



JOURNAL

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Wrapping Up 2018 and Setting Goals for the Future

By Tony Montoya
 SFPOA President

As 2018 draws to a close, I have to admit that this year has been one of the most rewarding, stressful, busy, and chaotic years of my entire career. I was already serving as your Vice President and Chairman of the Negotiating Committee at the beginning of the year while I was working my fulltime assignment at Mission Station. I was able to handle all of this through the mediation and arbitration process due to an excellent negotiation committee and a fantastic Executive Board. The next thing I knew, I was sitting in the Big Chair as the new POA President representing almost 2200 active members and over 1600 retirees. Like all past presidents of our association, I didn't shy away from the challenge.

Our noble profession continues to be under attack by some in government and the media who truly do not understand what we do, why we do it, or how we do it. Most truly don't want to know. It is always easier to throw stones rather than embrace the truth.

We have had some disappointments this past year, and some of our members have suffered very serious injuries in the performance of their duties. Others have been treated unfairly by those in authority, and a few have been unjustifiably released from the department out



of political convenience or expedience. When politics enters our profession, it is not only the members who suffer, but also the people who we are sworn to protect.

This year also brought some noteworthy accomplishments, achievements, and victories for our members and the Association. The POA is proud of that, and as your new President I will do everything within my power to set and achieve new goals for 2019.

Recap of 2018:

The entire city was still reeling in January after the sudden death of Mayor Ed Lee in December 2017. The POA was in the middle of contract negotiations, and we were not certain as to the fate of our contract. The POA had a great relationship with Mayor Lee, but we were now forced to deal with an administration of "Acting Mayors", "Appointed Mayors", and/or "Interim Mayors" who ultimately proved to be "Absent Disengaged Mayors" during our negotiations with the City.

This held true as negotiations progressed. The Department of Human Resources under Director Micki Callahan not only stalled negotiations with zero counter proposals for months, they actually proposed takeaways from our members in an era when every police agency in the country, including our own, is struggling to hire. The POA would not agree to such ludicrous proposals, and we held our ground knowing that, if necessary, we had binding arbitration on our side.

In February of 2018, the POA received notification from the San Francisco Department of Elections that we had submitted more than the required amount of signatures necessary to place Tasers for the SFPD on the June ballot. The POA started this campaign in October of 2017 and through our efforts we finally got the San Francisco Police Commission to adopt a Taser policy in December 2017. This would not have happened if we (POA) did not force the issue. Four Chief's of Police (Heather Fong, George Gascon, Greg Suhr, and Bill Scott) could

not get this passed. It took the POA gathering signatures and seeing that it would be on the ballot for the Police Commission to move on it. Although the ballot measure failed, the POA is now in the Meet and Confer process with DHR over the adopted Police Commission policy.

As we continued to see the stalling tactics from DHR, coupled with their unfair labor negotiations, we realized that arbitration was inevitable. So my team began to prepare for it. Our labor attorney Gregg Adam and I gathered subject matter experts to testify in sworn hearings that were forthcoming. It proved to be a wise move. During mediation and arbitration, the POA made a strong case of needed, earned, and entitled, pay and benefits. Ultimately the Arbitrator agreed with many of our proposals over those of the city.

With the contract in place, we will enjoy the well-deserved raises and increased longevity pay over the life of this contract that will keep us as one of the top paid agencies, of our size, in the State of California.

The focus of the POA soon shifted to the ongoing attacks on our profession. AB931, hastily introduced in Sacramento earlier this year would have changed policing forever. Not only in this state but throughout the country. The "Objectively Reasonable" standard confirmed by the Supreme Court in 1989 would

have changed to "Necessary Force" in California. Those in Law Enforcement know how this would have led to non-policing in our profession simply out of self-survival.

The POA joined forces with our law enforcement and civilian partners throughout California to see that this bill never made it to the floor for a vote. It was a victory that we know is fleeting, as similar bills are likely going to be introduced in the next session. We will address them and fight them as they come forward.

As each day passes, I am becoming more and more comfortable in my position as POA President. I have accepted the challenge of my responsibility to the membership, and I intend to carry on the tradition of aggressive representation and commitment to those who serve. I ask for your support and help during my tenure.

At this time of year when we rightfully focus on family and friends, I wish to thank our community for your support of the men and women of the SFPD. We are proud to serve the people of San Francisco and we thank you for your continued support. The POA Executive Board and our Board of Directors extends its utmost wish to all for a Merry Christmas, a Happy Holiday, a Joyous New Year, and peace in 2019.



Best Wishes From The SFPOA

Minutes of the November 15, 2018, General Membership Meeting

Call to Order

1. Sgt.-at-Arms Tracy McCray called the meeting to order at 1725 hours.
2. Sgt.-at-Arms Tracy McCray led the Board in the Pledge of Allegiance. Tracy McCray asked for a moment of silence for our service men and women, as well as for law enforcement members who have lost their lives serving our country and communities.

Swearing-In of New Reps

3. Parliamentarian Mike Hebel swore in the two new representatives for Tenderloin Station, Sgt. Bassey Obot, and Mission Station Sgt. Thomas Johnson.

Roll Call

4. Secretary Lobre conducted roll call. 30 Board of Directors were present, 5 were excused, and 1 absent.

Approval of

October 2018 Board Minutes

5. A motion to approve the October 2018 meeting minutes was made

by Sgt.-at-Arms Tracy McCray and seconded by Board of Director Stechschulte. The minutes were approved by unanimous vote.

President's Message

6. No President's Message, as President Montoya was on a pre-planned vacation.

Vice President's Message

7. Vice President Andreotti addressed the membership regarding recent promotions. While the POA understands the frustration of those who have recently been skipped over, the POA fully supports rank order. He added that the POA does not intend to file a lawsuit that will pit member vs. member.

8. Vice President Andreotti advised the membership that the POA will be hosting an informational meeting regarding those wanting to file a complaint with the Civil Service Commission. This meeting will be on December 10th at the POA, 1400 hours.

9. Director Cronin expressed concern over the process by which those who scored well on this recent Sergeants test, and were passed over. Some for the second time. She expressed concern over what the criteria is to promote one candidate vs. another. i.e., were promoted members an FTO? Bilingual? Level of education, etc?

10. Member Ric Schiff addressed the membership and is requesting the POA subsidize a potential lawsuit spearheaded by him regarding the recent promotions. Vice President Andreotti stated the POA will not file a lawsuit and offered support to our members through administrative processes with the City. Our labor Attorney Matthew Taylor answered general questions pertaining to this variety of litigation.

11. Members Bill Toomey and Brian Greer inquired if the POA intends to come out with a statement regarding those members who were skipped on these current promotional lists. All affected members were advised to attend the informational meeting on December 10th to discuss options to redress their denial of a promotion.

12. Vice President Andreotti addressed the Body Worn Camera policy and advised that the POA is still in a meet and confer process with the city.

13. Vice President Andreotti addressed the Taser policy and advised the POA is still in a meet and confer process with the city. The definition, violently resisting, is being formulated.

14. Vice President Andreotti addressed the DA/OIS MOU that is currently in the meet and confer process.

15. Vice President Andreotti addressed that we have new tenants at the old Paragon, 701 2nd Street. Brixton will be having a soft open this January and will be open by Giants' opening day in the spring. Members will receive a discount on parties of 6 or more, but need to be arranged

through the Executive board. The old Subway at 800 Bryant Street may have a potential tenant that sells Gelato.

16. Vice President Andreotti addressed the ongoing fact finding regarding Building 606. If you worked out at building 606 and feel like you suffered health issues as a result, please contact Wendi Berkowitz at Wendi@majlabor.com through Gregg Adam's firm.

17. Vice President Andreotti had Legal defense administrator Paul Chignell address the membership regarding Brady Letters and sealing of discipline. Notify the POA immediately if IA Admin calls to schedule an interview, or if you get an e-mail from IA Crim to contact the POA immediately.

18. Vice President Andreotti and Secretary Lobre addressed the membership regarding AB931. This bill died in Sacramento, but will likely be revisited again in January when the legislature reconvenes. This bill would have changed "objectively reasonable" to "necessary" when it comes to use of force or discharge of a firearm.

19. Secretary Lobre addressed the recent vote held in Washington State regarding I-940. This bill mirrors AB931 in California. Unfortunately, the voters passed this measure.

20. Secretary Lobre addressed the recently signed Senate Bill 1421 regarding the release of Police records through a public request act.

21. Secretary Lobre addressed the recent function held at the Dubliner earlier in the month. He thanked the 70 to 80 members who attended, and advised that quarterly events will be forthcoming.

22. Secretary Lobre addressed the POA providing reimbursement for active members, up to a \$100 for your Uber/Lyft/Taxi to and from your station



L-R: Mission Station rep Thomas Johnson, Tenderloin Station rep Bassey Obot, Parliamentarian Mike Hebel, and Vice President Rick Andreotti.

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- 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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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.

or unit holiday party. This was a success last year and members are encouraged to submit their receipts to the POA after attending their respective holiday party.

23. Secretary Lobre addressed that at the December 19th Board meeting that nominations for Station and Unit reps will take place. Nominations can be taken from the floor that day, or they can be e-mailed to Secretary Lobre at mlobre@sfpoa.org prior to the meeting.

Treasurer's Report

24. Treasurer Perdomo indicated that we are currently under budget for the year by 2%.

New Business

25. No new business.

Old Business

26. Director Serrano inquired about members who are having their overtime cancelled less than 24 hours prior to the assignment and not being given notice or having their 4-hour overtime card denied. Members who experience this are encouraged to save their e-mail confirmation and save any memo documenting this, when denied. The POA has filed an appeal to the arbitrator's ruling regarding minimum OT for lack of sufficient cancellation notification.

Until this issue is concluded, officers will need documentation when this occurred. Retroactive pay might result with a successful legal challenge. Therefore, have officers submit an overtime card even though it will be kicked back.

Financial Requests

27. Vice President Andreotti reintroduced the financial request for BALEAF requesting \$10,000. This motion had been tabled at the October Board meeting. A motion was made by Director Cronin and seconded by Director Carew to donate \$10,000 to BALEAF. The motion passed unanimously.

Adjournment

28. Vice President Andreotti asked the Board if there was a motion to adjourn the meeting. Director Stechschulte made a motion and was seconded by Sgt.-at-Arms McCray. Meeting adjourned at 1828 hours.

Submitted by
Matt Lobre

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



The SFPOA, in collaboration with the SFPD, gathered toys this Christmas season to be distributed to children in need throughout our community. The POA was able to surpass our goal due to the generosity of Sally Casazzo who is the POA Citizen of The Year for 2018. Many thanks Sally. Pictured is President Tony Montoya at the POA next to the overflowing toy box.

**General Membership Meeting Roll Call
Thursday, November 15, 2018**

President	Tony Montoya	E
Vice President	Rick Andreotti	P
Secretary	Matthew Lobre	P
Treasurer	Sean Perdomo	P
Sergeant-At-Arms	Tracy McCray	P
Editor	Ray Shine	E
Co. A	Larry Chan Robert Duffield	P P
Co. B	Damon Hart Louis Wong	P P
Co. C	Maris Goldsborough Joseph Kavanagh	P E
Co. D	Mikayla Connell Thomas Johnson	P P
Co. E	Joan Cronin Jesus Peña	P P
Co. F	Jeremy Cummings Greg Stechschulte	E P
Co. G	Anthony Garrett Chahmal Kerow	E E
Co. H	Matt Inocencio David Lee	P P
Co. I	Michael Ferraresi Shawn Imhoff	P A
Co. J	Kevin Lyons Bassej Obot	P P
Co. K	Crispin Jones Frank Pereira	P P
Hdqtr.	James O'Meara Pat Woods	P P
Tactical	Dan Laval Steve Needham	P P
Invest.	Ed Carew Stephen Jonas	P P
Airport	Angelique Marin Reynaldo Serrano	P P
Retired	Ray Allen	P

Retired and Active Officers Serve Thanksgiving Meals at Family House

By Edie Lewis,
Retired SFPD

We had the honor and privilege of serving 150 kids, parents and staff (turkey, ham, tamales, lumpia, stuffing, mashed potatoes, pie, etc.) at the Family House an early Thanksgiving. We even ran out of turkey for the second year in a row!

I believe the POA and its members (present/former) have been volunteering with cooking and serving at the Family House for more than 15 years now.

What a wonderful time and experience at the Family House.

Thank you again to the POA for coming through and helping to serve the kids and families at the Family House.



Left to Right: Retired Officer Al Luenow, Retired Officer Edie Lewis, Officer Janning Ma, Officer Kwame Lovell, Tyler (Barranti's friend), Officer Jasmine Barranti, Officer Trent Collins and Officer Joe Marté.



Contribute to the Journal; It's Your Paper.

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

The deadline for the January issue is Friday, December 21, 2018.

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

New Hostage/Crisis Negotiation Team Members

By Sgt. Martha Juarez

The San Francisco Police Department would like to welcome the newest members to the Hostage/Crisis Negotiation team.

Jennifer Fiorello, Aaron Cowhig, Chris Cotter, Elizabeth Prillinger, Darwin Naval, Francisco Morrow, Adam Lobsinger, Terese Deignan, Fernando Leiva, Jeremy Cummings, Johnathan Lucchetti, Michael Blume, Patrick McNichol, Craig Leung, and James Tacchini.

Thank you to Captain Timothy Falvey, Deputy Chief Mikail Ali, and Deputy Chief Michael Redmond for the support in accomplishing this task. Our new members have successfully completed Basic Crisis Negotiations class and are ready to use their skills with all our seasoned H/CNT members.

The SFPD C/HNT team is always ready to assist when any one of us encounters a person in crisis, a barricaded suspect and when all CIT means have been utilized. 2018 will be coming to and end and as this date we have responded to over 40+ call outs and have been utilized by TAC for search warrant standbys.



We continue to train to make this team one of the best in the Nation. Thank you all for your commitment.

