255
- Online chat service: www.VeteransCrisisLine.net

If a veteran comes to you or your post as a result of the message, please be welcoming and helpful. Offer him or her the services of the nearest accredited American Legion service officer, who can easily be found online at www.legion.org/serviceofficers or connect the veteran to local resources through your post service officer or other members.

Republican Dan Sullivan is on his way to Washington, D.C., as senator-elect, after defeating a Democratic incumbent in Alaska. Sullivan, a lieutenant colonel in the Marine Corps Reserve with 20 years of service as an infantry and reconnaissance officer, said he was humbled by the support he received. In an interview with Marine Corps Times during a layover on November 12, Sullivan said that as a senator, he'll pursue policies of less government and more freedom, while protecting the most vulnerable in society, including women, children, and veterans.

As bullets cracked around his head, Air Force Master Sergeant Thomas Case stayed cool and directed pinpoint airstrikes on Taliban positions less than a stone's throw away. As two foreign fighters came at the commander of the Army unit to which Case was assigned as a joint terminal attack controller, he shielded the officer with his body and took them down with his rifle. For his heroism fulfilling both the air and ground aspects of the JTAC's job during a battle on July 16 and 17, 2009, Case last week became just the third airman to be awarded a second Silver Star medal. Case, who's now part



L to R: DC Denise Schmitt, Chief Greg Suhr, Officer Antonette Valenzuela, Lt. Gaetano Caltagirone, Sgt. Dennis O'Mahoney, Officer Donald McIntyre, Gary Gee, Officer Jim Cunningham.

of the 18th Air Support Operations Group at Fort Bragg, N.C., received the honor in a ceremony at Pope Field.

Retired Marine Corps Major "Fox" Sinke says he received threatening phone calls after he stood guard at Canada's National War Memorial earlier this month. But, as he told the police, "If they're looking for a fight, they came to the right guy." Sinke said he received two phone calls November 4 from people who yelled in Arabic and then hung up. "The only words I recognized were 'kill you,' because I've heard them before," he said. When Sinke told police about the calls, he added, "I promise you this: If they come here, they'll die here."

Sinke is a dual Canadian-American citizen and decorated veteran who did tours in Vietnam and received five Purple hearts. When Cpl. Nathan Cirillo, a Canadian service member, was shot and killed last month while guarding Canada's War Memorial, Sinke felt obligated to honor the fallen hero. "The murder of the young Cpl. Cirillo was so despicable and craven that I just couldn't find it within myself to do nothing." So Sinke, who lives in Canada, donned his Marine Corps uniform and sword and went to the memorial to stand guard October 31. He told local media that he came to pay tribute to a fallen comrade in arms and he wanted to show that Canadians will not be intimidated. He also had a message for would-be terrorists: "I said, 'hey, you're looking for a target, here's a new one for you: give it your

best shot; we'll see how it works out for you."

After the media attention, questions were raised about whether Sinke really served. Those who run the Guardian of Valor website, which vets military service claims, posted a news release showing Sinke's service records. "We did some digging...and yes he has five Purple Hearts," they confirmed.

The Canadian troops were glad to see the Marine at the memorial and allowed him to guard the northern side for the day, but the senior police officer told Sinke he should not have been there alone. "He says, 'God man, you got more balls than brains, don't you?'" Sinke said. "So I said, 'Well actually, sir, I was kind of hoping that one of those scum-of-the-earth radicals would show up and take me on because, to tell you the truth, I have always dreamed of being able to confront an evil-doer and run him through with this damn sword.' So he kind of liked that, you know." I don't know about you, but I would love to spend an afternoon bending my elbow with Major Sinke!

San Francisco Police-Fire Post 456 meets on the second Tuesday of every month. While the Veteran's War Memorial Building is undergoing retrofitting we meet at the Park Station community room. Meetings are at 4:00 p.m. Any fire fighter or any member of law enforcement interested in joining the American Legion should contact me at (415) 759-1076 or at gc1207@comcast.net. God Bless America!



Photo courtesy of Insp. Matt Perez

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*For further information contact
Sgt. Bob Guinan (retired) at bguinan@sfpoa.org*



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News from the Credit Union

By Al Casciato

Question(s) of the Month:

Several members have asked about **how to raise their Credit Score**: A good credit score is very important; especially in the economic restructuring following the mortgage crisis. Here are a few brief tips:

- 1. Pay Your bills on time:** The best way to avoid a late payment is to have an automatic monthly payment from your checking or savings for each credit card that you use.
- 2. Make several payments throughout the month:** There are several ways companies rate your risk factor. Making multiple monthly payments is key is if you are carrying large balances, so that the credit bureaus can report the lowest balance possible.
- 3. Utilize multiple cards:** Use different cards for purchases and keep your balances low on each, your overall credit score will be higher.
- 4. Keep your card usage under 30% of your available credit:** This will show the rating companies that you are a responsible user and will maximize your credit score
- 5. Make sure your credit card limits are in line with your income:** Too high of a credit limit raises a red flag at the rating agencies; too low can lead to over utilization and therefore a higher credit utilization ratio. See number 4 above.

In short, lenders are looking for borrowers who are able to manage their credit responsibly. In order to establish and maintain your credit track record you must use credit regularly and wisely. Not using credit can also be detrimental to your score because you do not have a track record.

To learn more about credit scores, most lenders utilize the FICO scoring system. You can visit myfico.com/credit_education or visit one of our branches and discuss your credit needs with our staff.

When will the next document shredding take place? Our next scheduled shred date is planned for April, hold your documents and bring

them in after you have finished your taxes.

Working On:

The credit union is hard at work on a fully updated Online Banking and Voice banking system. Stay tuned in the New Year for communication about these new services. It will be a 'responsive' website, which means that you can see site information, whether you are on your computer, phone or tablet.

2015 Holiday Calendars — if you normally pass on the credit union holiday calendar, this year is a calendar that is a tribute to the history of San Francisco first responders. It is not one to miss. Each member household should get one; call us if it hasn't arrived by December 15th. Happy Holidays, Merry Christmas and Happy New Year to all.

Current Promotions – www.sfpcu.org/promos:

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- Home Loan Flat Rate Fee for purchase or refinance. Valid through 12/31/2014
- VISA introductory rate on purchases and balance transfers through 12/31/2014.

If you have a comment, compliment, or have a suggestion about any matter at the CU, please visit www.sfpcu.org and click on Contact Us. If you have a question you would like to see in this column, you can contact me at alcasciato@stisia.com.

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 Secretary at SF Police Credit Union and can be contacted at alcasciato@stisia.com. Credit Union membership is open to all first responders and selected support personnel in the 9 Bay Area Counties. To see a full list of eligible memberships visit www.sfpcu.org.

Suggestion: Cut this Column out and post on station or unit bulletin board; or tape inside the home pantry door as reference for the entire household.

Retired SFPD Captain

East Palo Alto Appoints New Police Chief

Interim City Manager Carlos Martinez announced Tuesday, Nov. 4, the appointment of Albert Pardini as the new police chief of the East Palo Alto Police department, according to a city of East Palo Alto press release.

Pardini, who comes to East Palo Alto from the San Francisco Police Department where he served for 32 years, will start on Wednesday, Nov. 12.

"East Palo Alto's new Chief Albert Pardini brings a remarkably wide range of law enforcement experience to the community," Martinez said in the press release. "We're confident that with his proven leadership and outstanding record of success, he'll generate new and effective solutions to the challenges we face."

Pardini said "as a law enforcement professional, reaching out and engaging youth has always been a priority for me."

"Such early intervention can have dramatic positive effects – that's an area of focus that will get long-term results," Pardini said in the release. "I'm excited to join this great team, to build upon the impressive reputation of the East Palo Alto Police Department, and to work with the people of this city to reach our shared objectives for a safer, more secure and healthy community."



Pardini has held several leadership roles including the commanding officer of the patrol division at San Francisco International Airport Bureau, according to the release.

In 2010, Pardini served as the interim assistant chief of police in San Francisco.

Pardini has an associate's degree in administration of justice from City College of San Francisco and a bachelor's degree in human services from Notre Dame De Namur University.

S.F. Supervisor Jane Kim Calls for Look at Police Station Districts

By Vivian Ho,
San Francisco Chronicle

Supervisor Jane Kim is calling for a look into redistricting police station boundaries in San Francisco, based on population growth and location of criminal activity.

At Tuesday's Board of Supervisors meeting, the District 6 supervisor proposed a joint public hearing of the Board of Supervisors and the city's police commission to begin discussions on the topic.

San Francisco's administrative code requires a review of police station boundaries every 10 years, taking into consideration factors including population growth, neighborhood criminal activity, concentration of youth and elderly residents, and proposed neighborhood development.

"As most of you know, my district, District 6, includes some of the most challenging neighborhoods in the city when it comes to public safety," Kim said during roll call. "Between the Tenderloin police station which covers just 0.3 square miles and serves a little over

20,000 residents, and Southern police station, which covers 2.9 square miles and serves over 26,000 residents, there was a crime rate of over 178 crimes for every 1,000 people in just the month of April this year."

In comparison, Taraval station experienced just 7.26 crimes per 1,000 people, Richmond station had 9.52 crimes per 1,000 people, Central saw 29.75 crimes and the Bayview had 16.86, Kim said.

"The key people that we rely on to keep us safe are our invaluable first responders of the San Francisco Police Department," she said. "But they cannot do their jobs effectively if they don't have sufficient resources to address the level of need in their districts."

The last time the Board of Supervisors called for a look into police station boundaries, an outside agency suggested shutting five stations and merging them into much larger districts.

Vivian Ho is a San Francisco Chronicle staff writer. E-mail: vho@sfgchronicle.com Twitter: @VivianHo

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Retirees Bid Farewell.....



By Ray Padmore

According to author Catherine Pulsifer, "retirement (is) a time to enjoy all the things you never had time to do when you worked". This was truly the sentiment of the officers who at-

tended the Retirement Celebration on Thursday, November 6th, at the Scottish Rite Masonic Center. From a distance, you could hear the many conversations taking place simultaneously and laughter erupting following the "you remember when...". This

gathering was a reunion of proud public servants, police officers who had dedicated a greater part of their lives in the service of others.

If you were not able to attend this great celebration, please take a moment to reach out to our retired

colleagues and thank them for their service and sacrifices. It was because of them and the many others before them, we can be comforted in knowing that we are members of one of the best police departments in the nation.

Former POA Board Representative

Mounted Officer Matt Castagnola's Last Ride

Staff Report

On November 26, 2014, Lefty O'Doul's Bar and Restaurant on Geary Street at Union Square bid a traditional farewell to retiring SFPD Mounted Officer, Matt Castagnola. That tradition, the hanging of a stirrup above the entrance to the bar, is an extension of an older tradition of hanging a horseshoe above the door when an SFPD horse retires.



R to L is Matt, Marty Kilgariff, Susan Rolovich and Joe Boyle.



Retired San Francisco Police Officers' Lunch

Peninsula Retired San Francisco Police Officers' lunch to be held on **Wednesday, January 14, 2015 (11:30 AM) at the Basque Cultural Center located at 599 - Railroad Avenue, South San Francisco.**

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

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

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

Please RSVP by January 5th with your entrée choice to John Tursi at (415) 850-6862 or John Bisordi at (415) 699-4445 or by email at SFP-DRETPEN@gmail.com.