POA/SFPD Raise Money for Breast Cancer Awareness

Staff Report

The SFPOA in collaboration with the SFPD raised \$25,000 for Bay Area Cancer Connection through the sales of patches, pins, t-shirts, and bracelets during Breast Cancer Awareness month. Pictured here from left to right is Executive Director Rina Bello, POA Sgt-At-Arms Tracy McCray, POA President Tony Montoya, and Chief Bill Scott at the check presentation. A great job done by all for a very worthy cause.





~ Active SFPD ~

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Assembly Bill 1749 and Off-Duty Workers' Comp

By Matt Lobre
POA Secretary

The San Francisco Police Officers' Association recently met and conferred with the City regarding Assembly Bill 1749. Governor Jerry Brown signed AB 1749 in response to the injuries suffered by off-duty police officers who assisted local law enforcement to protect life and property during the mass shooting in Las Vegas in 2017. The Bill amends Labor Code section 3600.2 and makes it permissible, but NOT MANDATORY, for municipalities to cover injuries suffered by off-duty police officers outside of the state.

The City has proposed the following:

Workers' Compensation Coverage Parameters

The City will cover injuries incurred by off-duty peace officers as defined in Government Code section 50920 excluding reserve officers and volunteers, when the injuries are a direct result of engaging in active law enforcement activities for the protection or preservation of life or property within the United States during and immediately following:

- a. An act of domestic terrorism as defined in Section 2331 of Title 18 of the United States Code; or
- b. An active shooter situation or other incident likely to cause multiple casualties; or
- c. A catastrophic event such as an earthquake or flood requiring Local law enforcement deployment.

Eligible City peace officer employees who claim benefits under this policy must follow all procedures for filing a workers' compensation claim for benefits with their department.

To me, this policy omits other instances that require us to take action. For example: Domestic Violence, Robbery, Rape, Aggravated Assault, False Imprisonment, Kidnapping, etc.

Bearing all this in mind, let's look at our Department General Order 2.01 #2 and #9 which states the following:

2. OFF-DUTY RESPONSIBILITY. While off duty, officers shall take all reasonable steps to prevent crime, detect and arrest offenders, and protect life and property, consistent with their ability to take proper action

9. MISCONDUCT. Any breach of peace, neglect of duty, misconduct or any conduct by an officer either within or without the State that tends to subvert the order, ef-

iciency or discipline of the Department, or reflects discredit upon the Department or any member, or is prejudicial to the efficiency and discipline of the Department, although not specifically defined or set forth in Department policies and procedures, shall be considered unofficer-like conduct subject to disciplinary action.

Imagine this hypothetical: You drive out of state and pull into a gas station in a rural area. The next gas, food or lodging is twenty or thirty miles away. You witness a couple in a heated argument. It turns physical and the primary aggressor is causing great bodily harm and the victim cannot defend themselves. You call 9-1-1 and identify yourself to the dispatcher and are told the nearest unit is 15 miles away.

Under the Department of Human Resources' proposed policy, should you take action (as the General Order seems to require) to prevent this crime from continuing, to save the victim and to assist local law enforcement with the arrest, but sustain a broken thumb in the process, the City of San Francisco will not cover your injury.

Same example, only this time rather than engage the individual you stay on the phone with 911 and the person proceeds to beat the other person to death. The police arrive shortly thereafter and arrest the individual. Being that most businesses have security cameras now, will our department find us in violation of 2.01? If the national media get a hold of some of this footage that shows us doing basically nothing to save another life, and find out that we are off duty law enforcement, what will be the public's perception of that officer, their department, and their city? Don't taxpayers have a reasonable expectation of us?

Recent discussions with our Administration and the City appear to have fallen short. While our goal is to ensure the public's safety (on or off duty), we would encourage the City and Administration to reconsidering adding a provision that addresses active felonies in progress.

At the end of the day, we all have to make decisions that we perceive to be right when faced with a situation. So long as we are using sound judgement and can articulate why, a reasonable person will likely see things the same way.

I would hope the City would see it that way too.

DPA's Over Use of Added Allegations Continues to Vex POA Members



By Kevin Martin
Assistant Legal Defense Administrator

As many of know, there is a new panel of Department of Police Accountability Investigators assigned to investigate allegations of police misconduct filed by the public. I have found most of the investigators to be very fair and impartial in their handling of the cases, and I recognize and thank them for their earnest work. This is all the membership reasonably wants from this investigating agency, fair and equitable investigations. It seems however, one or two of these newly appointed investigators spend more time concentrating on the "Added Allegations" filed by the agency itself, rather than the initial public complaint.

It has long been known that the great majority of complaints of misconduct against our members have not been sustained. Most preliminary findings by the DPA are of "Proper Conduct"; "Not Sustained", or "Unfounded". The bulk of the sustained complaints come from the "Added Allegations". Most often these involve an administrative violation not specific to the initial complaint.

With this in mind, please be very cognizant of the administrative and

investigative steps related to the calls for service to which you respond or "On view".

Be very aware of the duties and responsibilities related to your Body Worn Cameras. Know when to activate, and when to mute, etc. Take the time every so often to review the Body Worn Camera General Order, 10.11.

Make sure when conducting preliminary investigations on the street that you scan for video cameras near adjacent businesses or homes that might provide evidentiary value.

Please make sure to write complete and accurate reports. The sergeant's have a great responsibility to review the incident with the involved officers to make certain that all the bases are covered; that all necessary interviews have been conducted, all evidence collected, all statements required from other officers are completed.

The message is, don't give the DPA any reason to pile on with complaints of their own!

If you do receive a communication from our friends at the DPA, contact the POA Defense Committee ASAP. It is imperative that you contact us right away so that a Defense Rep can be assigned to your case. This is especially important when multiple officers have been named in a complaint. We want everyone on the same page before walking into the interview room. The Defense Committee is Chaired by Kevin Lyons (Tenderloin) and John Van Koll (Central). Or, contact or me at the POA.

As always, thanks to all of you for your continued outstanding work day in and day out! Remember first and always...Officer Safety!

P.S. Be careful fist bumping out there...it just might be hazardous to your DPA future!

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Ed and I would like to do the same for you.”

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All members of the POA and the SFPD deserve a fair, transparent, and open promotion process.

To: Active Members
From: Vice President Rick Andreotti

The SFPOA had hoped that we would not have to voice our concerns again regarding the promotional process within the SFPD but after the last round of promotions to Q80, Q60, and Q50; we strongly believe that we must register another complaint. After these most recent promotions it appears that many of our concerns from earlier this year have not changed. In fact they have been further exacerbated by the Department passing over qualified candidates not once, but now twice.

Recently both President Tony Montoya and I have spoken with Chief Scott regarding the Rule of Ten and the selection process for promoted ranks within the SFPD. Today I sent a formal letter to Chief Scott outlining the concerns from the POA. The POA will hold future membership meetings and we will continue to address this issue with the membership throughout 2018 and beyond. Hopefully the Department can provide us with some clarification that we can share with those affected by this process.

All members of the POA and the SFPD deserve a fair, transparent, and open promotion process. They have vested themselves in this noble profession and have chosen San Francisco as the place to serve. The POA stands ready to work with the Department to achieve these goals.

Read the letter reprinted on this page.

Change is inevitable and with change comes responsibility.

To: All Members
From: Treasurer Sean Perdomo

Election Day 2018 is now behind us. There are now new representatives on a local, state, and national level along with some seasoned politicians who prevailed when challenged. We will also be facing new laws that will take effect come January 2019.

Change is inevitable and with change comes responsibility from the candidates along with accountability and transparency. Law Enforcement throughout our country has stepped up to changes in our profession over the past few years and we remain committed to serving and protecting the public. With changes in the political arena, we ask that our elected officials remain committed to their campaign pledges. Change must come to the conditions on our streets along with the flagrant open drug use and sales in our community.

This month's paid public service announcements on KCBS radio focuses on these issues. The POA has also expanded our PSA's to local Latin radio stations to include a message in Spanish.

LISTEN TO THE PSA

<https://sfpoa.org/radio/ChangeComesWithResponsibility.mp3>



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Treasurer
TRACY MCCRAY
Sergeant At Arms

November 19 2018

Chief William Scott
San Francisco Police Department
1245 3rd Street
San Francisco, CA 94158

Dear Chief Scott:

The Police Department must address the belief among many officers that its promotions process is unfair and illegal. The main culprits are the Rule of Ten and the Department's unwillingness — or perhaps inability — to explain adequately why it repeatedly passes over higher-scoring candidates in order to promote lower-scoring candidates. This overly broad discretion combined with a lack of transparency fuels perceptions that selections result from bias, personal vendettas and illegitimate factors.

This is the successive round of promotions where the POA has raised concerns and we ask to meet with you to address these problems.

The POA represents all sworn classifications below the rank of commander. We recognize that a promotions process will always produce skepticism from some passed over. Indeed, many of our members were promoted. However, the overriding sentiment expressed at our recent General Membership Meeting was that the process is deeply flawed.

You may recall that on January 3, 2018, the POA wrote to DHR and the Civil Service Commission, citing "the extreme number of employees who were passed over by the Department in promotions to Q80, Q60, and Q50 to reach employees further down the list." We alleged that "an 'internal' process, subsequent to the competitive examination" was undermining the fairness of the promotions. Nothing came of our complaint to DHR and the Civil Service Commission yet the problems persist.

Many high-ranking test takers who were passed over met one-on-one with you after the first round of promotions. That was a positive step from a perceptions viewpoint but it lacked substance because invariably those who met with you left with no clearer idea why they were passed over. The candidacies of a number of these same officers have now been discarded a second time.

In October 2016, in reviewing SFPD, the Department of Justice concluded "[t]he promotion process is not transparent." (DOJ Report, Finding 91.) It further reasoned that "[t]he lack of transparency has created a level of distrust of the process in segments of the department." Two additional recommendations were to "clearly outline the qualifications required to advance for promotion" and "provid[e] feedback to unsuccessful candidates for promotion as a means of advancing institutional knowledge and performance improvement."

Two years later, the Department appears to be regressing in all of these areas.

The Rule of Ten allows the Department to promote from an extraordinarily large pool of candidates. However, because it dilutes the importance of the competitive examination — the one part of the process that is objectively fair — the Department carries an added burden to be transparent and ensure only permissible factors are used. Up till now, the opposite seems to be happening.

Take this example: Two officers on the Q50 list were academy classmates and have the same amount of years of service within the SFPD. They had similar work experiences, assignments and training; neither suffered discipline nor complaints; yet the lower-scoring officer was promoted over the higher-scoring one, leaving the latter to speculate why.

Some members are angry, discouraged and demoralized which adversely affects morale. The process appears subjective and arbitrary, filled with vague and ambiguous "secondary criteria" and a Command Staff that is perceived to act like a Star Chamber. This approach divides the Department's officers: some suspect individuals were promoted without regard to merit, thereby diminishing the prestige of rank; some high-scoring candidates speak of disengaging from the promotions process. Some members speak of suing.

We can do better. Indeed, we must do better if former Mayor Lee's commitment to implementing all of the DOJ recommendations is to be achieved. The Department needs a promotions process that inspires confidence and is above reproach. The current version gets a failing grade on both counts.

Let us meet to discuss these concerns as soon as your schedule permits.

Sincerely,
Rick Andreotti
SFPOA Vice President



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Close Encounters

It's 3:00 a.m. in the Ingleside District and **Officer Tracy Demkowski** is working a one-officer unit when she spots a vehicle with an expired registration moving through her district with 3 people on board. Officer Demkowski first confirms the expiration status on her computer then decides to conduct a traffic stop. The driver of the car admitted she was driving with a suspended license. Officer Demkowski wisely requested an additional unit to assist. Good thing she did. One of the passengers was on active parole for robbery and the other on parole for assault with a deadly weapon. **The subsequent investigation resulted in the officers locating a fully-loaded, semi-automatic Glock handgun with an extended large capacity magazine that was readily available to both felons.**

It's the same early morning hour in the Taraval when a security officer at the Stonestown Mall notices 3 individuals wheeling a large safe on a dolly from the Mall to a nearby parking lot. The guard calls Dispatch and describes the unusual activity as well as a description of the car they are using. **Officer Ariel Flores, Officer Brandon Erickson, Officer Eric Roberts, Officer Andrew Sargenti, Officer Eric Tindall, Officer Giovanni Leyva, Officer Jonathan Lee, and Officer Simon Wong** respond. The

suspects hear the police responding so they abandon the safe in the middle of the parking lot and try to escape – but it was too late. The officers located the suspect vehicle, conducted a felony stop and, during their investigation, found a large pry bar apparently used to break into the See's Candy store and remove the safe.

One of the most notorious gangs in The City engaged in a drive-by shooting on Oakdale Avenue seriously wounding 2 members of a rival gang. Fortunately, Bayview Station has a cadre of officers who were skilled in tracking down the suspects involved, and they did. Within a few days **Officer Blake Cunningham, Officer Eduard Ochoa, Officer Patrick Faye, Officer David Johnson, Officer Denis O'Connor, and Officer Christopher Leong** had the shooter identified. He was soon taken into custody and charged with 2 counts of attempted murder.

Officer Joshua McFall responded to a hit and run incident which occurred at 6th and Cabrillo in the early morning hours. Witnesses told him that the 2 occupants ran from the car right after the incident and were hiding in a nearby laundromat. Officer McFall entered the Laundromat and took both suspects into custody. Turns out, one of the individu-

als detained was actually involved in a huge credit card fraud operation with victims spread throughout the Bay Area as well as hoarding a large cache of illegal narcotics.

A woman was confronted by her former boyfriend at Bayshore and Cortland at which point he forcibly took her hand and placed on his lower back where she felt a gun. He then told her, "I have a bullet for me and you." The torturous scenario continued to be played out with the suspect berating the woman until a passerby stopped to intervene at which time the woman was able to escape and call 9-1-1.