Retirements

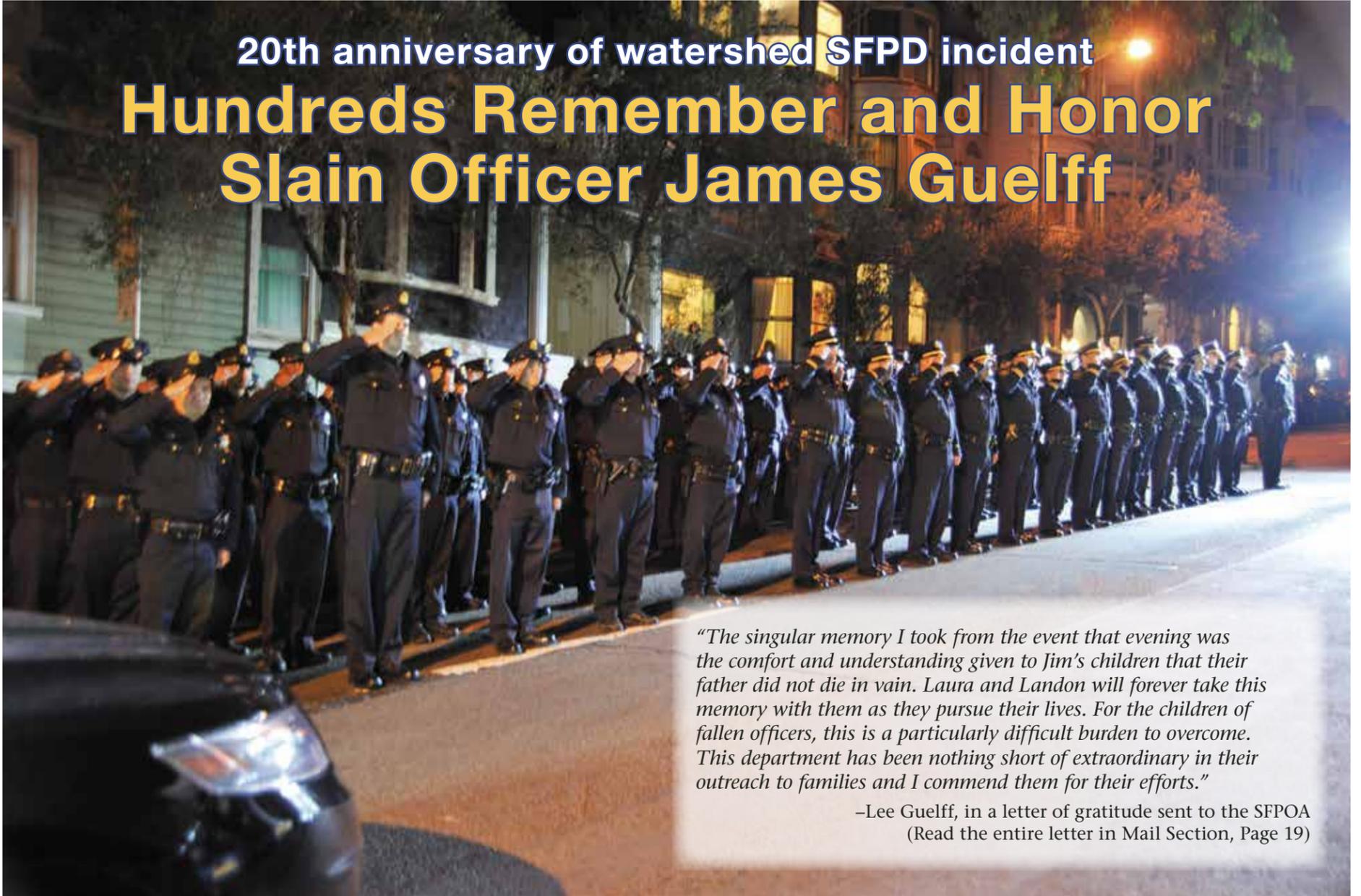
The San Francisco Police Officers Association congratulates the following members on his and her recent service retirement from the SFPD. These veterans will be difficult to replace, as he and she takes with them decades of experience and job knowledge. The most recently retired SFPD members are:

- **Commander Richard Corriea #1669** from Medical Liaison
- **Officer Jay Dowke #799** from Tactical Company
- **Officer Clifton Fogarty #255** from Tactical Company
- **Inspector Robert Velarde #2209** from Homicide
- **Officer Bryan Woo #393** from Homeland Security Unit

All of the above listed on SFPD Personnel Orders #24 (November 5, 2014) and #25 (November 19, 2014)



20th anniversary of watershed SFPD incident Hundreds Remember and Honor Slain Officer James Guelff



"The singular memory I took from the event that evening was the comfort and understanding given to Jim's children that their father did not die in vain. Laura and Landon will forever take this memory with them as they pursue their lives. For the children of fallen officers, this is a particularly difficult burden to overcome. This department has been nothing short of extraordinary in their outreach to families and I commend them for their efforts."

—Lee Guelff, in a letter of gratitude sent to the SFPOA
(Read the entire letter in Mail Section, Page 19)

Staff Report

On the early evening of November 13, 1994, a woman phoned police to report a car-jacking in-progress with shots fired. The dispatcher gathered as much information as possible while putting out the call over police channels. As officers acknowledged and rushed to the intersection of Pine and Franklin Streets, the dispatcher assured the frantic caller that the police were on the way. The woman responded with "I know... I see one of them shot."

The caller was referring to Officer James Guelff who had been the first officer to arrive on the scene. As soon as he exited his patrol car, he was engaged in a horrific exchange of gunfire with a man wielding a semi-automatic rifle, and dressed head to toe in state-of-the-art body armor. Within moments, Officer Guelff was shot and killed, but not before firing back all six of his rounds from his department-issued revolver. What followed was an indescribable running

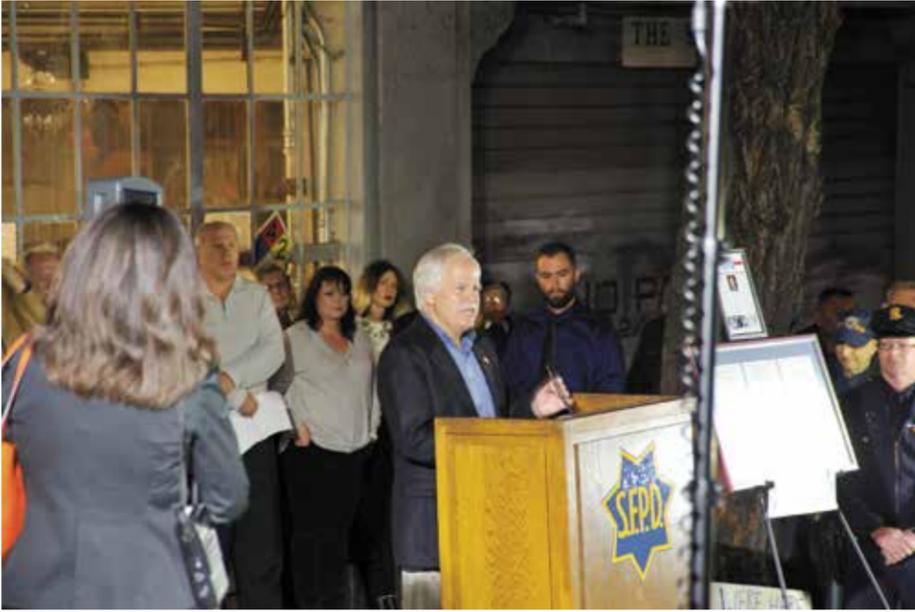
gun battle that lasted nearly half an hour between the crazed gunman and dozens of SF police officers.

Many of those officers, most now retired, were among the several hundred who gathered on Thursday, November 13, 2014 at 1800 hours on the same block of Pine Street to remember and honor their slain fellow officer. Joining those retirees were on-duty officers, Guelff family members, friends and supporters, media, and grateful citizens.

Among the speakers were Chief Greg Suhr, retired Captain Rich Cairns, and the Northern Station Commander on that night, Lee Guelff, brother of Jim, Landon Guelff, Jim's son, and retired Detroit police officer Kurt Skarjune. Lee Guelff and Kurt Skarjune were the driving force behind state and national legislation that banned the purchase and wearing of body armor by convicted felons.

PHOTOS COURTESY OF MR. JEFF STEIN, AND OF THE SFPD PHOTO LAB.

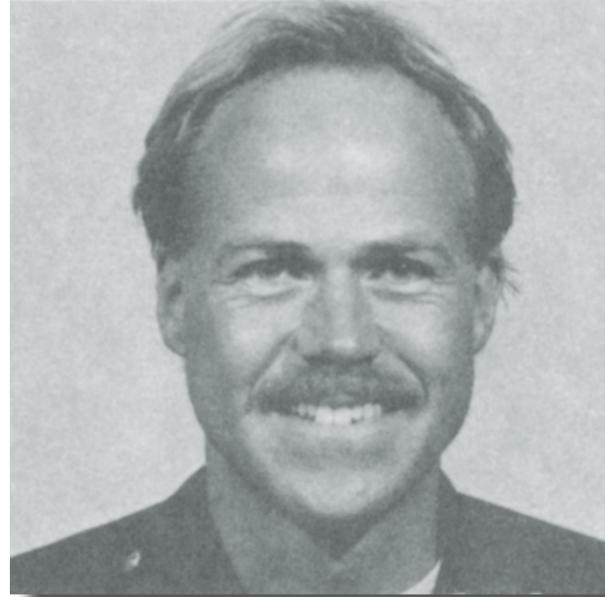




Lee Guelff, brother of Jim, advocate of federal body armor restrictions.



Landon Guelff, son of Officer James Guelff.



Officer James Guelff



Attendees were invited back to the POA Building for a reception following the memorial.



**National Law Enforcement Officers
MEMORIAL FUND**
RESPECT. HONOR. REMEMBER.

November 13, 2014

Dear Friends and Family of James Guelff:

On behalf of the National Law Enforcement Officers Memorial Fund, I want to join all of you in honoring and remembering San Francisco Police Officer James Guelff on this day, the 20th anniversary of his supreme sacrifice.

On November 13, 1994, Officer Guelff was shot and killed as he approached the scene of an attempted carjacking. His assailant was clad in body armor, which allowed him to engage approximately 120 responding officers in a prolonged gun battle that lasted nearly 30 minutes. Others were wounded in this tragic incident.

We have proudly inscribed Officer Guelff's name on the National Law Enforcement Officers Memorial, and his inspiring story of courageous and compassionate service to his community and country will always be honored at the National Memorial and told at the soon-to-be-built National Law Enforcement Museum. We will also be telling the story of how his brother, Lee, and retired police officer Kurt Skarjune worked tirelessly for seven years after Jim's death to enact state and federal legislation to prohibit convicted violent felons from purchasing or possessing body armor. The federal law also enabled surplus body armor to be provided to local law enforcement agencies.

These laws have saved countless lives of law enforcement professionals, highlighted by the fact that last year there were fewer officers killed by gunfire than any year since 1887. A copy of the federal law named in honor of Officer Guelff is being proudly accepted by the National Law Enforcement Museum for display and study. All of this will help to ensure that Officer Guelff's voice will continue to be heard and this fallen hero of America will never be forgotten.

Sincerely,


CRAIG W. FLOYD
 Chairman and CEO

901 E STREET, NW SUITE 100 WASHINGTON, DC 20004-2025 WWW.LAWMEMORIAL.ORG 202.737.3400 FAX 202.737.3405 INFO@NLEOMF.ORG

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- DuPont
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- Fraternal Order of Police
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- International Association of Chiefs of Police
- International Brotherhood of Police Officers
- International Union of Police Associations/AFL-CIO
- Motorola Solutions
- National Association of Police Organizations
- National Black Police Association
- National Organization of Black Law Enforcement Executives
- National Sheriffs' Association
- National Troopers Coalition
- Police Executive Research Forum
- Police Foundation
- Police Unity Tour
- Target
- United Federation of Police Officers

Follow Up: What's Wrong with this Picture?

In the last issue of the *POA Journal*, we ran a photo of a 1960's vintage SFPD shoulder patch. Retiree Joe Reilly found that patch while he was going through a box of SFPD memorabilia that had belonged to his now-deceased father-in-law, Frank Otterstedt. Inexplicably, the Phoenix was looking to its left, instead of to the right, as it is on all City seals, flags, and emblems.

Having heard several explanations for this oddity over the years, we thought it would be interesting to put the question out to the membership and see if we could arrive at a consensus opinion about how and why this occurred. We don't know that we got that consensus, but we did receive the following responses. — Ed.

Editor –

Regarding the orientation of the Phoenix head on the old patch. It was probably done in the manner of the old "war hawk" rank insignia on an army/marine colonial rank insignia. Depending on which side of the body the insignia was worn on, the eagle on the insignia could either be looking at the clutch of palms (peace hawk) or looking at the clutch of arrows (war hawk). In this case (my theory at least) is that the wearer of the patch could send a subtle signal regarding his attitudes by which way the head of the phoenix is facing... in this case towards the "Fierro En Guerra" direction and not so much in the "Oro En Paz" direction, which I personally think is totally badass.

— Rich Wise, Bayview

Editor –

Cited below is a better explanation of the "war eagle" of the colonial rank insig-

nia (which I wrongly referred to as a "war hawk"). I guess currently the eagles [In San Francisco's case, the Phoenix] always face toward the olive (not palm) branch ala my initial email symbolizing a head turned toward peace. It wasn't always that way. The following explains it better than I can. Oh! Also, the banner below the phoenix on the "war phoenix patch" has the word placement of the motto rearranged from the current issued patch so "Paz" is on one side, and "Guerra" is on the other. Again, this lends credence to my "war phoenix" theory with the head turned to war.

Before 1926 Eagles were made with the head facing the arrows or facing the laurel branch, no standard existed. In 1926, the insignia was made in pairs with the head of the eagle facing the front when worn. This was the first reference to the insignia being made in pairs. To do this, the eagle's head was reversed on one insignia – the insignia worn on the right shoulder had the eagle's head facing the laurel branch. On the left shoulder, the eagle's head faced the arrows. The insignia with the eagle's head facing the arrow became known by the term "war eagle." In 1951, the insignia was redesigned so that the eagle's head faced the laurel branch on both the left and right shoulder insignia with the arrows to the rear on both insignia. During WWII a number of manufacturers made the insignia with both Eagles having the arrows facing forward.

— Rich Wise, Bayview

Editor –

My father had a set of patches like that. I inherited a bunch of his old patches. Back in the mid 1980's I had Herbs Uni-



form sew them onto one of my jackets not realizing they were different. Off. Jamie Ongpin saw me one day and commented that the patches were movie patches used in movies. I hope this helps you out.

— Steve Ravella

Editor –

I also have two of the left-facing Phoenix patches. They were given to me back in the sixties by Sgt. Burton "Jim" Bishop, a neighbor, and original Sgt., (along with The legend, himself, Ed Epting.) in the Tac Squad. Back in that era, cops didn't have patches on their shirts at all, and to distinguish them from the regular patrol, Tac came up with the patch. It was explained to me, that when all coppers started wearing patches, Tac insisted the Phoenix face the other way, again to distinguish them.

— John Wyman, Retired, Co. K Solos

Editor –

I have one of these old patches (see attached picture) on the wall in my office. I was assigned to the old Potrero Police Station when I got the patch from an officer who was retiring and cleaning out his

locker. This had to be around 1983-88, I don't remember his name, but he had his locker next to mine and gave me a bunch of old shirts and other stuff that were in his locker. I immediately noticed that the patch was different. I pointed that out to him and he told me that this was the "first" patch worn by the SFPD.

In the late 60s the SFPD was part of a group of Bay Area departments that sent mutual aid assistance to Oakland and Berkley PD to assist those departments with Vietnam War protests and the People Park riots. I remember him saying that the SFPD was the only PD in the bay area that did not wear a patch, and needed patches to help Oakland and Berkeley identify which agency the groups of officers were from. SFPD scrambled to have these first patches made, and a mistake was made either by the manufacturer or from the person who designed and ordered the patches.

Since they ordered over a thousand of these patches they just wore it as is until the supply ran out. When that finally happened, the correction was made and that's the patch we wear today. This is the story that was told to me 30 years ago.

—Calvin Chow

HOW BRAVE ARE YOU?
BRAVE THE BAY
 — SFPD CHALLENGE —
 SATURDAY, DECEMBER 6, 2014 - AQUATIC PARK
 Register today for this lively holiday-themed event perfect for San Franciscans of any age! Choose from three different athletic challenges, or participate in all three in **Santa's Triathlon!**

PERFECT STOCKING STUFFER
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\$20.00 Sizes Small-2XL Available
 email: matt@kidmonarchclothing.com
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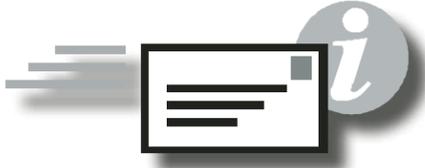
EVENT ONE:
5K Walk & Fun Run

EVENT TWO:
Plunge in the San Francisco Bay!

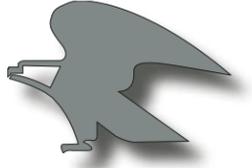
EVENT THREE:
Test your strength in the legendary Cable Car Pull!

Presented by: Benefiting: **MAKE-A-WISH** Greater Bay Area

\$25 registration per person, per event. Additional fundraising is encouraged and equals awesome incentive prizes! All proceeds benefit Make-A-Wish® Greater Bay Area. Your bravery will help them be brave. Details and registration at www.bravethebay.com



POA MAIL



Dear SFPOA —

On behalf of Officer James Guelff's family, I want to thank the San Francisco Police Officers Association for hosting the November 13th reception following the 20th commemoration of the Franklin and Pine shooting where Jim lost his life in the line of duty.

The 20th was especially poignant in that the speakers included SFPD Chief Greg Suhr, Jim's former commanding officer Cpt. Richard Cairns, Jim's son Landon, Officer Kurt Skarjune from Michigan, who helped pass the James Guelff Body Armor Act and myself, Jim's brother. Also in attendance were numerous family members and many of the officers involved in the incident on that fateful night.

The singular memory I took from the event that evening was the comfort and understanding given to Jim's children that their father did not die in vain. Laura and Landon will forever take this memory with them as they pursue their lives. For the children of fallen officers, this is a particularly difficult burden to overcome. This department has been nothing short of extraordinary in their outreach to families and I commend them for their efforts.

This 20th commemoration focuses on the importance of public safety issues for both police officers and the citizens they protect. On the night of November 13th 1994, I listened for hours in the hospital to the responding officers' stories and in the subsequent days and weeks learned more of the details of the incident. Clearly, the officers were outgunned that night and the gunman, wearing a bulletproof vest and Kevlar helmet, protected himself from incoming fire thus prolonging the shootout. This unnecessarily endangered both the responding officers and the residents in the immediate surroundings. This was the principle reason that drove my efforts to help pass legislation restricting criminal access to body armor.

Again, on behalf of Jim's family, thank you to all the members of the San Francisco Police Department. You have never forgotten, and neither will we.

Sincerely,
Lee Guelff

Dear SFPOA —

Your donation to ODMP supports the most visited law enforcement memorial in the country and will help expand our free programs and resources. Even more, your donation is being matched by LEU. Please be sure visit LEU's website at LEUunited.org to learn more about their amazing work.

With just over 100 deaths, 2013 saw the fewest line of duty deaths since WWII. We continue to support the Below 100 initiative to reduce line of duty deaths to fewer than 100 each year. In 2014, ODMP will:

- Be visited by over 5 million unique visitors;
- Email more than 3 million line of duty death notifications;
- Allow visitors to generate over 30,000 "No Parole" letters to keep cop-killers locked up;

- Allow visitors to leave over 46,000 Reflections on the memorials of fallen officers;

- Uncover and honor dozens of fallen officers who have been forgotten through time.

These are just a few of the many milestones we hope to reach in 2014. Your support today and continued support in the future ensures that we can make these accomplishments happen.

Thank you for your support.

Sincerely,
Chris Cosgriff
Executive Director
Officer Down Memorial Page, Inc.

Editor, Sacramento Bee —

California is again rushing headlong into the practice of declassifying criminal conduct as such through Prop-47 with promises of "feel good" mental health treatment for chronic criminals.

Ignoring the fact that a career criminal has to have an arm load of convictions before they finally graduate to the State prison. "Reformers" on the left again are hoping to dump "non-violent" drug offenders back on society instead of locking them up and away from civilized people upon whom these bums prey.

Remember, every theft is "Non-Violent" until that thief is in YOUR living room! And as to the misnomer: "Non-Violent Drug Offender", bear in mind that Marcello Marquez, last weeks killer of Deputies Danny Oliver and Mike Davis had previously only been convicted of drug offenses.

Two police widows and five fatherless kids can tell you about non-violent dopers!

Sincerely,
Rene LaPrevotte
Diamond Springs, Calif.

Dear POA —

Thank you for your generous support and contribution to my annual Shared Schoolyards event on Friday, October 3, 2014.

With your support we were able to raise over \$175,000 at this year's event, which will allow us to continue to grow our program and continue to open neighborhood schoolyards for children and families use on the weekends.

Thank you again for your support. I look forward to sharing our successes and seeing you again next year at the 2015 Shared Schoolyards event.

Best regards,

Sincerely,
Mark E. Farrell
Supervisor, District 2

Dear SFPOA —

This letter is in response to your generous donation to our Lonny Brewer Memorial Golf Tournament in the amount of \$150.00. The proceeds from this event will help to fund our scholarship program in Lonny's name as well as other Deputies that have fallen in the line of duty.

Thank you for your support,

Sincerely,
Steve Purvis
Tournament Chairman
San Diego County Deputy Sheriff's Foundation

Dear SFPOA —

We are deeply touched by your generous and thoughtful gift.

You truly are in communion with our special people just as they are, with all their limits and inner pain, but also with their gifts and their beauty and their capacity to grow: to see the beauty inside of all the pain.

May the happiness, which you have brought to us, be returned to you and to yours one hundred fold.

Sincerely,
Mrs. Joy Venturini Bianchi
Director
Helpers House of Couture

Dear POA —

Thank you so much for your generous contribution to Yes on Prop J.

Through your support, you are helping to deliver lasting community benefits and a permanent positive legacy to working men and women in San Francisco.

Together we got behind the ballot measure that will ensure better wages for many San Franciscans. The funds raised into this account went to support this key need for our city.

Knowing that I have your support means a lot to me. Thank you again for your help and for your friendship.

Sincerely,
Edwin M. Lee
Mayor of San Francisco

Dear SFPOA —

Thank you for your Silverado Sponsorship to the CYC 2014 Golf Challenge. Your generous donation helps support continuing efforts by CYC to provide outstanding athletic and academic training services to local kids. With your assistance, CYC

is working hard on its goal to reach more children and expand its programs and services.

Sincerely,
Dennis Costanza
President
Community Youth Center

Dear SFPOA —

On Behalf of the SJPOA Charitable Foundation and the SJPD's Chaplaincy Program, I would like to express our warmest gratitude to you for your generous donation to our 7th Annual Golf Tournament. The tournament was a wonderful success because of many generous donors like you.

Thank you so much for your support and we hope you continue being one of our donors. Regards,

Sincerely,
Jim Unland
San Jose POA President

Dear POA —

THANK YOU!

We would like to express our heartfelt thanks for your sponsorship of the Sundance Stompede, which took place October 16- 19, 2014. With your help the Sundance Stompede raised over \$20,000 for the AIDS Emergency Fund and Open house.

The Sundance Stompede was so successful only because of the broad support from the community and businesses such as yours. On behalf of the AIDS Emergency Fund, Openhouse, and the Sundance Association, allow us once again to express our sincerest gratitude and appreciation for your generosity.

Sincerely,
Dave Hayes, *Director*
Ingu Yun, *Assistant Director*

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VPB1014

Retirement Planning Seminar, Class #65

Three Days At Sigmund Stern Grove

By Mike Hebel
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (September 23, 24 & 25) – class #65. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel & Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt's bagman – the notorious Abe Ruef – on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

Seminar in its 30th Year

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 30th year having started in March 1985. Since its inception, more than 2,671 participants have completed this seminar.

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

Participants

Forty-five participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator.

The seat of honor, which is reserved for the most senior member in attendance, was given to deputy chief **Garret Tom**, a member of the 148th Academy class of January 1982.

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. *Tier I members are nearly an extinct species amongst active members.* Class attendees were from the 148th to the 196th recruit classes. The 242nd recruit class has just completed their basic training program; the Academy now has concurrent classes and this will continue for the next 36 months. Some members attended with their spouses/partners (which is much encouraged).

The long standing tradition where-in members attending from Taraval Station either provide sunshine or presto-logs for the fireplace was followed with **Cpt. Curtis Lum & Russ Gordon** providing the logs.



Hot Topics

POA president **Marty Halloran**, making his third presentation, warned that leaner times were ahead since the SFPD was now 34% ahead of the top 10 California police agencies in wages paid. Marty outlined the next 3 pay increases: 1% on 7-1-2015; 2% on 7-1-2016; and 2% on 7-1-2017. On July 1, 2018 a Q 4, step 5 police officer will receive \$133,000 in pensionable compensation and be entitled to an earned annual pension benefit of \$120,000. He noted that the full sick pay buy-out will remain until June 30, 2018 – the date upon which the current MOU will end – everything will be on the table. Mike Hebel urged all to consider participation in the 30 – 30 programs: 30 years of service and then at least 30+ years' collecting a retirement benefit with no death before age 80

Instructor Comments

Veronica Rodriguez and **Maria Newport** set forth all the basics of the CCSF Retirement plans. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up to 6 months before your expected date of retirement. They urged members to bring their spouse/domestic partner to this interview. Also, said Veronica, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic COLAs are effective on July 1 of each year; to get the COLA for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Maria explained that the pension benefit calculation for new plan members (Tier II). It is based on the highest average monthly compensation paid

to a member. The Retirement System compares each member's earnings for the 12 months immediately preceding their retirement date with the member's highest fiscal year earnings. Whichever is higher is used for the pension calculation. Maria explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot) wherein the basic cola (up to 2%) is now compounded and the supplemental cola, when excess earnings from the Retirement System Trust Fund are present and when the Trust is 100% market-value funded, was increased from 0.5% to up to 1.5%. In the best of years' the compound cola is 3.5%.

Joe Collins, Prudential Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCP has 18 options and, if desired, a self-directed brokerage account. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the new target date portfolios (2015 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile – based on the number of years you have until your planned start of distribution. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start social security payments? The class agreed, the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 – 67 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

Dennis Meixner (retired SFPD), licensed tax preparer, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR

retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount).

Dominic Gamboa (retired SFPD) and **Dominic Tringali** presented an interactive, informative and entertaining class on Fitness for Life. Dominic urged class attendees to adopt lifestyles that would ensure a longer, healthier life. His suggestions included an annual physical check-up, avoiding fatty, processed foods, weight management, and adequate exercise for lifetime fitness. We are pleased to have estate attorney **Gerald Woods** join the seminar explaining the basics of estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives).

Retiree Associations & SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Larry Barsetti**, **Glenn Sylvester** and **Maureen D'Amico** for discussing the **Veteran POA and the Retired City Employees organization**. They said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. They urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement. **Darlene Hong** (VP – Organizational Development) provided many convincing reasons why members should continue their financial contacts with the **SF Police Credit Union** and make it their primary financial institution. **Al Casciato**, CU Board member, talked about his column in the *POA's Journal* concerning CU issues. The **SF Police Credit Union is a co-sponsor of this Seminar**. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 29 years' service with the Credit Union – congratulations. Darlene introduced **Chris Breault** who provides financial planning services for credit union members.