Officer Oliver Calupad, Officer Jason Dungca, Officer Luis Preto, Officer John Cvelovac, Officer Justin Ocreto, and Officer Oliver Lim responded and met with the victim. The officers had a good idea where the suspect could be located so they set up a perimeter search and, sure enough, they found him – still armed with the gun.

Same situation again in the Ingleside District with another armed suspect making threats and **Officer Johnny Vong, Officer Brittany Lewis, Officer Brian Hopkins, Officer Michael Scott, Officer Albert Johnson, Officer Nate Chew, Officer Alvin Chan, and Officer Chris Hardy** respond to the 100 block of Brookdale to conduct a search. The officers did an outstanding job tracking down the suspect at large and, **when taken into custody the officers found he was still in possession of a loaded gun with a round in the chamber, safety off, and hammer cocked back.**

San Bruno police were looking for an active kidnapping suspect. They were directed to **Officer Michael Tursi** who has vast experience with those individu-

als associated in a network of crime and he recognized the suspect San Bruno was looking for immediately. Officer Tursi did a cursory search updating the possible location of the suspect and passed it on to the detectives. It was because of this information that the extremely dangerous suspect was taken into custody shortly thereafter.

It's a change of watch for all district stations at around 7 a.m. but crime never takes a break, especially in the Bayview. Bayview supervisors were advised of an individual sleeping in his car in a parking lot on Ingalls with a gun right beside him. **Sergeant Justin-Paul Bugarin** took charge of the investigation and responded along with **Officer Lucas Malatesta, Officer Rolando Sanchez, Officer Victor Lau, Officer Mark Wilker, Officer Pierre Mayorga, Officer Dexter Tsang, Officer Alfredo Oropeza, Officer Michael Marcic, and Officer Eric Wang.**

The officers arrived to find the individual slumped over the front seat with the car still running and, as reported, a gun ready and available right next to him. A plan was devised utilizing de-escalation techniques of time, distance, and cover and it worked. **The suspect was taken into custody along with not 1, but 2 fully-loaded, semi-automatics.** The success of the operation was probably best described by the suspect himself in a spontaneous statement, "I woke up to a bunch of cops with guns pointed at me." Lesson learned.

Sergeant Bugarin later prepared a commendation for all of the officers who responded noting that, "The officers at the scene averaged 1.5 years of service. If this performance was an example for the future of the SFPD, then the future is bright!"

Very bright! Stay safe.

Calendar of Events

☛ Specially Scheduled Events

RICHMOND STATION CHRISTMAS PARTY

Where Heritage Restaurant and Bar, 708 Clement St., SF
When Friday, December 7, 2018, 7:00 pm
Contact See Flyer, Page 14

ANNUAL CABLE CAR PULL

Where Aquatic Park, Beach and Hyde Streets, SF
When Saturday, December 8, 2018, 10:00 am
Contact Drop by, Bring the Family

COLUMBIA ASSOCIATION CHRISTMAS DINNER

Where SF Italian Athletic Club, 1630 Stockton, SF
When Sunday, December 9, 2018 at 6:00 pm
Contact See Flyer, Page 15

INGLESIDE STATION CHRISTMAS PARTY

Where Italian-American Athletic Club, 1630 Stockton, SF
When Friday, December 14, 2018 at 6:00 pm
Contact See Flyer, Page 14

SF POLAR PLUNGE BENEFITING SPECIAL OLYMPICS

Where Aquatic Park, Beach and Hyde Streets, SF
When Saturday, February 23, 2019 at 9:30 am
Contact Sgt. Ray Padmore, 415-238-6396

SFBALEES' 1ST ANNUAL CRAB FEED

Where Italian-American Athletic Club, 1630 Stockton, SF
When Saturday, February 23, 2019 at 6:00 pm
Contact See Flyer, Page 17

☛ Regularly Scheduled Meetings or Events

VETERAN POLICE OFFICERS ASSOCIATION

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

WIDOWS & ORPHANS AID ASSOCIATION

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

AMERICAN LEGION SF POLICE-FIRE POST

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

POA BOARD OF DIRECTORS MEETING

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

RETIRED EMPLOYEES OF CCSF

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

RETIREE RANGE RE-QUALIFICATION

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

Technology Corner

By Susan Merritt
Chief Information Officer

New SFPD Website

Working with our Media Relations team, we are preparing to launch a new state-of-the-art web-site (sanfranciscopolice.org). In preparation for the design of the site, we conducted research with the San Francisco community and internally within SFPD. This research included community focus groups, usability research, station surveys, stakeholder interviews, and many other feedback activities. The content of the new site was driven entirely by the feedback we received.

Please watch for the internal announcements about the site and for the new release announcing when the site goes live, later this year.

Retirement of CABLE Incident System

This month we are retiring the CABLE incident system. This marks the end of an era, as this system has been serving the SFPD for 47 years. As part of its retirement, our Crime Information Services Department (CISD) will no longer be re-entering incident reports into CABLE.

Working with our CISD over the past two years, we found alternative solutions for every one of the 20+ external agencies still using CABLE data. We replaced it with Crime Data Warehouse data. This represents a major improvement in our electronic data as well as a huge reduction in data entry work for the department. Please note, we still have other systems that run on CABLE, such as property. However, the incident system was the largest and most complex.

New and Improved Level 2 Screens

Related to CABLE's retirement, Level II information now comes from Crime Data Warehouse instead of CABLE. This provides several improvements:

1. Real-time data — the Level II returns will now be real time instead



Susan Merritt

of the prior 1-3-day delay.

2. Older incidents available — previously Level II returns showed only incident data from 15 months. Now we don't purge data so results go back to 2012 (launch of CDW).

3. More data available — CDW provides more data than CABLE so more information will be returned and it will be in one contiguous screen (no pressing enter for each page).

What is Next for Technology?

Case Tracking

Next month we are launching the new Case Tracking System. This new system allows investigations to assign and track cases, clearances, workloads, etc. The system is live now and investigations will receive access and training on the new system in December.

Arrests

We are defining a project to use proper penal codes in a drop down menu for our arrests. More about this project in the next newsletter.

Please let us hear from you

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

Thank you.
Susan Merritt
Chief Information Officer
Susan.merritt@sfgov.org

Police-Fire Post 456 News

By Greg Corrales, Retired



An Iowa woman who shared a nearly \$700 million Powerball lottery jackpot has donated \$500,000 to a veterans group. Lerynne West announced that she gave the money to the Travis Mills Foundation. The Maine-based organization offers programs for disabled veterans and their families that include retreats in Maine, sporting events and other activities. Before announcing her gift, West recounted buying the winning ticket at a convenience store in the small Iowa community of Redfield, then leaving it on the floor of her sister's pickup. After submitting her ticket to officials, she promised to use her winnings to help others. West says it's important "that we never forget the sacrifices our soldiers and families make for our country."

Matias Ferreira raised the Stars and Stripes in his front yard on a Saturday morning and, with his wife and daughter beside him, stepped through the front door into a new, improved place to call home. Ferreira, 29, a Suffolk County police officer, lost portions of both legs while serving as a Marine in Afghanistan in 2011. With determination and resolve, he adapted to wearing prostheses and muscled his way through the police academy, becoming an officer last year. On Saturday, in a fitting expression of this Veterans Day weekend, he received the home in Smithtown specially built for his needs, a gift from the national nonprofit Homes For Our Troops. Ferreira prides himself on being able to do everything required of a police officer without needing any assistance. From his movements, one would never know he wears titanium prostheses.

Dick Cody, chairman of Homes For Our Troops, said the Ferreriras' home was the 271st that the charity has built for disabled vets. "We build homes, and we rebuild lives," said Cody, a retired four-star Army general. "We want to give them back the freedom they fight for every day." Cody also told the assemblage more of Ferreira's life story. He was born in Uruguay and his family moved to the Atlanta area when he was a child. Though he was a star athlete, he chose to join the Marines. Months into his first deployment in 2011, the lance corporal stepped on a 30-pound improvised explosive device in Helmand province, Afghanistan. He lost portions of both legs and broke his pelvis. After coming back to the States, he decided to become a Suffolk County police officer. "Now he's going to protect you again, here at home," Cody said.

New research linking veterans' high blood pressure with wartime exposure to chemical defoliants could dramatically expand federal disability benefits for tens of thousands of Vietnam-era troops. The findings, from the National Academies of Sciences, Engineering and Medicine, conclude that "sufficient evidence" exists linking hypertension and related illnesses in veterans to Agent Orange and other defoliants used in Vietnam, Thailand and South Korea in the 1960s and 1970s. They recommend adding the condition to the list of 14 presumptive diseases associated with Agent Orange exposure, a group that includes Hodgkin's Disease, prostate cancer and Parkinson's Disease. That's an upgrade

from past research that showed a possible but not conclusive link between the toxic exposures and high blood pressure problems later in life.

If Veterans Affairs officials follow through with the recommendation, it could open up new or additional disability benefits to thousands of aging veterans who served in those areas and who are now struggling with heart problems.

Adding an illness to VA's presumptive list means that veterans applying for disability benefits need not prove that their sickness is directly connected to their time in service. Instead, they only need show that they served in areas where the defoliant was used and that they now suffer from the diseases. That's a significant difference, since proving direct exposure and clear health links can be nearly impossible for ailing veterans searching for decades-old paper records. It's unclear how many veterans suffer from high blood pressure and would be eligible for disability payments if the change is made. In a statement, VA spokesman Curt Cashour said the department "is in the process of evaluating this report and appreciates the work" of the group. The new study is available at the National Academies Press website.

Former President George W. Bush and former first lady Laura Bush were awarded the National Constitution Center's Liberty Medal for their work with U.S. military veterans since leaving the White House. The award was presented to the couple at the Philadelphia history museum on Veterans Day. Outside the center, a group of several protesters from the group Veterans Against The War protested the award, WCBS-TV reported (need I share what I think of the protesters?). Laura Bush spoke of support for military spouses and caregivers, advocating to recognizing them for their efforts and asked government and non-governmental programs working with veterans to consider their needs. The former president said he was honored to receive the award that he was proud to follow in his father's footsteps "once again." Former President George H.W. Bush was awarded the medal in 2006.

At 0100 police officers stopped an old vet in questionable condition. "What are you doing out so late, sir?" an officer asked. "I'm going to a seminar on the harmful effects of alcohol," the old vet replied. "Right," the officer said sarcastically, "Who would hold a seminar like that at this hour?" The old vet sighed, "My wife."

The San Francisco Police-Fire Post meets on the second Tuesday of every month. In lieu of our regular meeting in December, we will be making our annual holiday visit to the veterans living in Ft. Miley. If you are interested in joining us, let me know. Our next meeting will be on Tuesday, January 8, 2019. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

Happy holidays to all!

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Reforms Have Made Californians Less Safe and Cost Lives

By Nina Salarno Besselman

This opinion piece first appeared in the San Francisco Chronicle on Nov. 23, 2018. Forwarded to the Journal by Martin Halloran

For nearly a decade, California has been sold on a series of public safety “reforms” built on a foundation of empty promises. The kind of promises told by people who want to get what they want, made to people who really want to believe what they hear.

As a family law and victims’ attorney, it’s a story I hear all too often. A story of abuse and victimization. An abuser continuing to abuse, each time promising to change. The victim feeling defeated and helpless — willing to believe almost anything.

But in this case, the abusers are a group of California policymakers and the victims are well-meaning Californians.

It started with the passage of AB109, which shifted tens of thousands of state inmates to local jails and ultimately onto our streets. It continued with Propositions 47 and 57, changing sentencing and parole policies, and authorizing mass early release. And this year, SB10 made California the first state in the nation to eliminate cash bail.

These policies all came wrapped in grand promises, each one slightly less plausible than the last. Yet Californians believed. Like the abused spouse, they so wanted to believe that, this time, it would be true.

Less incarceration and more treatment. Safer streets and schools. A fairer and more efficient justice system. Reduced costs to the state. Early release would never apply to violent or sexual offenders.

That last lie should be the tipping point, the final blow that makes Californians say, “Enough.”

The shocking truth is that the list of crimes considered violent under California law is remarkably short. Raping an unconscious person isn’t officially a “violent” crime in California. Nor is pimping a child for sex. If an abuser beats a spouse or a domestic partner with enough force to cause injury, that’s not a violent crime either under California law. Clearly, few voters knew this.

But this deception did more than leave us feeling betrayed and angry. It made us less safe, and cost people their lives.

People like Whittier police Officer Keith Boyet, killed by a known gang member who would not have been on the streets without these “reforms.” Or 17-year-old Fresno high school student Nick Kauls, whose accused murderer would have been taken to jail just hours before the murder had it not been for changes resulting from Prop. 47.

And while it’s too late to save them — our hearts break for their families — it’s not too late to help future victims.

One way we hope to accomplish this is through the Keeping California Safe Act of 2020, which expands the state’s list of violent crimes to include crimes that are clearly violent — like raping an unconscious person and pimping a child for sex.

Other crimes include domestic violence, felony hate crimes, assault with a deadly weapon and drive-by shootings, none of which is classified as violent under California law. Moreover, the initiative strengthens parole violations and gives voters more authority over early release decisions, which are now made by an unelected body whose members are appointed by the governor, with little if any input from victims, prosecutors or the public.

It would also overhaul theft laws to restore accountability for serial thieves, and expand the crimes for which DNA can be collected — previously narrowed by Prop. 47 — to help solve rape, murder and other violent crimes, and to exonerate those wrongly accused.

Restoring accountability is also the focus of a second statewide measure headed for the November 2020 ballot — a referendum to block SB10, which abolished cash bail, a vital public safety tool that helps ensure people arrested for crimes show up to stand trial.

Having your day in court has become a common idiom, but its purpose in the criminal justice system is essential: a trial or other court proceeding is where the accused and the accuser can be heard. It’s where justice is served. When a defendant is not held accountable to appear, the process breaks down.

SB10 replaces the money bail system with a computer-based “risk assessment” algorithm that lacks both transparency and the necessary teeth to ensure a defendant appears. Unbiased studies, and perhaps more importantly judges, agree.