Health Care Issues

Thanks also to **Art Howard** and **Jim Kelly** for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. They explained the resources that are available through the Department's Behavioral Science

Unit.

Attendees were stunned by the costs of **health coverage upon retirement**. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the retiree's principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Corns**, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the **HSS plans**, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. The plans available, as of July 2014, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Claire Zvanski**, former longest serving employee elected commissioner on the **City Health Service Board** spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Claire said that 75% of health premiums are for drug/pharmacy benefits. At age 65 city retirees must purchase Medicare part B; for those

not eligible for Medicare, their health care costs are significantly higher. Kaiser is now available throughout both northern and southern California for retirees.

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

Mike Gannon (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of **long term care insurance**. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider

long term care insurance. Since almost 25% of original applicants for long term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Met Life, NY Life & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

Mark McDonagh explained that the **Widows and Orphans Aid Association of the SFPD** was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers' families at the time of a member's death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association's original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,000. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits, a member must join while still an active member and must be under age 46. Contact info: woaasfpd@gmail.com or 415-681-3660.

Retirement Board commissioners Herb Meiberger and Brian Stansbury

helped bring this seminar to a most successful conclusion. Both proudly told the attendees that San Francisco's retirement trust fund is amongst the best funded in the United States and may be best funded in California. It is safe, sound, and well capitalized. Herb said that the Trust Fund, for purposes of paying a supplemental COLA, would probably be fully funded (market value) between 2018 and 2020 depending, of course, on rates of return achieved by the Trust Fund. (Note: Mike Hebel is more optimistic; he believes the supplemental COLA will again be paid between 2017 & 2018.). The Trust Fund is currently 90% funded putting it, in terms of financial health, in the top 10% of public pension funds. Thanks Brian and Herb for your service on the Retirement Board.

Next Seminar

The next two retirement planning seminars are scheduled in 2015 for May 26, 26 & 28 and October 6, 7, & 8. The seminar will be available to the first 40 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Cyndee at the POA (861-5060) if you desire advance notification for these seminars or wish to sign up.

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Book Reviews

— by Dennis Bianchi

Against Football: One Man's Reluctant Manifesto

By Steve Almond

Reviewed by Dennis Bianchi

Steve Almond is a short story writer and essayist. He is the author of ten books. Mr. Almond was born and grew up in Palo Alto, California. He received his undergraduate degree from Wesleyan University. In addition to writing books, he was a newspaper reporter for seven years. He currently lives in Arlington, Massachusetts.

This book will not be a top seller. It won't have legions of fans. That is unfortunate, because people, especially parents and sports fans, should read it. Even if one doesn't agree with all his views, his arguments are well founded and he has a nice engaging

writing style.

Mr. Almond has been an Oakland Raider football fan for many years, but he has come to the conclusion that his affection and dedication to football has been a mistake: a huge mistake. His argument is in direct opposition to the current popularity, almost a mania, of football throughout the United States, and that is why I doubt the book will sell well.

The opening chapter, "I Wasn't Out Cold, But I was Out," comes from a direct quote from a New England Patriot, Kevin Faulk, upon regaining consciousness after being concussed on a helmet-to-helmet tackle during a football game on December 7, 2003. The quote appeared in The Boston

Globe newspaper and the author found it amusing, initially. Faulk went on to say, "...I knew that something was wrong with me. I knew that, like, it wasn't normal. I didn't have that same, normal feeling when I got up." It wasn't until later that Mr. Almond came to the conclusion that there was something wrong with him to find the incident funny. He writes, "I assumed, ...a posture of ironic distance, which is what we Americans do to avoid the corruption of our spiritual arrangements. Ironic distance allows us to separate ourselves from the big, complicated moral systems around us (political, religious, familial), to sit in judgment of others rather than ourselves." The author states his book is filled with obnoxious opinions. That is an exaggeration, but he states clearly "our allegiance to football legitimizes and even fosters within us a tolerance for violence, greed, racism, and homophobia." On the other hand, he acknowledges that his devotion to pro football, in particular the Raiders, is intense. He knows too many players, facts, stats and predictions (the book was released this past August, and he predicted that the Raiders will do no better than 3-13. It seems he was a bit optimistic). He believes that there are moments on the field that are artistic and wonderful to behold, but at the same time, knows there is something wrong with a spectacle that leaves so many players seriously injured and promotes the idea that those injuries are "just part of the game." He quotes the author Don DeLillo, "In slow motion the game's violence became almost tender, a series of lovely and sensual assaults. The camera held on fallen men, on men about to be hit, on those who did the hitting. It was a loving relationship with just a trace of mockery; the camera lingered a bit too long, making poetic sport of the wounded."

Mr. Almond does a very good job at attacking the problem of violence on the field and its consequences, but that is not his only argument. The entitlement extended to the players, often beginning at middle-school age and certainly growing ridiculously large by the time players reach college, comes in for justifiable damnation.

Most of these complaints are easily verifiable by merely picking up any sporting section of any large American city newspaper. Domestic violence cases have dominated this season's headlines, but crimes committed by the players against other folks shouldn't be overlooked. Players have been involved in murders, rape, battery, drug usage and sales of drugs. No matter. The adulation continues. Why? For the reliable source of much pain and suffering in the world: money. The author writes, "The moment football became a business, violence was no longer just a moral problem. It was a money problem. This, of course, is the big dance of capitalism: how to keep morality from gumming up the gears of profit, how to convince people to make bad decisions without seeing them as bad. We have whole industries devoted to this voodoo, the dark arts of advertising, marketing, public relations, lobbying." This part of the game, the money part, is why the NFL is in a big hurry to resolve the suit brought against them over concussions. If they can settle



Dennis Bianchi

out of court they will never have to have to answer questions under oath regarding what they knew, and when, and would avoid, during the discovery phase of a trial, the medical histories of former players and the testimonies of their families.

When Mr. Almond turns his investigation to the money involved in the sport he truly got my attention. Cities that could be spending their money on failing infrastructure or better schools are shelling out money to have pro teams play in their venue. But when I learned that the NFL – unlike the NBA and Major League Baseball – is tax exempt I was stunned. The NFL, the organization that runs both leagues, pays their president, Roger Goodell, \$44 million a year. But, back in 1966, when there were two separate leagues, the NFL and the AFL, "... lobbyists managed to insert a provision into the tax code allowing 'professional football leagues' to be granted not-for-profit status. All the NFL had to do was pledge not to schedule games on Friday nights or Saturdays, to avoid competing with high school and college games." It appears that part of the deal can be ignored. I gave some thought as to how I could become a non-profit organization but then I realized I lacked the billions of dollars needed to become an NFL owner.

The book deals with high school and college level players and games, but to a lesser extent. It did point out that the professional game has stronger oversight regarding concussions and injuries, lacking though that may be, than the college level games and high schools have even less. Mr. Almond maintains that, "...not only do high school players receive more blows to the head than college players, they are more vulnerable to these blows because their brains are still developing." And the unevenness of spending on students at colleges was jarring as well. Andrew Zimbalist, a leading sports economist at Smith College, is quoted, "... spending per student at schools with major programs stands at roughly \$14,000 per year. The figure is over \$90,000 for student athletes."

At the beginning of this review I wrote of my skepticism regarding the book being widely read. I am reviewing it in hopes that at least some of the readers of this review will pick up the actual book and read it. You might be the biggest fan of football in your community but I am very sure you will learn something about the game you hadn't thought of before. I can say the book changed my views in a huge way. I intentionally refuse to watch or participate in any way with American football. I'm guessing that if you read the book you might not join me in my boycott but you will see the game much differently than you did before reading the book.

Being Mortal: Medicine and What Matters in the End

By Atul Gawande

Reviewed by Dennis Bianchi

Atul Gawande, M.D., is the author of three bestselling books: *Complications*, a finalist for the National Book Award; *Better*, selected by Amazon.com as one of the ten best books of 2007 and was reviewed in *The Journal* that same year; and *The Checklist Manifesto*. He is also a surgeon at Brigham and Women's Hospital in Boston, a staff writer for *The New Yorker* since 1998, and a professor at Harvard Medical School and the Harvard School of Public Health. He has won two National Magazine Awards, a MacArthur Fellowship, and been named one of the world's hundred most influential thinkers by *Foreign Policy* and *TIME*. In his work as a public health researcher he is Director of Ariadne Labs, a joint center for health system innovation. And he is also co-founder and chairman of Lifebox, a global not-for-profit company implementing systems and technologies to reduce surgical deaths globally. He lives with his wife and three children in Newton, Massachusetts.

Dr. Gawande has written extensively about how to make our lives better, concentrating on how our lives intersect with the field of medicine and physicians particularly. This book focuses on the elderly and the end of life decisions most of us are, or will be, faced with. He feels that the medical profession has been addressing these questions and this situation erroneously. He believes that the emphasis must be less on health and survival and more toward "enabling well-being."

By means of many personal stories, Dr. Gawande shows us how the system of so-called assisted-living institutions is doing very little in the way of assisting and more on regimentation. As our bodies decline physically he believes the focus should be creating a purposeful life, not a controlled life. He points out how often the choices for the aged and infirm are made by relatives and that those choices are made to satisfy the relatives, not the person who is being cared for or being placed in a facility. The family members, with good intentions but incorrect priorities, want their relatives to be safe, without thinking about what that means. As people are

removed from their homes they give up an independent lifestyle. They lose privacy, they lose their feeling of being capable, their confidence erodes and it is easy to become irritable or bitter. What Dr. Gawande is asking is for the industry to re-think the entire system, the entire philosophy.

Another section of the book deals with those given a terminal prognosis. Some of his findings are disturbing, such as, "In 2008, the national Coping with Cancer project published a study showing that terminally ill cancer patients who were put on a mechanical ventilator, given electrical defibrillation or chest compressions, or admitted, near death, to intensive care had a substantially worse quality of life in their last week than those who received no such interventions... Spending one's final days in an ICU because of terminal illness is for most people a kind of failure." I believe the heart of the author's argument is stated early in the book when he quotes an associate, Dr. Bludau, "The job of any doctor is to support quality of life, by which he meant two things: as much freedom from the ravages of disease as possible and the retention of enough function for active engagement in the world." Also, early in the book is this great bit of wisdom, "Death, of course, is not a failure. Death is normal. Death may be the enemy, but it is also the natural order of things."

Toward the end of the book the author discusses euthanasia. He is critical of the Netherlands' much more liberal policies, calling the fact that so many Dutch people seek assisted suicide "a measure of failure. Our ultimate goal, after all, is not a good death but a good life to the very end."

Dr. Gawande is an excellent storyteller and uses many anecdotes to make his point. Sometimes it works to perfection, but sometimes the reader should remember that these are only anecdotes and not a compendium of facts gained from research. The author is so good at telling stories and his writing so fluid that we finish a chapter without thinking about what he is really trying to say to us. He has no one hundred percent answer to these stories. He is simply asking for us and the field of medicine to re-think our inevitable end-of-life experiences. Reading this book is a good start at doing just that.

Long-Term Investing

The Great Recession Meltdown 2007-2009: How Do You Make up Lost Financial Ground After the Perfect Economic Storm?

By Edwin K. Stephens,
The Stephens Group

The best way out of a difficulty is through it. — Anonymous

My strength is made perfect in weakness. — II Corinthians, XII. 9

Can a person recover financially after being subjected to devastating illnesses, job instability, personal disasters, bad home prices, e.g. foreclosure, low stock market prices, and technology used to replace workers?

Answer: Yes. But, one must be nimble and pro-active in seizing opportunities and marketing themselves in the changing environment.

Five Year Post Recession 2009-2014

On 10/27/14, Mr. Ben Steverman of Bloomberg noted in October 2007, United States stocks were hitting an all-time high, jobs were plentiful and homes were expensive. Two months later, the **Great Recession** began to eviscerate the economy, ultimately sucking **\$10 trillion dollars** out of U.S. stocks, collapsing a housing bubble and pushing the unemployment rate to **10 percent**.

Seven years later, most Americans have put their finances in order, reducing all kinds of consumer debt. So it is no small insult, after the injury of the recession that many are not being rewarded for smarter spending. Americans are making a lot less money and own fewer assets, even as stocks reach new highs. Housing prices recovered, though they are still **13 percent below** 2007 levels. Fewer Americans own houses they cannot afford—sending rents up **16 percent**, to an average **\$1,100** per apartment in metro areas.

Mr. Steverman noted on the bright side, housing's collapse taught consumers about the dangers of debt. Americans have shed **\$1.5 trillion dollars** in mortgage debt and **\$139.4 billion dollars** in credit card and other revolving debt over the last **six years**. Consumers were pushed by tighter credit rules and enticed by the chance to refinance at lower rates. But they also saved more diligently. The United States savings rate has doubled since 2007, to **5.4 percent** in September, 2014.