SB10 was grossly amended and passed at the last minute by the Legislature — against strong, bipartisan opposition from a wide range of groups, from crime victims and sheriffs, to the ACLU and Black Lives Matter.

We encourage all Californians to educate themselves on these measures and other efforts to fix the harm done by these public safety “reforms.” No more empty promises.

Nina Salarno Besselman is the president of Crime Victims United and secretary/treasurer of the California Public Safety Partnership. To learn more about the Keep California Safe Act of 2020 and the referendum to Stop SB10, see <https://capublicsafetypartnership.com>. To comment, submit your letter to the editor at SFChronicle.com/letters.

Time for the SF Police Commission to Revisit Our Role with the JTTF

By Matt Lobre
SFPOA Secretary

On November 7, 2018, during a regularly scheduled meeting of the San Francisco Police Commission, Commissioner John Hamasaki made this public statement:

“I would like to schedule a hearing to discuss what the department is doing to address and combat the rise and proliferation of white nationalism and right-wing violence in our community. We have seen a lot at the national level, the terrorist bombings that were sent to some of our local politicians, including Kamala Harris. We had a synagogue massacre of our Jewish Brothers and sisters. An attack on a black church. I know that we had some incidents a few years back related to some demonstrations, and I think there was an article in the New York Times a few days ago about law enforcement’s addressing white nationalism. I’d like to hear what the department’s doing to address this obviously within the confines of DGO 8.10.”

While I applaud Commissioner Hamasaki for wanting to address this issue, I feel it falls short of other equally immediate issues that our department faces. Those are the often volatile and overly-aggressive actions by groups such as Antifa, Black Bloc, ISIS, and MS-13, just to name a few. There is a reasonable way to prepare our officers to deal with all extremist groups and fringe elements; It’s called the Joint Terrorism Task Force.

In January 2018, former President Martin Halloran voiced his objections when our Department, the Police Commission, and the Board of Supervisors banned SFPD officers from participating in, or cooperating with, the Joint Terrorism Task Force (JTTF). Most of you should remember that San Francisco was targeted for a mass casualty attack set for Christmas Day 2017, of which our own department was unaware. The FBI investigation resulted in the arrest

of a self-radicalized suspect who had claimed allegiance to ISIS.

That suspect, Everitt Aaron Jameson, was arrested by the FBI on December 20, 2017. Jameson, a tow truck driver from Modesto, had planned to drive a tow truck through Pier 39 on Christmas Day, with the intent to mow down innocent bystanders and draw others to a location where he could shoot them at will. In August of this year, Jameson was sentenced to 15 years.

As a reminder, before February 2017, San Francisco Police officers who also had federal security clearance, would assist the JTTF in these types of investigations. Local and federal agencies working together to combat terrorist activities and plot attacks, is paramount to every major city in this country. Remember, our collaborating with the JTTF ended with our department after recommendations by our Police Commission and the Board of Supervisors.

Commissioner Hamasaki’s request to schedule a hearing (December 12th) regarding White Nationalism is a start, but is too narrowly focused. Perhaps, now after an almost 2-year hiatus between our Department and the JTTF not working together, we can readdress this.

Police officers want to be proactive, they want to keep the public safe, and they want to prevent crime. As it stands now, our department is in a reactionary position, a position that is a disservice to all that we serve. We need to allow our police officers to do their job. Hindering our department and waiting for the other shoe to drop, is not how security and public safety should be addressed. Being left to pick up pieces and trying to figure out what happened after a terror attack is irresponsible and counter-intuitive. Allow us to work with the JTTF. Allow us to do what we are trained to do, keeping the public safe and preventing crime.

To view the address by Commissioner Hamasaki, visit this link:

<https://sfpoa.org/video/Hamasaki.mp4>



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Command Staff Giants of the Past — What Happened to Yesteryear?

By Paul Chignell, Past President and
Current Legal Defense Administrator

The strength of a major urban police department is based upon a multitude of pillars: connection to the community it serves, a well qualified and effective rank and file, vibrant supervisors -- most importantly, the Sergeant -- and of course visionary leadership of command.

The SFPD has had its share of miscreants, mediocre and blasé leaders, and officers appointed to the highest positions based upon relationships and misguided affirmative action. The SFPD suffered under those "leaders" with a lack of focus, stagnation, and corrupt practices.

The other side of the coin has seen SFPD managers who respected the amazing traditions of this great Department, who led by example and forged alliances with the neighborhoods of San Francisco with enthusiasm and vigor. Names that immediately come to mind are Al Nelder, Jim Curran, the great Cornelius Murphy, Charles Dullea, Joseph Lordan, John Engler, Isiah Nelson III, George Eimil and Ray Canepa. Many others would fit into that category for sure.

Three officers stand out in the past four (4) decades for attaining the highest positions in the SFPD and then truly moving the San Francisco Police Department forward during their tenure.

All three (3) have their detractors, but much of that criticism, in my view, is based upon their personalities and not their incredible performance.

Who are those three long term San Francisco police officers?

They are Chief of Police Willis A. Casey, (1937-2018). Deputy Chief Clement DeAmicis (1929-2018) and Deputy Chief Kevin J. Mullen (1935- 2011).

Their marks on the history of the San Francisco Police Department were indelible.

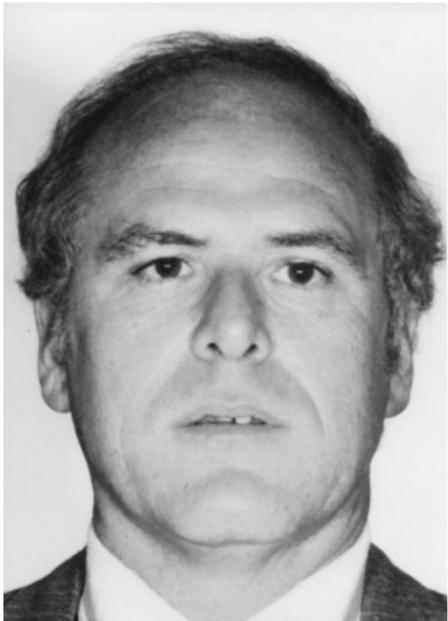
Their careers of public service were sterling but transcended their law enforcement careers in meaningful ways beyond police work.

The current placeholders on the SFPD command staff should look in awe at the accomplishments of Casey, DeAmicis, and Mullen. They could learn, as we all could, at the incredible talents of these three police officers.

Chief Willis A. Casey

Will Casey was the personification of a renaissance man.

Born in 1937 and succumbing to can-



Willis A. Casey



Willis A. Casey

cer in September of 2018, he was a legend not only with his accomplishments rising to the top of the great San Francisco Police Department, but he started an entire second career in Contra Costa County as a Police Chief, City Manager, and Mayor.

His funeral at St. Ignatius Church in San Francisco was attended by civic and police leaders lauding his remarkable tenure in changing the culture of the Pittsburgh Police Department into a successful and responsive community policing model, as well as an effective crime fighting police force. He employed techniques and progressive ideals of policing from his thirty-one (31) years to dramatically change Pittsburgh.

Current Pittsburgh Police Department Chief Brian Addington was effusive in his praise of Casey speaking about Casey's tenure as Police Chief in his emotional eulogy.

Urged by officials in Pittsburgh to become City Manager and then an elected official as a councilmember and Mayor, Will rose to the occasion preferring to serve and not retire.

No other Police Chief in San Francisco history had excelled in San Francisco and then become an icon of deep and abiding respect in a variety of public service positions in another county.

But despite all of his accomplishments in Pittsburgh and the reverence in which he was appreciated there, Willis Casey was a San Francisco cop par excellence.

I remember as if it was yesterday in the early 1970s when I was a barely twenty-one (21) year old Academy trainee on the fifth floor of the Hall of Justice and in strode Sgt. Willis Casey to teach us criminal law. He was tall, confident, and tough, but full of an Irish sense of humor.

As the years wore on he rose through the ranks to specialized and regular assignments, always excelling, and his colleagues knew he would reach the top of the department, irrespective of the vagaries of politics and uninspired officers who didn't have the skills to reach the top of the rung of the SFPD.

Willis Casey entered the SFPD in 1961 at the age of twenty-three (23) after earning a degree from the University of San Francisco, in you guessed it, political science. Prior to that, he served a two (2) year stint as a lieutenant in the United States Army.

His assignments were many in the SFPD from the Training Division of the Police Academy to district stations — and as a Sergeant, Lieutenant, Captain and Deputy Chief he was above all, respected.

Everywhere Casey served he made a

difference — in training, deployment, and reverence for the public. He was a listener who was not dismissive of different points of view.

He was eminently fair in dealing with a strong police union. He believed in redemption for officers facing difficult circumstances.

Casey became Assistant Chief under Police Chief Frank Jordan, thereby being the operational head of the entire Police Department. From 1990 until 1992 Casey was the Chief of the SF PD and was involved in many of the major issues of the day, including managing budgetary difficulties. In 1992 he retired after a change in mayoral administration.

Casey's tenure as Police Chief in Pittsburgh from 1993-1999 was remarkable. As described by current Pittsburgh Chief Brian Addington, the community, employees, and elected officials considered Casey a change agent who transformed the Police Department and the City as Chief, City Manager and Mayor. Every time Willis sought retirement, he was brought back to service.

Willis Casey was assuredly a pillar of leadership.

Clement Dino DeAmicis

Deputy Chief Clement DeAmicis was always an enigma to San Francisco police officers. His career was known to most during his last four (4) years, that being a mainstay of the 1977-1980 period of the Department.



Clement Dino DeAmicis

But what many police officers did not realize or know was the incredible breadth of this man, from his family legacy, his demonstrative service, and work ethic including the last four (4) years.

There was a secretiveness to this man who excelled throughout this career. I chatted with retired Inspector Jack Cleary at the end of November on a totally unrelated topic and mentioned to him that I was writing an article about Clem. I recalled from my old POA days in the 1970s that it was my distinct recollection that Deputy Chief DeAmicis was known as "The Prince of Darkness". Jack chuckled and said, "Yes he was called that". The darkness comment related to Clem being in his office in Room 400 of the Bureau of Inspectors completely in the dark without lights on as visitors would come to meet with him on important investigative issues. For many years, I was intrigued by this Italian gentleman who moved up to the highest rank short of Chief, but who was not well known to many.

In 2009, I assumed command of the Taraval Station, my first assignment after the academy thirty-eight (38) years before. My buddy, retired Deputy Chief Kevin Mullen, came out to have lunch



Clement Dino DeAmicis

and congratulate me on my new assignment. As we left the parking lot of Taraval to have lunch I said to Kevin, "I have heard that Clem DeAmicis lives in St. Francis Wood — but I have been to the homeowners group to say hello and met with folks throughout West Portal and have not seen the retired Deputy Chief". Mullen looked at me with a wry smile and said, "You don't see him — but he sees you".

That was the DeAmicis mystique.

DeAmicis's parents, Giovanni and Amelia, immigrated from Fossa, Italy and settled in North Beach. Clem was born in 1929 and learned English from his classmates.

As a youth, he delivered newspapers to the residents of the largely Italian neighborhood. As he grew into adulthood, he joined the United States Army and learned the rudimentary skills of law enforcement by becoming a military police officer in the Presidio of San Francisco.

In 1952 he joined the SFPD, serving twenty-eight (28) years with distinction. Every step of the way, through district stations and investigative units, he moved up the ladder to Sergeant, Lieutenant, Captain and finally in 1977, as a Deputy Chief.

Throughout his life DeAmicis held a reverence for his Italian heritage and his Catholic faith, and service for others. Many of the community organizations that he volunteered his time towards was in service to his ethic and religious principles. These principles were conveyed to his four (4) children and six (6) grandchildren.

Clement DeAmicis was a cut above his colleagues in the SFPD. During his last years as the Deputy Chief of Investigations he represented the Department over and over again in press conferences articulating the position of the Department to the media. Those four (4) years were tumultuous with some of the most news worthy events in the nation — the 900 victims of the People's Temple in Jonestown, the assassinations of Mayor George Moscone and Harvey Milk, the Zodiac mass murders, and the awful massacre at the Golden Dragon restaurant in Chinatown.

Not only did Deputy Chief DeAmicis manage multiple horrific crime investigations, but he also was the face of the Department as a spokesperson.

Recently I observed a clip from 1978 outside of the People's Temple building on Fillmore Street where DeAmicis was asked questions about what the SFPD was doing to protect surviving members and their temple. In usual DeAmicis fashion he was specific, open, articulate,

CONTINUED ON NEXT PAGE

and convincing in his responses. That was his mantra.

In today's world, Clem DeAmicis could stride in and through any press conference with aplomb and professionalism.

With the change in police administration in 1980, Mayor Dianne Feinstein appointed Commander Cornelius Murphy to be the Chief and Murphy installed a new command staff. Deputy Chief Clement DeAmicis was not pleased and did not want to retire, but he did so after serving twenty-eight (28) years.

But he was not done with public service at the age of fifty-one (51).

He spent the next two decades in an array of public and private service in business and the non-profit sectors.

He had already garnered his Masters Degree in Criminology from San Francisco State University. He entered the private sector as an investigator for the banking industry, and as a private investigator for Pinkerton's. He taught at Skyline Community College, served on the San Francisco Criminal Grand Jury, as a Parole Commissioner, a Marriage Commissioner at City Hall, and as an accomplished arbitrator with the California State Bar.

He also continued his volunteer work with a multitude of Catholic and Italian organizations.

This was a man imbedded in public service within the Police Department and outside the Department.

This refined gentleman with the profound gift of professionalism and service was assuredly a pillar of leadership.

Kevin J. Mullen

Deputy Chief Kevin Mullen was a transformative member of the San Francisco Police Department. He could easily have been a college professor, judge or screenwriter.

Instead, he followed in his Irish tradition and upbringing and became a San

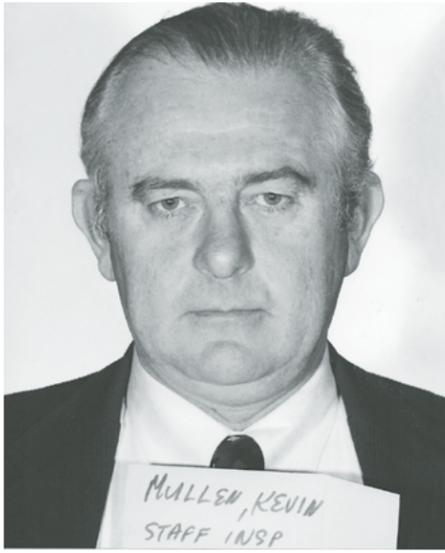


Kevin J. Mullen

Francisco police officer. But his brilliance in teaching and writing came through both in his career as a high-ranking police officer and after his twenty-six (26) year career as a cop.

Kevin was born in October 1935 to James Mullen and Edna Lynch Mullen in San Francisco. As many of his generation he attended parochial schools and graduated from St. Ignatius High School in 1953. He immediately joined the United States Army and dutifully joined the SFPD in 1959. He steadily moved through the ranks to Captain and then to Deputy Chief after only twenty years on the job — unheard of at that time.

Kevin believed strongly when he became a policy maker that some of the vestiges of the past should be erased. One of those anachronistic matters was the old "Rules and Procedures" of the Police Department. But Kevin did not want to just rewrite the Bible of the Department. He wanted to revamp the entire Written Communications system of the Police Department and embarked on this revamping with a vengeance. There



Kevin J. Mullen

was solid resistance from his colleagues on the command staff, as well as from the San Francisco Police Officers' Association, but Mullen was not deterred.

He formulated a whole new system of General Orders and explicit written directives that eliminated the ambiguities in a patch work of orders and rules that had existed until then.

It was brilliant.

One of his General Orders that still exists today with the alphabet designation P-1 was a whole new seniority based transfer arrangement that the Police Officers' Association helped draft in 1978 and that is still revered today. The transfer policy many years ago was changed to Department General Order 11.06, but even newer officers still refer to the designation P-1. The San Francisco Police Department is still one of the only Police Departments in the nation that has a rigid seniority-based system for movement within district stations and certain specialized units.

Kevin Mullen, the pioneer, is hugely responsible for that.

In addition, his written directive policy of eliminating confusion in departmental written orders still to this day is a benchmark for information flowing from command to the rank and file.

As with many command staff members, a change in Administration either from a Mayoral election or a new Chief of Police signaled a decision by a Deputy Chief to retire or take a pay cut down to the highest civil service rank of Captain.

Like Casey moving on to another agency, or DeAmicis retiring early, the brilliant Mullen retired with only twenty-seven (27) years of service.

But retiring he did not.

Kevin became a prolific writer of crime stories and history of San Francisco. He published a number of books, and his essays were published in newspapers and other periodicals. One of his works was awarded the 2006 American Book Award.

He was constantly sought out for his in-depth research about San Francisco history.

He became close friends with many of his union adversaries and was always known to display the law school "Socratic Method" of questioning a friend about a point of view.

Kevin could easily have been a law professor with his uncanny knowledge of the intricacies of the law and his interpretative skill.

In the years before his death, he would relate generalities about a debilitating disease that was slowly ebbing his strength. But he faced that knowledge with incredible grace and resolve to continue contributing to the public discourse with his writing.

Kevin died on April 18, 2011 at the young age of seventy-five (75). Deputy Chief Kevin Mullen was known to all as a pillar of leadership.

News from the Credit Union

By Al Casciato
SFPD Retired

Q: Does the Credit Union offer a debit or credit card that does not explicitly advertise the fact that I am affiliated with law enforcement?

A: Yes, we understand that for personal security reasons, some members do not want their law enforcement affiliation made obvious on a debit or credit card. We offer the option of a "Low Profile" debit card, which simply states SFPCU as the name of the organization. You can request this type of debit card through our Contact Center (800-222-1391) or when speaking to a branch representative. While we do not offer the "Low Profile" card option for Visa, we do provide members with the ability to design their own credit card—however, the SFPCU logo is on this card. If you would like to learn more about designing your own credit card, go to our website at <https://www.sfpcu.org/dyoc>.

Upcoming Events

Santa Branch Visits: Mark your calendar to bring your kids to our annual *Meet and Greet* with Santa Claus where they can have their photo taken with Santa! Santa will be stopping by our Irving and San Mateo branches on the following dates:

San Mateo Branch

Thursday, December 6th
3 to 5 p.m.

Irving Branch

Friday, December 7th
3 to 5 p.m.

Enterprise Car Sale: We will be having our next used car sale in partnership with Enterprise Car Sales on **January 4, 5 and 6, 2019**. We will be offering members a great rate discount of 1.25%* when a vehicle is purchased during the 3 days of the car sale with an SFPCU auto loan. More details are coming through our APB newsletter and on our website, so stay tuned.

*1% rate discount applies for loan terms up to 60 months

Current Promotions:

Receive \$25 When You Refer a New Member! Now through December 31st, refer a family member or eligible colleague to SFPCU, and if they join, you'll receive \$25—and your referral could receive up to \$115! Restrictions apply, for details, visit our website at www.sfpcu.org.

Get a **1.00% rate discount*** when you finance an Enterprise vehicle with SFPCU! To check out current rates or learn more about the benefits you get by purchasing through Enterprise, visit our website.

*1% rate discount applies for loan terms up to 60 months

Give Us Your Feedback:

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

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

You can contact me at alcasciato@stisia.com.

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

Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He is currently a member of the SFPCU Board of Directors and can be contacted at alcasciato@stisia.com.

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* The POA has verified that this quote was made by an SFPD member.

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Widows' and Orphans' Aid Association

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Tuesday November 13, 2018

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at 850 Bryant Street, room #150, in San Francisco, California on Tuesday November 13, 2018.

Roll Call: President Leroy Lindo, Vice President Ray Kane, Secretary Mark McDonough, Trustees Jim O'Meara, Al Luenow, Rob Forneris, Lou Barberini, and Ryan Walsh were present. Past President Joe Garrity was also present at the meeting. Bookkeeper Sally Foster was excused

Approval of the Minutes: Trustee Al Luenow made a motion to accept the minutes from our October 2018 meeting. Trustee Lou Barberini seconded the motion. The motion passed without objection.

Receiving Applications; Suspensions and Reinstatements: Suspended member Ken Canedo was reinstated. Treasurer Dean Taylor reported that Canedo sent in his dues and fees. Vice President Ray Kane made a motion to reinstate Canedo. Trustee Jim O'Meara seconded the motion. The motion passed without objection. Our next Academy Class signup will be after the New Year. The following unpaid members in 2018 will be dropped from the roll if we do not receive payment of dues and fines by December 31, 2018: **Active members:** Saquib Aslam, Antonio Austin, Mohammed Azam, Riley Bandy III, Nicholas Billings, Timothy Brophy Jr., Danny Camacho, Justin Clayton, Lary Cortes, Jassen Dongon, Joshua Enea, Matthew Eng, Lisa Garcia, Robert Glenn, Danny Guo, Richard Happenstall, Shane Herbert, Renae Hofmann, Nicholas Hooley, Kostyantyn Ivanov, Ryan Jensen, Matthew Kabanuck, Chris Kohrs, Yuka Nagamine, Brandon Newman, Phong Nguyen, Bianca Padilla, Edgar Parker III, Michael Phillips, Cullen Roche, James Sayasane, David Serrano, Kristopher Stoffel, Anthony Tallerico, Carlton Tiamson, and Justin Webster. **Retired Members:** Thomas Abrahamson, Guillermo Amigo, Julia Angalet,

William Arietta, Regina Berrigan, Omar Bueno, Alec Cardenas, Jonathon Catlett, Anton Collins, Mario Delgado, Lori Dutra, Joseph Filamor, Stewart Flynn, Gregory Hicks, Ronald Kall, John Kowal, Kenneth Lui, Roger Peters, Richard Randall, Daryl Rodgers, Richard Ruiz, Melissa Tierafria, and Allen Vugrincic.

All unpaid members after January 1, 2019 will be dropped from our roll by order of the WOOA President. The WOOA President will order the members to be dropped, and order their names to be printed in the *POA Journal*. Each dropped member will be mailed a certified letter of their status. The letter will sent to the last known address we have on file.

Communications and Bills: Treasurer Dean Taylor read aloud the monthly bills and recent beneficiary payments to the designated beneficiary(s) of our members who have passed away. Vice President Ray Kane made a motion to pay all the bills and beneficiary payments. Trustee Al Luenow seconded the motion. The motion passed without objection. The designated beneficiaries were paid for the following recently passed members: Will Casey, Steve Hutzler, and Michael Paulsen.

Report of Visiting Committee: No report this month.

Report of Trustees: The WOOA Board recently received the sad news of the following WOOA members who have passed away:

Rich Baker, age 77: Richard Lee Baker was born in San Diego, California. Rich was a Marine Staff Officer-Purser prior to working in Law Enforcement. Rich entered the San Francisco Police Department on July 1, 1966. Rich graduated from the Police Academy on September 12, 1966 and wore star #518. Rich worked the following assignments during his 25-year career in the S.F.P.D.: Central Police Station (September 12, 1966), Northern Police Station (October 17, 1966), Central Police Station (October 8, 1980 and promoted to the rank of Q-50 Sergeant of Police), Potrero Police Sta-

tion (February 23, 1983), Fiscal (March 8, 1986), CID Warrants (May 16, 1987), and Taraval Police Station (December 22, 1990, Rich was promoted to the rank of Q-60 Lieutenant of Police on August 9, 1990). Rich retired with a service pension at the rank of Lieutenant on August 2, 1991. Richard Baker was awarded a Police Commission Commendation for involvement in services rendered on Friday June 6, 1980. One of the most outrageous and heinous crimes was committed at the Keys Guest House at 2164 Sutter Street. Rich Baker, along with several other Officers conducted a 72-hour investigation which resulted in the arrest of all responsible parties. There were no specifics or further information.

Robert Quigley, age 81: Robert (Bob) Emmet Quigley was born on April 28, 1937 in San Francisco, California. Bob, age 81, died peacefully in South San Francisco, surrounded by his family on October 9 due to complications from cancer surgery. He joins his predeceased parents former San Francisco Police Deputy Chief James Laurence and Agnes Lorraine Quigley. The youngest of five children, he also joins his predeceased sibling Margaret, James, Mary, and Claire. He is survived by his loving wife of 57 years, Carol (Phelan) Quigley, children Gregory Quigley, Brian Quigley, and Michelle (Shelley) Mohr Hoffman; daughter-in-law Sally (Emory) Quigley and son-in-law Wes Hoffman, and several grandchildren and extended family members. Born and raised in San Francisco, Bob attended Star of the Sea Grammar School, St. Joseph's Seminary in Mountain View and earned degrees at the University of San Francisco. He taught part-time at USF and San Francisco State University. He became a business Professor at the City College of San Francisco (CCSF) from 1962-1997. He also served in the San Francisco Police Department and the San Francisco Fire Department from 1959-1964. Bob also served his country in the United States Army and the United States Navy for 14 years. He loved sports and was a great mentor to all. He enjoyed dominoes and golf, bocce ball, and Pedro at the San Bruno; Senior Center. He was a local basketball official for decades; he coached baseball at CCSF; and he coached the San Bruno Lions Peewee Baseball team for 28 years. Bob enjoyed his role in the community: Past President and member of the Hibernian-Newman club; a member of the SFPD Widows and Orphans Aid Association; St. Joseph's Alumni group; St. Robert's Men's Club. Bob and Carol loved to travel and attending school functions and sporting events for their grandchildren. Bob enjoyed life, an occasional dry Martini, and he loved to laugh.

Bob was a Playground Director when he joined the San Francisco Police Department on July 1, 1959. Bob graduated from the Police Academy on October 6, 1959, and wore star #258. Bob worked the following assignments during his brief stay in the S.F.P.D.: Northern Police Station (October 6, 1959), M/L (February 28, 1960), Northern Police Station (August 25, 1960), and Central Police Station (May 21, 1961). Bob left the San Francisco Police Department on September 18, 1961 when he transferred to the San Francisco Fire Department.

Report of Special Committee: Bookkeeper Sally Foster is hard at work gath-

ering new addresses for members who have moved their residence location, but did not report the new address to the WOOA. Once Sally has completed the address updates she will mail out the proposed changes to our Constitution and By-Laws.

Old Business: No report this month.

New Business: The following WOOA Board member nominations were announced for 2018.:

Secretary Mark McDonough nominated Ray Kane for President. Past President Joe Garrity seconded the nomination. Secretary Mark McDonough nominated Jim O'Meara for Vice President. Trustee Lou Barberini seconded the nomination. President Leroy Lindo nominated Mark McDonough to continue as the WOOA Secretary. Trustee Lou Barberini seconded the nomination. Secretary Mark McDonough nominated Leroy Lindo to fill the vacant Trustee position. Trustee Jim O'Meara seconded the nomination. There were no other nominations. President Lindo closed the nominations and asked for a vote for each individual nominee. Ray Kane, Jim O'Meara, Mark McDonough, and Leroy Lindo were unanimously voted into their new positions for 2018. Congratulations to the inductees, and a special congratulations to Ray Kane and Jim O'Meara for their recent promotion to the rank of Q-50 Sergeant in the San Francisco Police Department.

Good of the Order: No report this month.

Adjournment: President Lindo led our Board in a moment of silence for all of our passed members, and for the deceased and homeless families of the Paradise and Chico communities who fell victim to the Camp Fire firestorm in Northern California. President Lindo scheduled our next meeting for Tuesday December 11, 2018.

To All Members: Beneficiary forms can be accessed on our website at widowsandorphans.org.