Singing the Low Wage Blues

On 3/14/14, Mr. Josh Barro of the New York Times stated, "The United States economy emerged from recession in June 2009 and has been growing for nearly **five years**. Yet this week, an NBC News/*Wall Street Journal* poll of American adults found that **57 percent** still think the economy is in recession." In 2013, Economist Emanuel Saez of the University of California, Berkeley made headlines with



the finding that **95 percent** of income gains from 2009 to 2012 accrued to the **1 percent** of earners. But this finding was not about the rich doing well; their incomes are actually growing a little more slowly than in the last two economic expansions.

Instead, it reflects the failure of most of America to recover at all, with real market incomes for the **99 percent** rising just **0.1 percent a year**. Higher corporate profits and higher stock prices have not translated into meaningfully higher wages. The other trend is a long-term one: For **four decades, even in stronger economic times, wage gains have not kept pace with economic growth**. Wages and salaries peaked at more than **51 percent** of the economy in the late **1960's**; they fell to **45 percent** by the start of the last recession in 2007 and have since fallen to **42 percent**.

When the economy does grow, that growth disproportionately accrues to the owners of capital instead of to wage earners; and in the last few years, weak growth and abundant labor have made that pattern even stronger than normal. Our main economic policy debates still focus around what policies will improve overall economic growth, instead of the problem of growth not adequately translating into improvements in employment and wages. Unless and until the job market improves substantially, and higher wages drive a convincing pickup in consumer spending and demand, the lingering damage to confidence will likely keep the weakest economic recovery in memory plodding along at a frustratingly slow pace.

Mr. Ira Kalish, chief global economist for Deloitte Touche Tohmatsu said, "If we see more investment and more hiring by small businesses it could have a very positive impact—because small businesses historically account for the lion's share of job growth. And that's where we haven't seen strong job growth." The economist further added that sluggish job growth goes a long way to explaining

why — for millions of Americans — the **Great Recession** never ended. While the "official" unemployment rate has fallen steadily since the summer of 2009, the improvement in the data has come largely from the ongoing wave of jobless people who have given up looking for work.

Starting from Scratch at age 50

On 1/12/13, Ms. Caitlin Kelly of the New York Times wrote a feature in which five older workers saw a chance to remake their careers. Often, at age 50, you are considered too young to retire, and too old to start over. And now, comfortable jobs with comfortable salaries are scarce.

For millions of Americans over 50, this is not a bad dream—it is grim reality. The recession and its aftermath have hit older workers especially hard. People **55 to age 64** — an age range when many start to dream of kicking back—are having a particularly hard time finding new jobs. For a vast majority of this group, being thrown out of work means months of fruitless searching and soul-crushing rejection.

Mr. Carl Van Horn, distinguished professor of Public Policy and director of the John J. Heldrich Center for Workforce Development at Rutgers University said, "Most of these people in the long-term unemployed category are experiencing downward financial mobility." Debt, foreclosure and evaporated savings push them out of the middle class, and some just keep falling.

Professor Van Horn added, "Some of them will never get back into the work force, especially folks in their **mid-50's and up**, they're going to be in very bad shape financially because they can't even take Social Security already." And, what is more, the benefits they eventually will be able to draw will be less than if they had worked through retirement without interruption. Mr. Van Horn concluded, "You'll basically have more low-income older Americans, who will rely more on safety net programs like food stamps and healing assistance."

At the end of **2013**, the average Social Security benefit for retired workers was **\$1,294 a month**. The Census Bureau and Bureau of Labor Statistics determined that the **\$1,294 a month** in Social Security benefits for a **65 year old retiree** could cover basic expenses, including typical costs for housing, food, utilities, transportation and health care, in a state with a lower standard of living, e.g. Albuquerque, New Mexico; Austin, Texas; Buffalo, New York; Columbia, South Carolina; Grand Rapids, Michigan; Jacksonville, Florida; Pittsburgh, Pennsylvania; St. Louis, Missouri, and Tucson, Arizona.

Retirees would often be much more comfortable if they had income from another source in addition to Social Security, such as personal savings, a part-time job or a traditional pension.

The Economic Walk on Water

On 10/22/14, Mr. Michael Hiltzik of the Los Angeles Times noted America's middle class knows it faces a grim retirement. Mr. Hiltzik quoted from the fifth-annual Wells Fargo Middle Class Retirement Survey that more than a **third of middle-class families** are not saving anything in a **401(k), IRA or other investment vehicle**. And, for those **50 to 59 years old**, it is **41%**.

The household income of respondents, who were polled for Wells by the Harris organization, ranged from **\$25,000 to \$100,000**; the median income was **\$63,000**. "Nearly a **third (31%)** of all respondents say they will not have enough money to "survive" on in retirement." And, this increases to nearly **half (48%) of middle-class Americans in their 50s**.

However, Mr. Chris Farrell of the Dallas Morning News stated that the Baby boomers' latest revolution is unretirement.

A series of broad, mutually reinforcing changes in the U.S. economy and society are turning an aging population into more of an economic asset than before. Boomers are well-educated, and they're healthier than previous generations. An information—and services—dominated economy is easing the transition to longer work lives. Toiling away on a computer in a medical clinic in the 2000s is far less demanding than the typical factory job was in the 1950s. The workplace also offers a gathering place for gossip, sharing stories and other interaction that can enhance health and well-being. For some, their encore job may be full time, but the next act for the majority is likely to embrace the flexibility that comes from part-time jobs, contract work and temp employment. Older workers are carrying their existing skills into new settings.

In short, in order for a person to make up for lost financial ground after the **Great Recession meltdown of 2007-2009**, and the perfect economic storm, that individual will have to be nimble and pro-active in seizing opportunities and market themselves in the changing environment.

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Thieves, Scammers Agree to Crime-Free Holiday Season

By Brent Sverdloff,
Executive Director, SAFE

Here's the news report we'd all like to read:

SAN FRANCISCO — SAFE staff today rounded up all the local auto burglars, identity thieves, pickpockets, bank robbers, prowlers, and scam artists and asked them—nicely—to give the city a break this December.

"Year in and year out, people shopping in public and online risk having their personal property or data stolen," said Furlishous Wyatt, who has handled residential security assessments for SAFE since 1982. "Enough is enough."

According to Public Safety Coordinator Allison Burke, "SAFE staff spent weeks trying to coordinate a date that worked for our staff and the miscreants. And then we had to find a big enough space that was accessible to MUNI."

But the efforts paid off. All 742 criminals attending took the "no-crime pledge," administered by SAFE's Program Director Irina Chatsova, who emigrated from Russia in 1996. Ms. Chatsova went on the record to add that, while the non-profit's mission is to educate, engage, and empower San Franciscans to take responsibility for their safety, "it's better to go straight to the source and make the criminals themselves say 'no.'"

"I never realized how hurtful my actions were," said one serial bicycle thief, who spoke on condition of anonymity to avoid disappointing his mother. "It's just plain wrong to take someone else's stuff. My life would be more meaningful if I got a job and helped others. I need to stop being such a loser."

Sadly, this story won't be appearing as truth any time soon. Remain vigilant during the holidays, as you do the rest of the year. And heed the special seasonal advice below.

To Thwart Pickpockets:

- Bring only the cash and credit cards you need.
- Do not carry your social security card or passport.
- Don't let others distract you in crowded areas.
- Limit the use of your cell phone in public.
- Sport your own canvas or brown paper shopping bag to disguise any luxury purchases

For Your Personal Safety:

- Park in well-lighted and well-traveled areas.
- Avoid overloading yourself with packages.



- Be aware of your surroundings.

To Avoid Auto Break-Ins:

- Leave nothing visible in your car, including GPS system or mount.
- Lock all the doors and trunk on your vehicle.
- Keep packages in the trunk while shopping.
- Stow packages in the trunk before driving to your destination.

To Prevent Home Burglary:

- If you will be traveling, have a neighbor watch your house.
- Put timers on different lights throughout the interior and exterior of your house.
- Have newspapers, mail, and deliveries held or picked up by someone you trust.
- Start or rely on your own Neighborhood Watch Group to better identify and report suspicious activities.

To Safeguard Your Credit Cards:

- Shop only at secure websites.
- Do not respond to email requests for your personal or credit card information.
- Review your credit card and bank statements regularly for fraudulent use.

Be alert and aware of your surroundings at all times. Alert security if you notice any of the following in public spaces:

- Unattended packages
- Persons exhibiting erratic or nervous behavior
- People wearing bulky or inappropriate clothing which may serve to conceal threatening devices or objects
- Suspicious chemical smells or pungent odors
- Anyone tampering with a surveillance cameras

If you see something, speak up!

And now, a word about identity theft.

Did you know that identity theft is the fastest-growing crime in America and the #1 consumer complaint every year for the last 14 years? And for very good reason. Identity theft now claims an estimated 16 million new victims every year. That works out to more than 1 million new victims every 30 days or one every three seconds.

No one is immune. Identity theft claims victims as young as a few months old, and the elderly are especially vulnerable. It might also surprise you that it's even possible to steal the identity of an entire business.

What can thieves do with your identity?

- Open new accounts, like credit cards and utilities.
- Commit fraud using your existing

credit cards.

- Empty your bank accounts.
- Apply for tax refunds in your name.
- Use your identity to hide their criminal past.
- Commit Social Security and employment fraud.

What can you do to protect yourself?

- Monitor your credit reports regularly and get free identity protection from Credit Sesame www.creditsesame.com.
- To make your phones, tablets, and other mobile devices more secure, see what Lookout www.lookout.com has to offer.
- Learn about more resources from the Identity Theft Council

www.identitytheftcouncil.org.

When you're putting together your gift list this year, remember organizations like SAFE. Donations to this 501(c)3 non-profit are fully tax-deductible. If SAFE has helped you create a Neighborhood Watch Group, provided safety information that has made a positive difference in your life, or made you a more appreciate and attentive citizen, please support us.

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Thank you and joyous holidays!



SF Dispatcher of the Month



Edwin M. Lee
Mayor

Department of Emergency Management

1011 Turk Street, San Francisco, CA 94102

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

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



Anne Kronenberg
Executive Director

Date: August 27, 2014

To: Katherine Tursi, Public Safety Dispatcher

From: Evora Heard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month – November 2014

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for November 2014 for your professionalism and compassion during a breech delivery call you handled this month.

On October 22, 2014 you received a call from a male requesting help for his wife, who was going into obvious labor during her second trimester. The caller reported "the baby's foot showing." There were nerverattling cries of pain heard in the background. You immediately assured the caller help was on the way. The firm confidence in your voice provided the calm he needed to focus and correctly follow the Pre-Arrival Instructions given as listed in ProQA for this call type.

Due to your without-delay processing, the ambulance arrived within minutes. The male caller advised he needed to put the phone down to open the door. You wisely instructed him to leave the line open. The woman began to cry for help and sounded very distressed. You gave instruction to her to breathe, as if she were a personal friend or a family member. You reassured her that help was on the way. Never once did you sound shaken by the details of a baby's foot presenting.

You are commended for your calm professionalism during a very emotionally-charged call.

Katherine, this call was very sensitive in nature. You were an excellent representative of the level of service every customer should receive when a request for service is made. You continuously maintained control, while making your caller feel reassured. This is a fine example of the excellent work you perform year after year.

For being selected Dispatcher of the Month we are able to offer the following:

- Parking in the "Employee of the Month" space for the month of November 2014
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen and key chain
- Philz Coffee Gift Card

cc: Robert Smuts — Deputy Director,
Division of Emergency Communications
Cecile Soto – Operations Manager
DEM Everyone —via email
Personnel File



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

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San Jose Council Votes Not To Investigate Police Union

SAN JOSE, CA — With the election over, it might be a new, perhaps calmer day in San Jose City Hall for the city's most heated political feud.

The City Council, led by likely mayor-elect Sam Liccardo, voted unanimously Friday not to investigate the police union for allegedly telling cop recruits to quit as part of a political campaign against the city. The allegation, which the police union strongly denies, was the latest flash point in the ongoing war between the rank-and-file cops and city leaders — and surfaced just before Tuesday's election.

The vote was an olive branch of sorts from Liccardo and his allies to their biggest political foe.

Mayor Chuck Reed, who is termed

out of office at the end of the year, proposed two weeks ago to hire an independent investigator after a former cop recruit wrote an op-ed in this newspaper claiming police union president Jim Unland told her to quit during the academy. The union, which strongly opposes the voter-approved pension reforms championed by Reed and Liccardo, has given officers and recruits information about better-paying cities as part of a drive to highlight San Jose's police staffing shortage in pushing to elect a new mayor and council members. But it has always denied pushing cops out the door.

Now, a lot has changed in the last week. Liccardo, whom Reed endorsed, was holding a steady 3-percentage-

point lead in Tuesday's mayor's race and has declared victory over police union pick Dave Cortese, a county supervisor who indicated he may concede Friday.