Click on the Resources Box on the upper right side of our face page. Complete the form for any changes or updates that are necessary. Print the form and obtain a signature from a Notary or one of our Board members. Send the form, or any correspondence to **WOOA, P.O. Box 4247, San Rafael, CA 94913-4247**. I can be contacted by cell phone at **415 681-3660**, or by email at markmac825@comcast.net. Each month we express our thanks and gratitude to the following people who assist us in our efforts to provide a high level of service to our membership: Retired San Francisco Police Department Captain, and the current POA Defense Administrator Paul Chignell, Retired San Francisco Police Department Lieutenant and the current host of the Gold Country Reaper website Rene LaPrevotte, Retired San Francisco Police Department Sergeant and the current editor of the *POA Journal* Ray Shine, Sergeant Rachael Kilshaw and Risa Tom of the Police Commissioner's Office, David Ng of Personnel, and the entire Traffic Command and their Officers who graciously afford us a location for our monthly meetings and our files.

Mark J. McDonough
WOOA Secretary



Photo courtesy of Insp. Matt Perez (ret.)

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In Memoriam...



The following San Francisco Police Officers were killed or died in the line of duty in the month of **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 Jentsch, 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 passerby 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 death of the following retired SFPD member:

Edward Orrante
Age Unknown, Retired SFPD
Died November 9, 2018
Notified by R. LaPrevotte

*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.

Condolences for Stanislaus Deputy

By Tony Montoya,
President, SFPOA

Our hearts and condolences go out to the family and friends of Stanislaus County Sheriff's Deputy Antonio "Tony" Hinostrroza, age 45, who died of injuries sustained when his patrol car crashed as he was responding to back up fellow officers near the town of Riverbank on Sunday, November 25, 2018. He was a 19-year veteran of the department.

During his career, Deputy Hinostrroza served as a patrol deputy, K9 handler, gang detective, SWAT team member and field training officer. Hinostrroza was a police explorer for the Ceres Police Department from 1990 until 1992 and served in the United States Marine Corps from 1992-1996. Hinostrroza leaves behind an adult son.



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Hurry – this offer expires 12/31/18. All SFPOA members and their families are eligible for membership! To join go to www.sfpcu.org, visit a branch or call 800.222.1391.



*Offer valid through 12/31/18. **New Member Opening Deposit Credit:** SFPCU will pay the \$25 opening deposit in the savings account required to establish membership. Members who join online will pay the \$25 opening deposit and SFPCU will reimburse this amount within 15 business days. This amount shall be reversed and returned to SFPCU if the account is closed within 12 months after date opened. Business accounts are not eligible. **Visa Bonus:** To qualify you must join SFPCU and open a new Visa account during the promotion period 10/1/18 -12/31/18. The bonus will be deposited into your savings account within 60 business days after account opening. **Checking Bonus:** To qualify for the \$65 bonus, the new member must open a new checking account with a \$25 minimum opening deposit during the promotion period, and within 60 calendar days of account opening, \$200 in monthly direct deposits must be initiated. The bonus will be deposited into the new checking account within 60 business days after meeting the \$200 direct deposit requirement. **Referral Bonus:** Referred member's savings account must be opened within the promotion period. Within 30 business days of new member account opening, \$25 will be credited into referring member's savings account. Bonuses may be tax-reportable. **No purchase or payment of any kind is necessary to enter or win this drawing. A purchase will not increase your chances of winning.



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MEMBERS:

Sgt. Stephanie Long	(415) 203-1351
Sgt. Maura Pengel	(415) 653-6413
Sgt. Art Howard	(415) 378-5082
Officer Dennis Rodelas	(415) 660-8664

The 117th SFPD Recruit Class (those who can) always meet on the Saturday closest to November 23rd, the day they were sworn in in 1970. This year on Saturday the 24th of November, 4 members met at Capurro's Restaurant after calling those scattered throughout the states. Next year, the 49th reunion will be on Saturday, November 23, 2019 and the 50th on Saturday November 21, 2020. All planned for Capurro's starting at noon.

51 started the 117 and today 26 are still with us.



L-R Jim Strange, Willie Durkin, Al Casciato, and John Carlin.

SFPD Wilderness Program

Established in 1981 the Wilderness Program brings San Francisco's inner city youth together with the city's police officers to share positive and challenging outdoor adventures.

Angel Island State Park

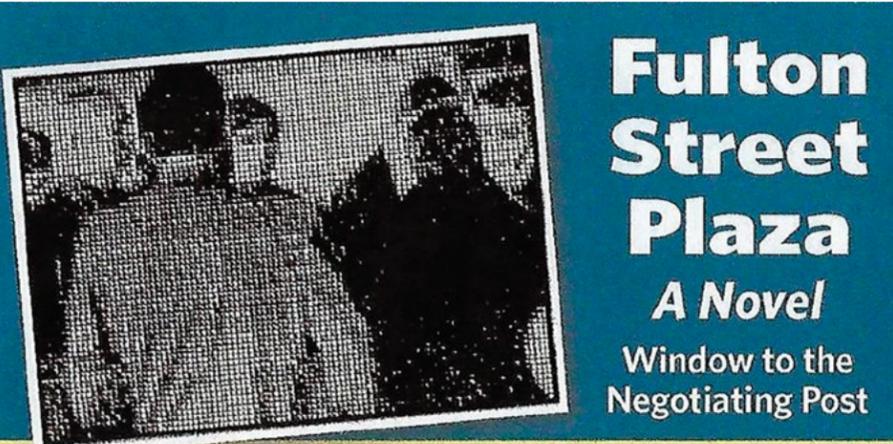
By Officer Karl Ma
SFPD Wilderness Program

For October, the Wilderness Program completed multiple day hikes in McLaren Park, Presidio Park, and Angel Island, a 3-day/2night backpacking trip on Angel Island, and supported sailing trips on the Bay with Bluewater Foundation. During the month, the Program served 198 youth. Schools that participated include: Gordon Lau Elementary School, Leonard Flynn Elementary School, ER Taylor Elementary School, Rooftop Elementary School, Civic Center Secondary School, Martin Luther King Middle School.



MLK Middle School backpacking on Angel Island. Participants setting up their tents at camp.

The San Francisco Police Officers Association has been a proud sponsor of the SFPD Wilderness Program for many years.



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Friday, December 14th | **6pm-11pm** | **Italian-American Athletic Club 1630 Stockton St San Francisco**

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**Heritage Restaurant and Bar,
708 Clement Street
December 7th, 2018 @7 pm
\$100 Per Person**

We'll have great food, music and a Photo Booth. Raffle prizes also!

Below we've listed our three entrée options for the evening, please sign up for yourself and your plus one if you plan to have one.

Christmas Party dues should be turned in by Nov. 15th please! Make checks payable to Richmond Station Floral Fund

Our three entrée options are as follows:

- PRIME BEEF RIBEYE
- ROASTED SONOMA CHICKEN
- SUMMER BASIL AND VEGETABLE
- ANGEL HAIR PASTA

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

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

The deadline for the January issue is Friday, December 21, 2018.

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

BALEAF Challenge Coins Now Available

By Robin Matthews
BALEAF Board Member

Greetings one and all! I'm excited to let everyone know that BALEAF (the Bay Area Law Enforcement Assistance Fund), now has their very own challenge coin!

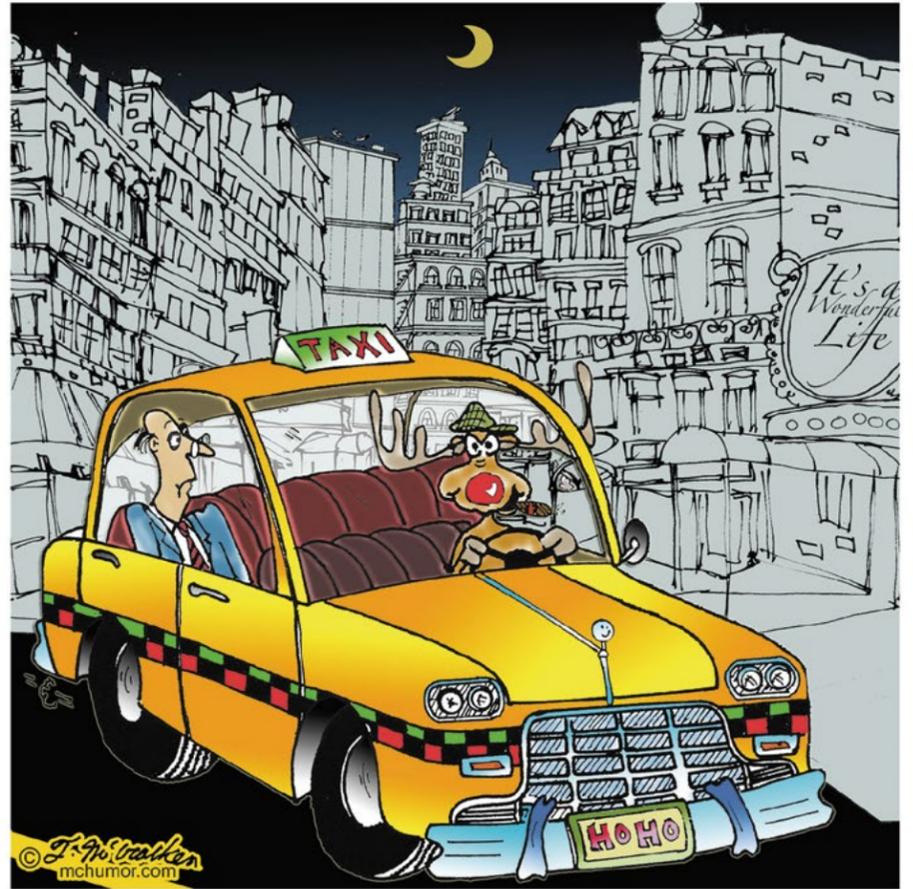
These one-of-a-kind coins are available now for just a \$10.00, tax deductible donation to BALEAF.

Whether you are a challenge coin collector, and want one of these beautiful coins for your collection, or you just want one for yourself, or for one of your friends or family members, this is the coin for you! And, with the holidays upon us, the challenge coin would make a nice Christmas present or stocking stuffer, too!

To get your BALEAF challenge coin, send a \$10.00 check per coin, made out to BALEAF, and send to BALEAF at P.O. Box 31764, San Francisco, CA 94131.

We anticipate that these coins will sell out quickly, so to avoid being disappointed, please order your challenge coins now.

Thank you for your support. We hope that you never need us, but we're here if you ever do.



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\$70 per Person

Contact Sgt. Steve Smalley, Columbia Association Treasurer/Secretary, at columbiaca@yahoo.com to RSVP.

Send checks (put selection of main course on check), payable to Columbia Association, to PO Box 330416, San Francisco, Ca 94133

RSVP by Tuesday, December 4

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Who Can “Initiate” An Investigation Under POBRA

Ochoa v. County of Kern

Court of Appeal, Fifth Appellate District - filed April 12, 2018

By Robert Rabe, Esq.
Stone Busailah, LLP

Arthur Ochoa was a deputy employed by the Kern County Sheriff's Office (KCSO). On March 22, 2013, Priscilla S. informed Deputy Chaidez that Ochoa harassed her. On that same day, Chaidez submitted an interoffice memo random documenting the allegation to Sergeant Bittle, Ochoa's superior. On March 25, 2013, Bittle received Chaidez's memorandum and "started an investigation ... to determine what the nature of the complaint was." He tried to contact Priscilla S. without success. On March 27, 2013, Bittle submitted an inter-office memorandum concerning Priscilla's allegation and his attempts to contact her to Commander Hansen. On May 6, 2013, Chief Deputy Zimmerman signed a KCSO "Personnel Complaint" authorizing internal affairs to investigate Priscilla's harassment claim against Ochoa. Senior Deputy Levig was appointed to conduct the investigation. On August 11, 2014, Levig served Ochoa with a "Notice of Proposed Disciplinary Action - Termination," which cited numerous violations of Civil Service Commission Rules and KCSO Policies and Procedures. Following a Skelly hearing, Ochoa was terminated.

Ochoa filed a petition in the Superior Court for a writ of mandate. The trial court conducted a hearing during which several individuals testified about KCSO

procedures. Bittle testified he "was not authorized to initiate an internal affairs investigation." As a sergeant, he "ha[s] to look into ... allegations to find out what they were all about." Bittle stated he had "the ability

to investigate subordinates" and "discipline [them] for [policies and procedures] violation[s]" but "would not impose any discipline beyond a written reprimand." Simpson testified a sergeant "did not have the authority to initiate an internal affairs investigation" and "only the Sheriff, the Undersheriff, or Chief Deputies can authorize the initiation of an internal affairs investigation." "[H]is authority was limited to gathering enough facts to make his chain of command aware of the nature of the allegations." Levig testified "no one below the rank of a Chief Deputy has the ability to authorize an administrative investigation." Zimmerman testified he authorized an internal affairs investigation and, pursuant to KCSO policy, "only a Chief Deputy can initiate an internal affairs investigation of a deputy". A sergeant, on the other hand, "cannot initiate an internal affairs investigation" Instead, a sergeant "can conduct fact-finding if there is an allegation" to "determine [] if the allegation is criminal or administrative in nature."

The Public Safety Officer Procedural Bill of Rights Act (POBRA), requires the investigation of misconduct to be completed within one year of the "discovery

by a person authorized to initiate an investigation of the allegation." (Govt. Code § 3304 (d)(1).) Ochoa claimed that the KCSO failed to complete the administrative investigation of his alleged misconduct and notify him of the proposed disciplinary action within one year of the agency's discovery by a person authorized to initiate the investigation. The superior court entered an order and judgment denying his petition, stating "Bittle was not authorized to initiate an investigation within the meaning" of the relevant section.

On appeal, Ochoa again claimed his termination was time barred because the KCSO sergeant initiated an investigation of his alleged misconduct on March 25, 2013, and an internal affairs investigator notified him of the proposed termination on August 11, 2014. The Department argued that since the sergeant who initiated the investigation on March 25, 2013, was not authorized by department policy to initiate an internal affairs investigation, the sergeant's investigation did not start the one-year limitations period. The Court of Appeal concluded; "although the sergeant could not initiate an internal affairs investigation, he was 'a person authorized to initiate an investigation' of the allegation within the meaning of [POBRA]." Citing *Mays v. City of Los Angeles* (2008) 43 Cal.4th 313, 322, the Court of Appeal noted that the "apparent purpose" of the statute "is to ensure that an officer will not be faced

with the uncertainty of a lingering investigation, but will know within one year of the agency's discovery of the officer's act or omission that it may be necessary for the officer to respond in the event he or she wishes to defend against possible discipline." The Court remarked that a KCSO sergeant is authorized to initiate some sort of inquiry into a subordinate's alleged wrongdoing, so it had to determine whether the "inquiry" by the sergeant constituted an "investigation" under POBRA. The Court concluded that when Bittle forwarded his interoffice memorandum, that launched AN inquiry that eventually led to Ochoa's termination. "The statute of limitations period, therefore, commenced March 25, 2013."¹

One can see from this case how important it is to know that a department's policy cannot artificially extend the time to conduct an investigation under POBRA, by limiting those who may "initiate" an internal affairs investigation to a few command officers. It is vital for an officer to consult with an attorney who is familiar with the issues that may arise under POBRA at the start of any investigation process.

Stay Safe!

Robert Rabe is Stone Busailah, LLP's writs and appeals specialist. His 40 years practicing law include 16 years as a Barrister, Supreme Court of England and Wales, practicing in London, England.



ANNUAL PARADE AND REVIEW
SAN FRANCISCO POLICE DEPARTMENT
FRIDAY DECEMBER 22ND 1899.

I. W. LEES, CHIEF OF POLICE & STAFF.

CAPT. GEO. W. WITTMAN.
-- JOHN SPILLANE.
-- A. J. DUNLEVEY.
-- J. W. GILLIN.

Curious old photo, source unknown. This photo recently landed in the Editor's in-box with no accompanying text or contribution. The photo inscription reads "Annual Parade and Review. . .December 22, 1899." Do any of you good *Journal* readers happen to know why the department once held *annual* parades and reviews in late December just days before the Christmas holiday? I suppose there was no frenzied last-minute holiday shopping rush way back then, so this was probably just a day like any other. Another curiosity; who got to ride around on the white horse? — Ed. Email comments to journal@sfpoa.org.

Retirements

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

- Officer Julio Bandoni #50 from Medical Liaison
- Officer Michael Celis #694 from Southern Station
- Captain Jerome DeFilippo, Jr. #2107 from Medical Liaison
- Sergeant Alice Dicroce #237 from Medical Liaison
- Officer Christine McCormick #461 from Medical Liaison
- Officer James Riordan #1233 from Medical Liaison

All of the above listed on SFPD Personnel Order #23 (October 31, 2018), #24 (November 14, 2018) and #25 (November 28, 2018)]



Seeking Information on Old SFPD Relic

Staff Report

Recently, a woman by the name of Cindy Thatcher mailed to the POA an old SFPD belt buckle that was found in an estate sale at an old house in the northern California town of Healdsburg. It is stamped on the reverse with "J. Fennell, 84/500".

We don't know much more about it. It is now on display in the glass case in the POA office. If any of you can provide us with more information, it would be very much appreciated.

Chignell's Trivia Corner

Submitted by Harlan Wilson,
Retired SFPD

Our family has over 82 years with the SFPD, and still counting. We have three generations connected with the SFPD. My dad, brother, me and my son who is now an Officer at Mission Station (Glen Wilson) have all been members of SFPD. Additionally, both my father-in-law (Sgt. Michael Williams) and my brother's father-in-law (Sgt. John DuBose) were members of SFPD. I have attached two photos for Paul from my past.



The second photo is very interesting also. It was taken in 1941. There are two women and three young boys. The women are sisters-in-law and the young boys all became SFPD officers. The woman on the left, Myra Dougherty, became a Captain's Clerk at Ingleside Station (her brother was Lt. Frank Wilson Sr. and her husband was Sgt. Clem Dougherty). The other woman is my mother, Dorothy Wilson. The young boys (from left to right) were future Off. Frank Wilson Jr., then future Sgt. Bill Dougherty and the third young boy is me (future Captain with SFPD).



One photo has three former SFPD officers. The photo was taken in 1948. In the photo were my dad, Retired Lt. Frank J. Wilson Sr., retired Officer Frank J. Wilson Jr. (my brother) on the left, and myself. That was all the male members of the Wilson family.

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Sessions, In Last-Minute Act, Sharply Limits Use Of Consent Decrees To Curb Police Abuses

November 10, 2018

WASHINGTON — Former Attorney General Jeff Sessions has drastically limited the ability of federal law enforcement officials to use court-enforced agreements to overhaul local police departments accused of abuses and civil rights violations, the Justice Department announced on Thursday.

In a major last-minute act, Mr. Sessions signed a memorandum on Wednesday before President Trump fired him sharply curtailing the use of so-called consent decrees, court-approved deals between the Justice Department and local governments that create a road map of changes for law enforcement and other institutions.

The move means that the decrees, used aggressively by Obama-era Justice Department officials to fight police abuses, will be more difficult to enact. Mr. Sessions had signaled he would pull back on their use soon after he took office when he ordered a review of the existing agreements, including with police departments in Baltimore, Chicago and Ferguson, Mo., enacted amid a national outcry over the deaths of black men at the hands of officers.

Mr. Sessions imposed three stringent requirements for the agreements. Top political appointees must sign off on the deals, rather than the career lawyers who have done so in the past; department lawyers must lay out evidence of additional violations beyond unconstitu-

tional behavior; and the deals must have a sunset date, rather than being in place until police or other law enforcement agencies have shown improvement.

The document reflected Mr. Sessions's staunch support for law enforcement and his belief that overzealous civil rights lawyers under the Obama administration vilified the local police. The federal government has long conducted oversight of local law enforcement agencies, and consent decrees have fallen in and out of favor since the first one was adopted in Pittsburgh more than two decades ago. The new guidelines push more of that responsibility onto state attorneys general and other local agencies.

Mr. Sessions conceded in his memo that consent decrees are sometimes the only way to ensure that government agencies follow the law. But he argued that changes were necessary because agreements that impose long-term, wide-ranging obligations on local governments could violate their sovereignty.

By setting a higher bar for the deals, Mr. Sessions limited a tool that the Justice Department has used to help change policing practices nationwide.

Mr. Sessions's new guidelines make it nearly impossible for rank-and-file Justice Department lawyers to use the agreements, warned Jonathan M. Smith, a former official in the department's civil rights division and the executive director of the Washington Lawyers' Committee for Civil Rights and Urban Affairs.

"This memo will make the Justice

Department much less effective in enforcing civil rights laws," Mr. Smith said.

A Justice Department spokeswoman declined to comment beyond the memo.

A consent decree is a type of injunction that allows federal courts to enforce an agreement negotiated between two parties — say, the Justice Department and a local police department — to address a violation of the law. The department started enforcing them during the Clinton administration, after a statute was enacted in 1994 allowing the attorney general to use court agreements to remedy systemic, unconstitutional behavior.

The agreements gained a higher profile as the Obama administration entered into 14 of them as part of its efforts to improve relationships between the police and their communities. They became even more prominent after the killings of black men at the hands of the police captured headlines and set off the Black Lives Matter movement.

In March 2017, a month after he took office, Mr. Sessions ordered a review of the use of consent decrees to ensure that they "advance the safety and protection of the public." He said that the pacts should also ensure that the police are safe and respected and that they should not interfere with recruiting efforts by the local police.

Mr. Sessions, who has long championed local sheriffs and police officers, maintained that the agreements "reduce morale" among police officers and lead

to more violent crime. Academics and researchers have contested his assertions about the links between consent decrees and crime rates.

Under Mr. Sessions, the department also dropped Obama-era investigations into the police in Chicago and Louisiana.

Last month, Mr. Sessions opposed a consent decree between the Chicago Police Department and the Illinois attorney general enacted after a Justice Department report unveiled in the final days of the Obama administration found rampant use of excessive force aimed at black and Latino people. Under Mr. Sessions, the Justice Department said the deal placed too many restrictions on Chicago's police superintendent.

"When Jeff Sessions intervened in the locally negotiated consent decree in Chicago, it belied the love of federalism that he professes and uses to justify this effort to effectively end the use of consent decrees," said Vanita Gupta, the chief executive of the Leadership Conference on Civil and Human Rights and the former head of the Justice Department's civil rights division.

The agreements enacted after high-profile police killings in recent years would likely not exist if Mr. Sessions's restrictions had been in place.

"The need for consent decrees and the oversight they guarantee," she said, "has not disappeared."

From *The New York Times*

National Law Enforcement Museum Hosts Opioid Panel Discussion

WASHINGTON — The National Law Enforcement Museum at the Motorola Solutions Foundation Building — the nation's only museum dedicated to exploring nearly every facet of American law enforcement — launched its Conversations series on Thursday, November 15, 2018 with a panel discussion entitled 'Opioids: Communities Fighting Back' that examined what three cities are doing to combat this national epidemic.

In 2017, President Trump declared the opioid crisis a national public health emergency with more than 300,000 Americans killed from opioid-related overdoses. Communities have been deeply affected by the increase in opioid addictions, from the youngest to oldest residents.

"The opioid crisis is impacting communities across the country, both from the perspective of citizens and families dealing with addiction as well as first

responders," said Museum Executive Director David Brant. "As a Museum, we felt this was an important issue to include in our Conversations series so that we could share some of the solutions communities have implemented in the hopes of helping stem this epidemic."

NBC4 News 4 Today anchor Aaron Gilchrist, moderated the discussion with Newtown (OH) Police Chief Tom Synan, Quincy (MA) Lieutenant Detective Patrick Glynn, and Director of Opioid Overdose Prevention for the Baltimore City (MD) Health Department Jose Rodriguez.

Mr. Rodriguez described some of the solutions his city has brought forward in efforts to help decrease the number of opioid-related deaths. "We know that saving lives is only part of the solution to addressing addiction. What we really need is long-term, 24/7 access to treatment. The surgeon general came out

with a report mentioning that only one in 10 individuals who have a substance use disorder actually has access to treatment," according to Mr. Rodriguez. "In Baltimore City, we piloted a stabilization center which is a place where an individual who has issues with an alcohol or substance use disorder can come into this stabilization center and receive medical screenings, respite, and referral to treatment."

Lt. Glynn spoke about the approach taken in Quincy that includes a post-overdose home visit with an outreach worker, a clinician and two plainclothes police officers within 48 hours after responding to an overdose. "We have to heal the family along with the individual because they've been living with it for years — the lying, the stealing, and so forth," shared Lt. Glynn. Since the implementation of the program, the response teams have conducted 350 home visits and have been welcomed into the homes 97 percent of the time. "People were astonished that there were programs out there they could go to as family members," he said.

Chief Synan shared his involvement with the epidemic which resulted in the formation of the Hamilton County (OH) Heroin Coalition that provides countywide leadership and solutions to address the heroin and opiate epidemic both immediately and in the long-term.

As he realized the magnitude of this complex issue, he recalled thinking, "Why isn't the mental medical health system responding to this more than law enforcement? We should be that link to give those who are addicted, the long-term care and support they need. The

only way I could do that was to design a coalition and have those [healthcare] members there. Their participation does a couple of things: one, we are able to attack [overdoses] from a couple of different angles. Two, it also gives us a powerful voice when we're trying to get grant money from the state or federal government. It's not just me as a small-town police chief, it is an entire coalition that is saying 'you need to come in and help us.'"

Chief Synan also shared a poignant moment when he talked about a call he received from a distraught father who was worried his daughter was close to death due to her addiction. While he knew there was little he could do from a law enforcement perspective, he worked with other agencies to find the young adult and help her. He was so moved, he wrote a poem about the young lady, which the Cincinnati Enquirer used in a moving video.

Mr. Gilchrist ended the discussion with audience members asking questions about the epidemic related to some of their experiences. There was widespread agreement that this Conversation needs to be continued well in the future as more than 70,000 people are dying each year due to heroin and opiate addictions.

Conversations Opioids: Communities Fighting Back, was part of the Museum's robust programs schedule. All programs are hosted at the National Law Enforcement Museum, located at 444 E Street, NW, Washington, DC 20001. For more information on upcoming programs and events, please visit LawEnforcement-Museum.org

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Boston Top Cop Fires Back at ACLU

Gross takes to Facebook to rip organization's lawsuit over gang database

Joe Dwinell Sunday, November 25, 2018

From the *Boston Herald*
Forwarded to the *Journal*
by Martin Halloran

A fired-up police Commissioner William G. Gross ripped into ACLU "paper warriors" for suing the city over a gang database, saying the civil rights advocates are turning a blind eye to "atrocities."

"No ACLU present when we have to explain to a mother that her son or daughter was horribly murdered by gang violence," Gross wrote in a scathing private Facebook post obtained by the *Herald*.

"No ACLU when officers are shot. No ACLU when we help citizens," he added. "Despite the paper warriors, we'll continue to do our jobs."

Gross was lashing back at the local chapter of the American Civil Liberties Union for being part of a public records lawsuit claiming Boston police are too secretive about how they monitor suspected gang members.

That system, the ACLU claims, targets, labels and investigates a disproportionate amount of black and brown students who may not belong to a gang.

Police spokesman Sgt. John Boyle said last night the commissioner "shared his opinion on his personal Facebook page."

He declined to comment further.

That post included Gross calling out the ACLU on a number of fronts — especially about the ruthless MS-13 gang.

"I sure as hell didn't see the ACLU in El Salvador working to find a solution to our youth being inducted into the MS-13 gang ...," he wrote, saying he did travel to MS-13's homeland and "took a hell of a risk while doing so."

MS-13 has been wreaking havoc in Boston with violent killings in Eastie, robberies, extortion, drug dealing and racketeering — with 49 gang members recently convicted, many of them facing life in prison.

Gross said he "didn't see" the ACLU back police or 22 youth programs working together to curb the gang's "atrocities."