With Liccardo trying to mend post-election fences with the police union, he proposed Friday to put off the investigation indefinitely and instead ask a human resources contractor to do exit interviews with recruits who quit. The move, Liccardo said, would help the council "better understand" the "politically divisive battles" between them and the cops without inflaming the tension between the two sides.

It's unclear whether the move will be the first step toward peace, as each side remains firmly entrenched in op-

posing political beliefs. But on Friday, at least, no one from the public spoke at the meeting, and council members on both sides of the spat not only held their tongues but even voted in favor of the same thing — and the session was all over within a few minutes. It comes after the clash between the council and the cops has dominated City Hall politics over the last two years, with long, heated arguments and split votes over the issue becoming routine.

*From The San Jose Mercury News
The post San Jose Council Votes
Not To Investigate Police Union
appeared first on Labor Relations
Information System.*

Exodus of Officers Leads to Albuquerque Longevity Plan

ALBUQUERQUE, NM — Albuquerque has already lost nearly 19 percent of its police force — about 200 officers — over the past 4½ years.

And the police administration warned late Monday that a wave of potential retirements could push the department to a 25-year low by May 2016.

The City Council, aiming to reverse that trend, adopted legislation that calls for putting extra cash in officers' paychecks for every year they postpone retirement and stay on the job. It could add up to \$12,000 a year for some officers.

The council vote was unanimous, though there was disagreement over whether to provide the money in paychecks, as approved, or through a deferred compensation plan. Some councilors had also pushed to postpone the vote for two weeks to analyze the proposal's impact on state pension funds.

Stephanie Lopez, president of the Albuquerque Police Officers' Association, urged councilors to pass the bill immediately.

"We have seen staffing levels drop to what we believe is a dangerously low level," she said.

Mayor Richard Berry is a vocal supporter of the proposal and it now heads to his desk for final approval.

He has warned that City Hall could lose 200 more officers to retirement over the next two years, a potential exodus he says is driven by coming changes to the retirement system for New Mexico's government employees. Less generous benefits will kick in for people who retire next year, he said.

A bipartisan pair of councilors, Democrat Diane Gibson and Republican Trudy Jones, sponsored Monday's legislation, though they disagreed on the details. Jones' version, which adds a few hundred dollars each pay period to officers' checks, ultimately won approval.

The proposal calls for offering \$6,000 or \$12,000 to officers who postpone retirement for a year, depending on their tenure. The goal is to keep seasoned officers on the force, supporters said.

The council legislation authorizes

about \$900,000 to pay for the incentives through next summer. It would take about \$1.5 million a year to keep it going after that.

Albuquerque has seen its police force shrink in recent years. The city had 1,099 officers in June 2010, but only 891 last month.

Staffing could fall to 789 officers by May 2016 if current recruitment trends hold and eligible officers retire, Deputy Police Chief William Roseman told the council. That would be a 25-year low, he said.

But some councilors wanted to hold off on immediate action.

"The right way is not to rush this through," Gibson said.

Among the concerns is whether the proposal would damage the financial health of the funds that pay for officers' pensions.

In an interview, Wayne Propst, executive director of the state's Public Employees Retirement Association, raised concerns about the legislation, which he said he received only Monday. More analysis is needed, he said, because the pension fund already faces

financial challenges.

"We are concerned that this proposal has not been vetted through PERA," Propst said, "and we have not had an opportunity to determine whether or not it would have an impact on the fund."

If the city boosts pay for officers in the final year or years before retirement, that could have the effect of also boosting the size of officers' pensions. That's because pensions are based on how much employees make in their last years of employment.

Lopez, the police union president, said officers are leaving for many reasons, retirement changes among them. Other factors include media scrutiny, the U.S. Department of Justice investigation — which found APD had a pattern of violating people's rights — and competitive pay elsewhere, she said.

Officers generally can retire with significant benefits after 20 years of service. An officer at 20 years typically makes about \$55,000 a year, not including specialty pay or overtime, officials say.

From The Albuquerque Journal

California Police Union Files Lawsuit State, Alleges Surreptitious Recording

On Tuesday, a California police union filed a lawsuit against the UC Board of Regents and others, alleging that the UC Irvine Police Department illegally collected communications of UC employees, police officers and the public.

The Federated University Police Officers' Association, or FUPOA, representing more than 250 UC police officers, filed the class action lawsuit against the UC Regents, the UC Irvine Police Department, or UCIPD, Assistant Police Chief Jeffrey Hutchison, Police Chief Paul Henisey and Johnson Controls Inc., a facility services corporation based out of Wisconsin.

According to the lawsuit, advanced audio and visual recording devices were installed throughout the UCIPD police station to collect communications without the consent of those recorded.

The UC Regents approved and funded the device installation by Johnson Controls Inc. under the direction of Hutchison, Henisey and UCIPD to install the devices, the lawsuit alleges.

"We have tried to resolve this by any method we have at our disposal," said David Mastagni Jr., an attorney representing FUPOA. "We asked them

to immediately turn off cameras and audio recording (devices) ... asking to meet and confer, we sent a demand to stop and sent a letter asking not to destroy evidence and recordings."

In January, Kevin Flautt, an attorney representing FUPOA, sent demands to Henisey requesting the university cease and desist the recordings. The recording activity was discovered in December 2013.

FUPOA also filed a public records request asking UCIPD to release all information regarding the purchase, installation and operation of the recording devices and information on if and when the recordings were accessed.

According to the lawsuit, UCIPD deleted several months of recordings upon discovery of the devices.

The devices were placed in areas where plaintiffs possessed a "reasonable expectation of privacy" in their communications, such as hallways and bathrooms, and were strong enough to record through interior walls of the police department building, the lawsuit says.

"(This case) should not be looked at solely in the context of law enforcement managers eavesdropping on rank

and file police officers," said David Mastagni Sr., managing partner of law firm Mastagni Holstedt. "It should be looked in the point of view of the regents and (the police's) managers in the UC system conducting surveillance on everyone."

Cathy Lawhon, a spokesperson for UC Irvine, said in a statement that the campus denies the allegations in general and will vigorously defend against them.

UCIPD and the university could

not be reached for comment before press time.

Johnson Controls Inc. could not be immediately reached for comment, but the San Francisco Chronicle reported that the company would not comment on the pending litigation.

In a press release, FUPOA said the lawsuit was necessary to protect staff, students, faculty and the public from the violation of their privacy rights.

From The Daily Californian

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Judge Approves of Stockton Bankruptcy Plan That Leaves Pensions Intact

A judge on Thursday confirmed a plan by Stockton, Calif., to exit bankruptcy, rejecting arguments that it unfairly discriminated among creditors by chopping a mutual fund's recovery to near zero while shielding city retirees from any impairment at all.

Stockton had asked the court to approve its plan, which calls for budget cuts, haircuts for bondholders and even a sales tax increase, which city residents approved in a referendum last year. But it did not touch pensions, not even the benefits that current workers hope to earn in future years. Prospective pension cuts are routine when companies go bankrupt under Chapter 11 and even outside of bankruptcy.

But Judge Christopher Klein of the United States Bankruptcy Court for the Eastern District of California in Sacramento said he found Stockton's proposed plan acceptable, noting that it eliminated the retirees' health benefits.

"I've looked long and hard at this case and the responses that have been made, including the alternative of putting the whole situation back to Square 1, which is what would be required" if he rejected the exit plan, Judge Klein said. That, he added, would mean running up millions more dollars' worth of legal fees for an alternative exit plan that would probably not be worth the additional cost.

"This plan, I'm persuaded, is about the best that could be done, or is the best that could be done," he said.

Judge Klein cited the "significant concessions" that Stockton's employees and retirees had made, especially the cancellation of the retiree health plan, which he said amounted to a \$550 million loss. Until Stockton ran into severe financial trouble with the bursting of the mortgage bubble, it had promised all city workers and their dependents free health care in retirement without setting aside any money to cover the cost. Judge Klein also noted that because the city workers' pay was being reduced, that would lead to smaller pensions because the benefits are linked to each worker's salary before retirement.

He did not provide a detailed analysis of Stockton's pension costs, but said that, over all, Stockton's exit plan was "feasible."

Stockton, like many places in California, offers its police a pension plan

that allows officers to retire at age 50, with pensions of up to 90 percent of their pay with 30 years of service, plus annual cost-of-living increases. Many analysts say such pensions are unsustainable, especially for a distressed city like Stockton. And some have blamed California's state pension system, Calpers, for locking Stockton into a plan it cannot afford by erroneously contending years ago that the benefits would not cost much because investment gains would pay for them.

At the same time, Judge Klein said he had not changed his thinking about pensions since his previous decision on the issue, made from the bench earlier this month. He said at that point that Stockton was free to abrogate its contract with Calpers in bankruptcy and that Calpers would be a mere unsecured creditor with no special legal tools to improve its chance of recovery.

Calpers had been arguing that if Stockton were to terminate its pension plan, it would have to pay a termination fee of \$1.6 billion — the amount Calpers had said was necessary to pay all of Stockton's current and future retirees their benefits for the rest of their lives, at no risk to Calpers as plan administrator. Calpers had also argued that it possessed a special lien that allowed it to foreclose on \$1.6 billion worth of Stockton's assets if the city failed to pay.

But Judge Klein reiterated Thursday that federal bankruptcy law pre-empted the state law that gave Calpers the lien. Without the lien, the relationship between Calpers and Stockton became contractual, he said.

"Bankruptcy is all about the impairment of contracts," Judge Klein said. "That's what we do."

That part of Judge Klein's decision left the door open for other California cities to end their relationships with Calpers, at relatively low cost, by declaring bankruptcy. But the finding was moot in Stockton's case because the city was not seeking to terminate its plans.

Doing that, the judge pointed out, would be harder for Stockton because while its relationship with Calpers was contractual, its relations with its workers were based on collective-bargaining agreements, which are harder to abrogate in bankruptcy than "garden-variety contracts."

As a matter of law, Judge Klein had no

authority to order Stockton either to cut the pensions or leave them intact. For constitutional reasons, Chapter 9 municipal bankruptcy gives judges little or no power to interfere with cities' governmental activities. Stockton's bankruptcy lawyer, Marc A. Levinson, said the city would use its "business judgment" — something the judge said he would defer to — to cut other compensation but leave its pension plans alone. Mr. Levinson had testified that if Stockton cut the pensions, its workers, especially the police, would stampede for the exits in search of jobs in other cities that still offer similarly lucrative pensions.

The idea that Stockton might have to cut pensions before it could emerge from bankruptcy arose from the objections of a holdout creditor, the mutual fund company Franklin Templeton Investments. Two of its funds had bought \$36 million of bonds that Stockton issued in 2009.

Earlier, Judge Klein had found that \$4 million of Franklin's holdings was secured, and Stockton agreed to pay that much in cash. But to settle the remaining \$32 million, Stockton proposed

paying just \$300,000, or less than a penny on the dollar. Franklin said this was unfair discrimination because the pensions were going to be paid in full. It had asked to be reclassified in a separate group from the retirees because that would turn the bankruptcy case into a cramdown — a situation where a judge cannot approve a debt adjustment plan that unfairly discriminates among creditors in similar classes.

Judge Klein said it was Franklin's request for reclassification that made him sort out the complicated relationships between Stockton, Calpers and Stockton's employees and retirees. Having done that, he said, he believed the classifications were correct. He also said Franklin should take its \$4 million secured recovery into account along with its negligible unsecured recovery. That gives it a total recovery of 12 cents on the dollar, "which is not much, but certainly higher than what some people have asserted."

From The New York Times

Rotating Shifts Harmful to Mental Health

Working an irregular shift pattern may be causing long-term damage to people's memory and mental abilities, new research has shown.

Shift work can disrupt the body's internal clock in a similar way to jet lag, and has been linked before to an increased risk of health problems such as heart problems and even some cancers.

However, scientists have now found a link between working shifts and a decline in brain function — especially among those whose shifts rotated between morning, afternoon and night.

In a study of 3,000 people living in France, scientists found that those who worked rotating shifts performed significantly worse in memory and cognitive speed tests than people who had worked regular hours.

The level of cognitive decline seen in people who worked irregular shifts for 10 years was equivalent to six and a half years' worth of natural, age-related cognitive decline, said researchers from the universities of Toulouse and Swansea.

Precisely how shift work might have an impact on brain function is not fully understood.

Disruptions to the body clock — or circadian rhythm — are known to affect the body and the mind. People who regularly fly long-haul have been shown to suffer from poorer brain function, thought to be caused by the breakdown of some brain structures, caused by the over-production of stress hormones.

A similar mechanism may be occurring in people working alternating night and day shifts for a prolonged period of time.

It has also been suggested that night shift workers may be more susceptible to vitamin D deficiencies because of reduced exposure to sunlight. Vitamin D

deficiency has been linked to impaired brain function by some studies.

In the French study, 1,200 of the participants were followed up at three different stages, in 1996, 2001 and 2006. One in five of them had worked shift patterns rotating between mornings, afternoons and nights.

Those who were currently or had previously worked shifts had lower scores on memory and processing speed tests than those who worked ordinary office hours.

Researchers found that stopping shift work was linked with an improvement in cognitive function — suggesting that any ill effects are reversible — but said that it took five years out of shift work for this effect to be seen.

Writing in the journal *Occupational and Environmental Medicine*, the authors, led by Dr Jean-Claude Marquié of the University of Toulouse, said that shift workers' health should be closely monitored as a result of their findings.

"The cognitive impairment observed in the present study may have important safety consequences not only for the individuals concerned, but also for society as a whole given the increasing number of jobs in high-hazard situations that are performed at night," they write.

"It may also affect shift workers' quality of life, with respect to daily life activities that are highly dependent on the availability of cognitive resources.

"The current findings highlight the importance of maintaining a medical surveillance of shift workers, especially of those who have remained in shift work for 10 years or more."

From The Independent

The post Rotating Shifts Harmful To Mental Health appeared first on Labor Relations Information System.

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When Social Media Complicate the Undercover Work of Police Officers

The Facebook post included several photos of a smiling Baltimore County police officer, some of him in a suit, another sporting outdoor gear. None showed him in uniform or flashing a badge.

The officer works undercover, and the Facebook poster warned that he investigates gun-related cases. The Facebook user's friend had been arrested in June by the officer in an illegal arms sting. The officer is "known to pose as a gun dealer in order to entrap and arrest people," the post read.

"Please share this."

Law enforcement agencies in Baltimore and across the country are grappling with social media sites and the implications for officers who work undercover. In some cases, publicly identifying an undercover officer on social media has resulted in jail time. Other times, prosecutors say the postings may not constitute a crime, as online speech can be construed as merely sharing — not threatening.

Such public outings of undercover officers are part of the risks of participating in social media, where there are few rules and filters, prompting some police departments to warn officers to keep a low profile on the Internet.

Most Baltimore area departments have policies for social media aimed at prohibiting posts that would hurt the department's integrity, and some specifically address those working in undercover assignments.

Baltimore County police spokeswoman Elise Armacost said the department has a policy advising officers to use common sense on social media — for instance, not posting information

about investigations. But she said the department wanted to strike a balance and not interfere in personal speech.

"Baltimore County does not regulate employees personal use of social media," she said. "We respect employees rights to use social media."

She also said the department is careful to protect the identities of undercover officers. They "are typically very low profile. We take great pains ourselves to protect their identities," she said.

The Baltimore City Police Department's social media policy states it's "not intended to impose a wholesale restriction on the free exchange of information or opinions."

But the city's policy does, in some cases, "extend the Department's existing standards of conduct, ethics and professionalism to the domain of social media." The policy also warns members: "Do not assume any expectation of privacy when posting information to the Internet or a social media site, regardless of user privacy settings or other access controls."

Howard and Anne Arundel counties have similar policies in place. Anne Arundel explicitly prohibits undercover officers from posting "any form of visual or personal identification." But Howard's policy only states that "members are to be cautious when identifying themselves as members of the Department on the Internet."

A Harford County police spokeswoman said the department is working to develop a social media policy.

The Baltimore County officer was exposed even though he didn't publicly identify himself as a police officer

on his Facebook page, which has since been taken down.

Armacost said the department determined the post didn't rise to the level of a criminal threat. The post has since been taken down.

"We took a look at it, but at the end of the day, there was no threat," she said. "It is not a crime to post a photo of a police officer," she said, adding that includes undercover officers.

Baltimore County State's Attorney Scott D. Shellenberger noted the posting didn't include a direct threat. "Technically, it could put the person at risk but the risk is not directly from the person doing the posting," he said.

Criminal law related to social media is evolving. A state law took effect this month to make posting intimate pictures online as means of getting back at a former spouse or lover — more commonly known as "revenge porn" — a misdemeanor punishable by two years in jail or a \$5,000 fine.

"This whole posting thing on Facebook is a difficult area," Shellenberger said. "As social media and all these things start expanding, we will have to adapt our laws."

The Baltimore County case stemmed from a sting in which officers responded to an ad from someone looking to purchase a handgun on a site called Armslist, similar to Craigslist, where users can purchase firearms. The officer offered to sell a High Point 9 mm handgun.

The defendant, a teenager from Pikesville, agreed to purchase the gun for \$200 at the Old Court metro station near his home. After the exchange, the teen was arrested and charged with four counts, including unlawful sale.

The teenager's Facebook friend later posted the officer's picture and the warning about entrapment. The photos in the post appeared to be taken from the Baltimore County officer's Facebook page.

In cases around the country, social media postings about undercover officers have led to criminal charges.

In Toledo, a man was sentenced to 90 days for obstruction of justice after photographing an undercover narcotics detective as he left the courthouse and later posting it to social media.

"We take the safety of our officers very seriously, especially our undercover detectives," said Toledo police spokesman Sgt. Joe Heffernan.

Heffernan said the Toledo department discourages officers from identifying themselves as police on their personal social media pages, or posting photos of themselves in uniform on those pages.

"We get videotaped all the time. This situation was a little different. This is an undercover officer. He has a dangerous job," Heffernan said, noting that the last officer who died in the line of duty in Toledo in 2007 was an undercover narcotics officer.

A Texas woman was charged with retaliation after a similar incident. She reportedly posted a photo of an undercover Mesquite police officer on Facebook, after her friend found the officer's photo on the site. "Anyone know this [expletive]?" according to a federal affidavit, the Dallas Morning News reported.

A spokeswoman with the Dallas district attorney's office said prosecutors found insufficient evidence for the case, and the charges were dropped.

Last year, an undercover D.C. police officer was identified by a group of protesters she had been assigned to cover after they located her personal Twitter page where she identified herself a police officer. The protesters recognized the officer as a regular at events and matched her picture to the Twitter account, the Washington Post reported. The officer took down the Twitter account.

And in August, when Baltimore residents joined in protests against police brutality following the death of 18-year-old Michael Brown in Ferguson, Mo., some carried signs with pictures of Baltimore Police officers named in recent police-involved deaths.

One protester carried a sign with a photo from the Facebook account of one of the Baltimore officers identified in the death of Tyrone West. West died after a struggle with police during a traffic stop, and officers have been cleared of wrongdoing.

Cole Weston, president of the Baltimore County FOP, said "everybody should be very cautious of what they put" online and in social media accounts, including police and citizens. But he said that doesn't mean officers need to delete accounts.

"That's an individual choice that they have to think about, if they choose to participate in social media," he said.

From The Baltimore Sun

Dallas Police & Fire Pension Fund Loses \$200 Million On Luxury Real Estate

The Dallas Police & Fire Pension System is looking to sell several luxury real estate properties after sustaining losses of about \$200 million on the deals, according to a report from Bloomberg.

Among the properties that the pension fund is selling are a group of homes in Hawaii purchased "at the top of the real estate bubble", a vineyard in Napa Valley, and a \$34 million patch of land in Arizona that was to be developed into a golf course.

The golf course never materialized because the fund was unable to secure water rights, and the land was sold for \$7.5 million, a loss of \$26.5 million.

From the Bloomberg report:

The sales mark a shift from an approach that by 2011 left more than 60% of the system's money in real estate, private equity and other alternative investments, only to see returns suffer. The fund's 4.4% gain in 2013 compared with the 16.1% average advance for U.S. public pensions as stocks rallied, according to research firm Wilshire.

"It's a terrible indictment of our strategy," Dallas City Councilman Philip Kingston told Bloomberg. Kingston sits on the pension's board.

"Losses have been caused by our exposure to luxury real estate, he said.

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Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

The World Series Parade

CHECK IT OUT: Take a look at the photo of Giants star Madison Bumgarner on top of Quin (Mounted Officer Joe Boyle's horse) near the end of the World Series parade that took place on Friday Oct. 31st in The City. I spoke to Joe about the incident and in his own words, this is what led to "Madbum" getting up onto one of the horses: "The mounted unit led the parade and afterward we were hanging out on the side of City Hall. When Madison got off the truck that he had been riding in, he immediately made a "bee line" for us. He politely asked if he could ride on one of our horses. I knew he was a rider and Quin was being very mellow so I said sure! I got off and then he got on; he didn't get very far as he quickly became surrounded by the media. That didn't matter. He was great — all he wanted to do was talk horses with us; and, he was a good rider on top of that. He didn't even want to get off Quin but one of the Giants production people convinced him to come down and go



into City Hall so the ceremony could start. It was one of those "only in San Francisco" moments."

Congrats to our Mounted Unit for making the SFPD look good as usual. This is in addition to the great job that our cops did working the playoff and World Series games at A.T. & T., and the parade down Market St. as well. It was nice showcasing to the world what kind of classy and professional organization that we are....enough said.

It's a short column this time around...stay well and safe...Merry Christmas, Happy New Year and So See Ya next month....



L-R: Susan Rolovich, Madison Bumgarner and Captain Ann Mannix.

Six Common Fitness Mistakes

By Rich Thurman and Yana Ibrahim

If you're not getting the results you're looking for then check out these common fitness mistakes made by men and women in gyms all over the world.

Missing your post workout snack

Not fueling your muscles after a workout is a common mistake. Your body needs a balance of protein, carbohydrates and fat.

Eating a healthy mix of these nutrients within 30 minutes of your workout will help your body begin the recovery process. The window of opportunity is about 15 to 90 minutes post workout, but the sooner the better.

Too much cardio and not enough weights

Women especially tend to rely too heavily on cardio without weight training. Cardio does help in the fat burning process, but tends to leave people looking thin and flabby because it does little for developing muscle.

If you're looking to shape and sculpt your body you'll need some muscle

tone and weights must be included in your routine.

Not resting enough

Rest is essential to your gains in muscle and fat loss. Heavy or high intensity workouts on consecutive days do more to hamper your progress than anything. Four back to back days of high intensity exercise or heavy weights doesn't give your body enough recovery time, which is stressful on the body.

48 hours should be observed between training the same muscle group heavily. Not only will your muscles be able to repair themselves, but you will get more out of your next workout.

Not eating enough

Many people, especially women trying to lose weight, make the mistake of eating less once they've undertaken a workout regime. Eating too little doesn't give your body then necessary energy it needs to be able to exercise hard.

Active women who exercise 30-60 minutes daily require 1800 to 2100 calories per day and these calories should be dispersed between snacks and main meals.

Doing the same old cardio routine

Monotonous cardio at the same pace every time doesn't do much for the body. The body adapts quickly and needs constant stimulus. Try interval training. Interval training has been shown to have an awesome effect on the body's ability to burn fat.

The unique advantage of doing interval training is the after burn effect, helping you burn additional calories during the 24 to 36 hours after your workout.

Not lifting heavy enough

This tends to happen more with women as most women fear lifting heavy will make them big. In reality, the only way to change the way your body looks is to really push your muscles to new limits. Body shape is generally determined by type II muscle fibers which are the muscles required for power (these are the muscles that create the leg shape and development of sprinters and other power based athletes).

Lifting light works mainly type I muscle fibers, which are responsible for endurance. Don't neglect your type II muscle fibers if you're looking to shape up.

Xodus Fitness Coach Yana Ibrahim is a Yoga Instructor & Personal Trainer in San Francisco. She has a degree in Sports & Exercise Science from Edith Cowan University in Perth Australia and is an ACE Certified Personal Trainer and a Pre/

Post Natal Certified Trainer. With over 10 years of experience in sports and fitness, over 4 years as a Class 2 soccer/football referee in Singapore, Yana brings an abundance of knowledge and real sports experience to her clients. You can inquire about her services at www.XodusFitness.com

Check out our programs at Xodus Fitness by going to www.xodusfitness.com or call coach Rich Thurman at 415.990.4874

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

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

To contact Rich for any professional services, inquire at 415.990.4874 or info@xodusfitnessSF.com

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Loons Nest Scoreboard Chardonnay Golf Club

| Player | Gross | Net |
|---------------|-------|-----|
| Anzore | 73 | 67 |
| Byrne | 75 | 69 |
| Higgins | 76 | 70 |
| Morimoto | 77 | 71 |
| O'Connor | 77 | 69 |
| Roberts | 78 | 70 |
| Vernengo | 78 | 70 |
| Brophy | 79 | 71 |
| McMillan, Sr. | 82 | 68 |
| Honniball | 83 | 66 |
| O'Shea, John | 84 | 72 |
| Toomey | 85 | 74 |
| Garcia | 86 | 76 |
| Siebert | 86 | 72 |
| Barbosa | 87 | 77 |
| Kranci | 89 | 80 |
| Taylor, J. | 89 | 75 |
| Mahoney, M | 90 | 72 |
| Wismer | 90 | 72 |
| Sullivan | 91 | 75 |
| Hanley | 92 | 76 |
| Meixner | 92 | 74 |
| Roche | 92 | 68 |
| Stearns | 92 | 74 |
| Ahern | 93 | 82 |
| Gulbengay | 93 | 73 |
| Minner | 93 | 82 |
| O'Shea, Jim | 93 | 72 |
| Williams | 93 | 71 |
| Wyman | 93 | 80 |
| Flynn | 94 | 68 |
| Fontana | 94 | 74 |
| Roth | 94 | 72 |
| Coggin | 95 | 80 |
| Tapang | 95 | 66 |
| Edison | 96 | 80 |
| Schmolke | 96 | 84 |
| Kilgariff | 97 | 78 |
| Porto | 97 | 79 |
| Johnson | 100 | 81 |
| Duffield | 102 | 74 |
| Mahoney, D | 102 | 80 |
| Newlin | 102 | 80 |
| Ziegler | 102 | 86 |
| Biel | 103 | 78 |
| Miranda | 105 | 72 |
| Serna | 106 | 78 |
| McMillan, Jr. | 108 | 84 |
| Sheehan | 108 | 83 |
| Torrise | 114 | 78 |
| Linehan | 116 | 75 |

Long Drive Winner
Tom O'Connor 277 yards

Close to Hole Winners

| | Hole # 5 | |
|-----|-----------|-------|
| 1st | Williams | 14" |
| 2nd | Ziegler | 8'6" |
| | Hole # 8 | |
| 1st | Ahern | 4'11" |
| 2nd | Honniball | 5'8" |
| | Hole #12 | |
| 1st | Biel | 4'4" |
| 2nd | Morimoto | 7'6" |
| | Hole #14 | |
| 1st | Schmolke | 11' |
| 2nd | Fontana | 18'5" |

The Loons Nest Report

By Ed Garcia, SFPD Retired

Anzore Victorious in Memorial Tournament

On November 12th the Loons Nest Golf Club made its first appearance at the Chardonnay Golf Club in Napa for the 2014 Memorial Tournament. This is a Sandy Tatum designed course that opened in 1987 in Napa Valley, and the track is completely surrounded by vineyards. Fifty-four Loons teed off under blue skies and enjoyed a beautiful Napa Valley day of golf. The course was in very good shape, as the course and vineyard owner has been able to secure reclaimed water since a July water reduction. On this day pin position number five was in play, and it appears that they saved the toughest pin positions for the Loons; although, the greens were smooth and rolling true.



Memorial Pacesetters, Bob Byrne and Ed Anzore

The leader after the first nine holes was Ed Anzore, who picked up two birdies on his way to a one under par side of 35. Two strokes back sat Bob Byrne and Tom O'Connor at 37 strokes. O'Connor suffered a triple bogey on the second hole, but rallied back with birdies on the 4th, 7th and 9th holes,



showing the true Loon competitive spirit. Sitting in third at the turn were Perfecto Barbosa, Tim Higgins, and Al Honniball at 38 strokes.

As play moved to the back nine two members hit the gas making a big charge toward the finish. Current Club Champion Steve Morimoto picked up three birdies on the side for a 37, which was matched by Rik Roberts. Rob Vernengo also made a move with a back nine score of 38, which was matched by Tim Brophy.

As the leaders approached the finishing hole, Anzore had a two stroke lead over Byrne and a three stroke lead over Higgins. Anzore responded to the challenge with a birdie on the closing hole as Byrne and Higgins posted pars, giving Anzore a two stroke margin of victory as he finished with a round of 73. Bob Byrne took second low gross in the first flight with a 75, followed by Higgins at 76.

In first flight low net Al Honniball made a big comeback to tournament golf with a blistering net round of 68. Al was rolling through the back nine in great fashion with a birdie on the 13th hole, but ran into a snowman (quadruple bogey 8) on the 17th hole. Al finished two strokes ahead of Bob McMillan, Sr. who posted a net score of 68. Bob picked up birdies on the 5th, 16th and 18th holes which allowed him to finish one stroke ahead of former Club Champion Tom O'Connor, who posted a net 69.

Second flight low gross was a battle between Mike Mahoney and Earl "The Pearl" Wismer. On the front nine Jere Williams took a commanding lead

with a score of 40 strokes. Wismer covered the front in 43 strokes with Steven Stearns and Jim O'Shea at 45. Mike Mahoney and George Gulbengay posted scores of 46 on the front side. Williams started his round strong, but on the back nine he faded off like a cowboy into the sunset. Mahoney made a charge on the back which included and birdie on the 15th hole. Mahoney and Wismer were neck and neck and both suffered snowmen on the 17th hole, as they finished with matching scores of 90. The U.S.G.A. tie-breaker was used and Mahoney took first place, leaving Wismer in second, followed by Steve Stearns in third with a score of 92.

Second flight low net saw an impressive performance by Central Station's Erick Tapang. Tapang had a strong lead over Steve Roche and Mike Flynn going into the 15th hole, but was slammed with a triple bogey eight. Eric finished with three bogies and posted a net score of 66. Flynn needed a bogie (net par) on the final hole to tie Erick, but suffered a double bogey on the last hole and posted a net 68, which was matched by Roche, who had a par on the final hole. The Tie-breaker gave Roche second place low net and left Flynn in third place.

The long drive winner for the day was Tom O'Connor who drove his ball 277 yards, just beyond the fine shot of Ed Anzore. In "Close to the Hole" action Jere Williams gave the crowd a thrill on the fifth hole, as he put his tee shot fourteen inches from the hole. This is the closest shot to the pin the Loons have had since Bill Lim's hole-in-one at Rooster Run in 2012. On the 12th hole, Mike Biel put his shot four feet and four inches from the pin, as Honniball left one five feet and eight inches on the same hole. Jim Ahern left a shot four feet and eleven inches on the 8th hole.

The Loons Memorial Tournament is dedicated to the memory of Loon brothers who we have lost over the years. Those members include Ken Davis, Charlie Anzore, Norm Rice and Jerry Senkir. Memorial Champion Ed Anzore addressed the group at the closing of the awards ceremony and spoke to the importance of taking care of ourselves and making every effort to avoiding any additions to our memorial list. May God look out for all of our fellow Loons.

SFPD Plays Basketball at JJC



By Ray Padmore

According to Kofi Annan, former Secretary General of the United Nations: "Young people should be at the forefront of global change and innovation. Empowered, they can be key agents for development and peace. If, however, they are left on society's margins, all of us will be impoverished. Let us ensure that all young people have every opportunity to participate fully in the lives of their societies."

This in fact was our goal in a recent matchup at the Juvenile Justice

Center, where cops from around the department, teamed up to compete against the youth in a friendly game of basketball. This game was intended to build relationships and empower the youth currently housed at the Center.

Event coordinator, Ananda Joy Hart, Managing Director of City Youth Now, was elated at the positive feedback she received from the youth, teachers, and counselors regarding the great positive interaction the youth had with the cops.

Many thanks go out to the officers who participated in this Event!

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Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin your search!

Find the Winter Words in December's Word Find. Peace to all.

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| R | H | R | S | C | T | E | Z | Y | P | K | C | K | H | H |
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| B | W | T | L | I | U | Q | R | C | I | P | O | L | A | R |
| C | V | X | A | W | N | S | O | L | S | T | I | C | E | D |
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| ARCTIC | JACKET |
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| EARMUFFS | QUILT |
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Champions on Parade!



Anticipating that Giants victory parades will become at least biennial events, the department ordered hundreds of these special Orange and Black confetti jackets for officers detailed to rainy parades. (UPDATE: on Friday morning, November 28, 2014, the department abruptly cancelled an order for similar Red and Gold confetti jackets.)



PHOTOS COURTESY OF SFPD PHOTO LAB

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The Bay Beat

A Ride-Along with the SFPD Marine Unit

By Martin Halloran
SFPOA President

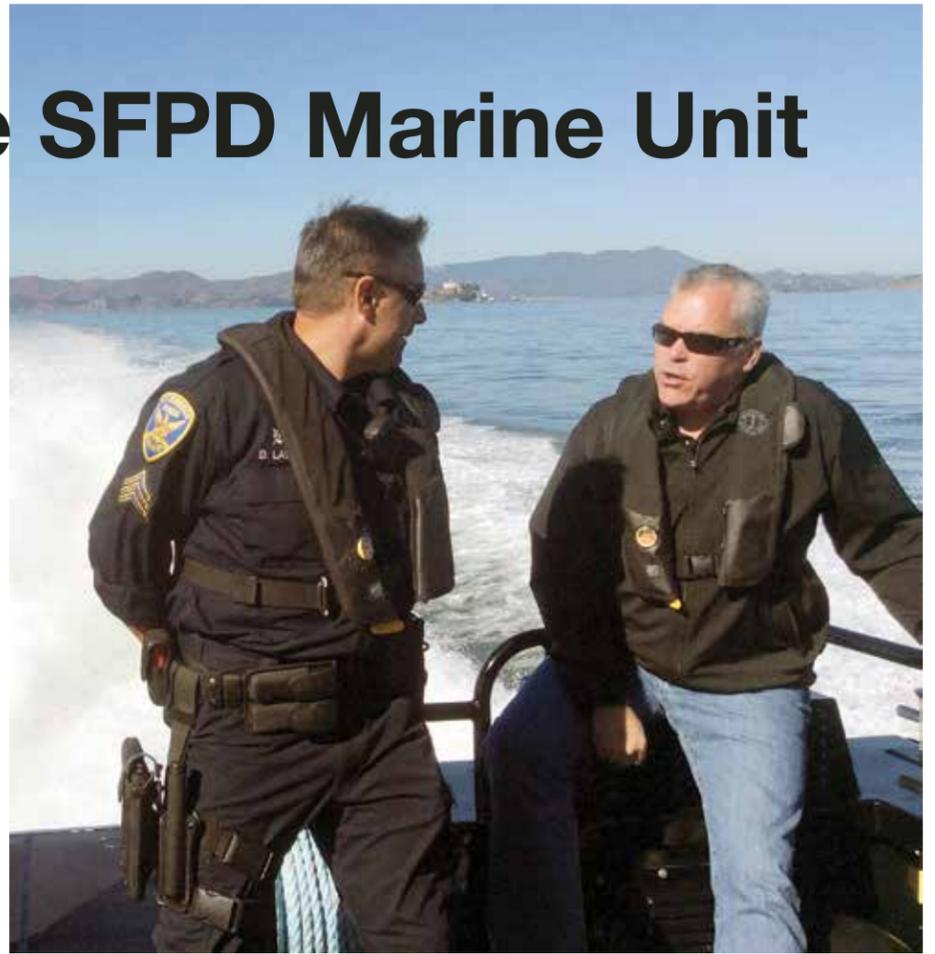
A few weeks ago, I had the opportunity to visit the SFPD Marine Unit. I'm sure most members are aware that the department has a Marine Unit, considering the city is a peninsula, but I don't think everyone fully appreciates the duties that these members perform. My exposure to the Marine Unit has been limited to seeing them and talking with them while they were patrolling McCovey Cove during Giants' home games. After this tour of the unit, I can assure you that their responsibilities cover a huge area of San Francisco Bay, and that they are a vital, highly trained and well-equipped unit.

Sergeant Keith Matthews and Sergeant Dan Laval (former POA BOD representative) provided me with a guided tour of the unit. There is a wide range of vessels assigned to this unit, including personal watercraft and boats of various size and purpose. Marine-1 is a large vessel of the type used by Coast Guard patrols. The unit is also equipped with state of the art diving gear for the officers, who are all certified divers, along with portable submersibles that are tethered and operated by remote control.

With the variety of vessels, the array of elaborate search equipment, and the skill and training of members who are the divers and the operators, there are few places in the bay, along the waterfront, or shoreline that these officers can't reach. The SFPD Marine Unit is often called in on mutual aid from neighboring jurisdictions when those agencies simply do not have the manpower or the technology available for more complex underwater search and recovery missions.

The area the Marine Unit is responsible for patrolling the waters surrounding San Francisco Airport, from the south at Candlestick Point, through San Francisco Bay, to outside the Golden Gate towards Point Bonita, and south along Ocean Beach in the Pacific. Clearly the unit is responsible for enforcement of violations along these waterways, but they also work closely with the SFFD on search and rescue operations. If these operations are criminal in nature then the Marine Unit is responsible for securing any crime scene and preserving evidence.

I was certainly impressed and I am looking at this unit with a fresh set of eyes, and if you think the marine Unit is just out on the bay for a Sunday leisurely sail...well think again.



PHOTOS BY VAL KIRWAN

Fifteenth Year of POA Thanksgiving Tradition

By Kevin Lyons,
Tenderloin Station

A Thanksgiving tradition continued this year as members of the POA Community Services Committee, along with members of Tenderloin Station, picked up and delivered 25 Turkeys to Saint Anthony Dining room for their Thanksgiving meals. This tradition

has been going for the past fifteen plus years. I would like to thank the following members that helped this year; Captain Jason Cherniss, Lt. Georgia Sawyer, Sergeant Joe McCloskey, Officers Brian and Irene Michaud, Lavante Mitchell, Fidel Gonzalez, Gary Peachey, Joe Juarez and Angelique Marin.



POA Turkey giveaway in the Bayview District, November 25, 2014

The San Francisco Police Officers Association donated 25 turkeys for the Bayview Station Turkey giveaway.

Officer Dave Rodriguez passed out the turkeys to residents of the neighborhood.