Gross also knocked the lawyers' group for not having the "common decency" to call with condolences after a city cop was shot in the face.

Officer John Moynihan was shot point-blank in the cheek by a convicted felon in March 2015 during a traffic stop in Roxbury. After remaining in critical condition, Moynihan made a miraculous recovery. The felon was killed that day by other officers.

"I sure as hell saw a member of the ACLU in the background taking pictures as a certain group tried to crash through



the crime scene three hours later," Gross said of that day.

"No ACLU when officers are shot. No ACLU when we help," he added in his post. "But always hiding and waiting for a slow news day to justify their existence."

The lawsuit seeks records providing the demographics of the youths in their gang systems. The ACLU asked for the records in May and had not received "adequate response," they claim.

The ACLU did not respond to *Herald*

requests for comment last night on the police commissioner's harsh criticism.

ACLU of Massachusetts, the Children's Law Center of Massachusetts, Greater Boston Legal Services, the Justice Center of Southeast Massachusetts, the Muslim Justice League, the National Lawyers Guild, Massachusetts Chapter, and the Political Asylum/Immigration Representation Project are all involved in the lawsuit.

Alexi Cohan contributed to this report.

Top Police Official Seeking Trump Job Reversed Position On Criminal Justice Bill

November 19, 2018

President Donald Trump is considering a top national police official to be his director of the Bureau of Alcohol, Tobacco, Firearms and Explosives, an appointment that critics say could be a potential reward for his support of a White House-backed sentencing reform bill.

Opponents of bipartisan legislation to overhaul federal sentencing guidelines were surprised to see Chuck Canterbury, the head of the influential Fraternal Order of Police, standing beside Trump on Wednesday at an event celebrating the proposed measure. The police group, which Canterbury has headed for more than a decade, had previously opposed the legislation. It was an unusual move for the law enforcement veteran, who enthusiastically testified at last year's Senate confirmation hearing on behalf of Jeff Sessions, Trump's recently dismissed attorney general and a high-profile opponent of the criminal justice reform legislation. Canterbury's group said in a statement ahead of the president's endorsement that the First Step Act would boost safety "in our streets and neighborhoods" and better protect police.

"We are proud to stand with President Trump on this issue," he said Wednesday.

But Congressional opponents of the bill are suspicious of the FOP's endorsement, given that Canterbury has been seeking a top job in the Trump administration, according to two Republican aides.

"They should get something out of this," said one law enforcement official, who opposed the plan and thought Canterbury went "out on a limb" by signing

off on it. "I would guess in some way this is not going to be the perfect bill."

The legislation hit an additional snag after Senate Majority Leader Mitch McConnell said he may not have time to bring it to the Senate floor for a vote this year, emphasizing that time is tight and he plans to prioritize a spending bill that would prevent the government from partially shutting down on Dec. 7, as well as a farm bill that will funnel money to rural parts of the country that form the bedrock of the Republican Party's support.

Canterbury recently emerged as a contender for ATF, where deputy director Thomas Brandon has served as the acting head since April 2015, according to three sources familiar with the situation. He has for months been lobbying for a "big job" in the administration, according to a former White House official, who said Canterbury's name was bandied about for several roles.

Canterbury has a "very good relationship" with Trump, according to a close friend, and has been a regular presence at White House listening sessions on immigration and issues affecting law enforcement. At a late October board meeting, he told colleagues he was flattered to have had his name floated for ATF chief, but had not formally been offered the job, according to a person in the room. This person said Canterbury is currently running for an eighth term as head of the FOP, describing the competitive re-election process as "like running for Congress nationwide."

"Chuck is one of the most honorable people I've ever worked with and if he is selected, I can't think of a finer person to take the position," Jonathan Thompson, executive director of the National Sher-

iffs' Association, told POLITICO.

But Thompson's group, which represents over 3,000 elected sheriffs in the U.S., was among several to forcefully push back on the legislation, claiming in a statement this week that the bill would "release dangerous criminals back into our communities... [and] falls far short in the funding, personnel and social services needed to protect our communities."

Republican senators who have withheld support for the measure, which would require 60 "yes" votes to pass the upper chamber, cited the opposition by Thompson's organization in defending their own position.

"I put great weight on the views of those sheriffs," said Sen. Tom Cotton (R-Ark.). "They have grave concerns about a 'social experiment' of this kind."

Like other opponents, Cotton said he would prefer that the legislation "focus on prison reform and give prisoners who are on their way out of prison a chance to land on their feet," instead of introducing greater leniency in mandatory minimum sentencing for serious offenders.

The Fraternal Order's endorsement puzzled its law enforcement community allies in part because it was a reversal of its earlier position.

Canterbury and his team had several meetings and phone calls with White House officials, including the president's son-in-law, Jared Kushner, between August, when the group reportedly described the proposal as "unworkable," and Trump's declaration of support this week. "There were regular phone conversations with staff and we sent a letter to the president articulating our concerns," said FOP executive director

Jim Pasco.

"Pasco said the group struck "common ground" after changes were made to the bill, including the removal of conditions that would have eased existing limitations on early release for persons who used firearms in the commission of their crimes."

"We wanted it to be well-defined that violent felons wouldn't get reduced sentences," Canterbury told the *Washington Post*.

Others suggested the FOP was never truly against the legislation and made it easy for the administration to secure their support. "They were ready to fold pretty quickly," said the law enforcement official, who claimed the group at one point simply requested a "study on the effects" of the legislation in order to throw their weight behind it.

Those claiming the group's endorsement was linked in some fashion to Canterbury angling for a Trump administration post are playing "part of the game in Washington," Pasco said.

"It was a confluence of timing. I don't think there's anything nefarious or untoward," added the person close to Canterbury.

Should the bill pass the Senate, it would return to the House where proponents of the legislation have already begun whipping support in its favor. One potential problem as the plan moves forward is acting Attorney General Matt Whitaker, who has privately warned Trump about aspects of the bill related to illicit drugs. However, Sen. Lindsey Graham (R-S.C.) told the *Post* that Whitaker "doesn't want to kill it" following a meeting with the interim attorney general.

From *Politico*

Why Long-Term Investing Pays Off

Star Performers Investment Club Celebrates Benchmark \$2.5 Million Portfolio

Gala 23rd Year Celebration Enjoyed by Patient Investors

By Mike Hebel, Club Member

On April 5, 2018, the Star Performers Investment Club members met, with their spouses/partners, in the Private Dining Room of Bistro Boudin at SF's Fisherman's Wharf, to commemorate and applaud — again — achieving another investment milestone. Its portfolio had climbed to over \$2,500,000 in value and the club, formed on August 29, 1995, celebrated its 23rd anniversary. It was a joyous prosperity dinner. The upstairs dining room at the Bistro was a splendid location for this celebration, with magnificent wharf and Bay views.

The partners had celebrated their \$1,000,000 milestone in October 2013 at the Carmel Valley Ranch and their \$1,250,000 in April 2014 at the Water Bar restaurant near the foot of the Bay Bridge. Their \$1,500,000 was celebrated and toasted at the Boudin Bistro in March 2015. Mike Hebel, the Club's president, had accurately forecast in April 2014 that the Club would hit \$1.5 million in mid-2015. He then boldly asserted in mid-2016 a forecast of \$2.0 million by July 1, 2018. He missed this one — the Club hit \$2.5 million in April 2018!

The 30 partners, mostly active and retired SFPD members, toasted each other for having the patience and endurance to remain together since August 1995. It was formed with the three "E's" as its foundation — Education, Entertainment, and Enrichment — and over the years, this is exactly what the Club has done. It has diligently studied stocks and mutual funds, invested wisely, stayed the course, and celebrated, initially, each \$100,000 advance but now does so at each \$500,000 milestone.

The Road to Success

Getting there was quite a trip. Like most clubs and individual investors, Star Performers saw its portfolio erode during the dot com crash of 2000–2002. Its portfolio reached an all-time high (\$539,000) in August 2000; thereafter, it painfully declined to \$309,000 by September of 2002. Then it began a steady climb to \$795,836 (October 2007)



only again to retrace and retreat in the global financial crisis of 2008. By February 2009 the "Great Recession" of 2008 reduced the portfolio to \$384,330. But with patience and faith in the American economic system, the portfolio sprung back and registered \$800,639 in 2010. And thereafter rapidly hit \$1.0 million, \$1.25 million, \$1.5 million and now \$2.5 million.

Star Performers meets the first Thursday of each month, 11am, at Northern Station's Community Room. Typically at a monthly meeting the Club will review its equity portfolio, its partners' capital accounts, any significant events affecting its holdings, and the current condition of the US and global economies. Partners review and present reports on individual stocks and mutual funds — both those presently owned and those under consideration. Buy and sell decisions are then made by majority vote.

The partners are already making plans for their \$3,000,000 Royal Celebration. A very special gala for its first \$3.0 million portfolio is under active consideration. The partners are committed to remain with the Club for the long term, for they have clearly seen the results of long-term, patient investing; they believe in "staying the course."

Top Ten Holdings

Amazon	5.6%
Visa	5.4%
Home Depot	4.6%
Berkshire Hathaway	4.6%
Starbucks	4.2%
Vanguard Health Care Fund	3.8%
AbbVie	3.6%
Lam Research	3.3%
Johnson & Johnson	3.2%
Apple	3.2%

Investment Process

The Star Performers Investment Club is affiliated with the Better Investing/National Association of Investors Corp. (NAIC) — a national educational organization of over 2,500 US investment clubs. The number of clubs with portfolios of \$2 million or more is about 25 (1.0 %) according to Better Investing-NAIC.

The Club invests monthly (\$5,400/average), reinvests all dividends (now over \$54,000 annually), looks primarily for growth companies that are "best of the breed" while also paying dividends, and seeks a broad diversification of industries and company sizes. It has one mutual fund — Vanguard's specialized portfolio — health care (a health care sector fund) and one ETF — XLE (an energy select sector).

The Club relies on Value Line, Standard and Poor's, TD Ameritrade (its discount broker) and Morning Star for its research. Also, members subscribe to *The Wall Street Journal*, *Barron's*, *Money Magazine*, *Kiplinger's Personal Finance Magazine*, *Forbes*, *Fortune*, and the NAIC monthly publication *Better Investing*. Some are committed listeners to Ric Edelman and

Greg O'Donnell (KSFO on Saturdays), Bob Brinker (Starship Money Talk, KSFO on Sundays) and viewers of Jim Cramer's "Mad Money" (daily on CNBC).

The Club is looking for companies with strong and growing revenues, earnings, cash flow and growing dividends. It is also concerned about price. At its investment best, Star Performers buys good to great companies at fair to good prices and holds them for long periods. It looks for companies with great management, demonstrable competitive advantage, and with favorable balance sheet characteristics (cash generation, return on shareholder equity).

Amidst the media chatter that a bear market and recession is coming soon, the Club remains optimistic that the Dow Jones Industrial Average (DJI) will hit new continuing highs in 2019 crossing the 27,000 boundary by the 1st quarter of 2019; its all-time high of 26,951 was achieved in early-2018. It believes that the S&P 500 and NASDAQ will make single-digit gains in 2019 — with continuing record highs.

Star Performers Investment Club's Officers

Mike Hebel, president
Farrell Suslow, vice-president
Dennis Meixner, treasurer
Ray Shine, secretary

The club's partnership agreement allows for up to 30 members. Its 30th member was inducted in April 2016. A waiting list is kept. If interested, please contact Mike Hebel (mike@sfpoa.org) for more details.

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PAL Corner

By PAL Staff

Greetings from the SFPAL Team. Lots of exciting things to cover this month, so let's get to it!

The PAL Cadets have been busy since we last checked in with them. The Cadets were treated to a fantastic night of training from Sgt. Trujillo from the Gang Task Force Unit. Sgt. Trujillo spoke to the Cadets about the dangers of gangs, not only in the San Francisco Bay Area but also worldwide. He kept our Cadets on their toes with stories of his personal experiences and informative videos of how dangerous gangs really are; our Cadets soaked those up like sponges. Sgt. Trujillo ended the night with telling the Cadets that he too started out as a PAL kid. He encouraged our Cadets to keep up the hard work! We would like to give a big PAL Thank You to Sgt. Trujillo for such a great night of training.

Our Cadets also visited the SFPD Tactical unit this month. Captain Falvey invited our future crime fighters and they had an impeccable experience. Our new Cadets usually tell us that they want to be part of the TAC unit or the Narcotics team. We always explain to them that you have to work really hard to make it to those units. The Cadets found out first hand how hard working and dedicated an Officer has to be in order to be chosen for our TAC unit. The Cadets also had the chance to see the many "toys" that our TAC officers have at their disposal. Our Cadets had huge smiles on their faces, as they got to imagine themselves as future TAC officers. A big Thank You to Captain Falvey and his team for providing such a great experience for our Cadets. Now they know what it takes to be part of such an elite unit, and it's up to them to



push themselves to achieve it!

To decompress, our Cadets were also treated to a night of relaxation, with a yoga night hosted by Kristine Demafeliz. Kristine was nice enough to train our Cadets at the Police Academy. On top of the Cadets school lives, our Cadets somehow find the time to train with PAL year round. They volunteer hundreds of hours a year at events throughout the city. We wanted to give them a night to just let it go and relax. The yoga night offers a chance for them to work on both, their physical and mental makeup. Thank You very much, Kristine, for taking the time to help and to teach our Cadets.

Lastly, our Cadets had a night of SIMS Prep. Our Cadets spent the night learning the importance of officer safety and communication with dispatch during a traffic stop. Our Cadets learned pretty fast that there is no such thing as a routine traffic stop anymore. All night, they kept their guard up, preparing for their night of SIMS. We will report on how well they did next month!

Our Jiu jitsu program remains the hottest ticket in town. Officer Giovannelli and his team of instructors continue to provide a positive and educational environment for our students to thrive in. The students have made some huge progress and are constantly learning new moves. The program also provides an opportunity for kids from all parts of San Francisco to meet each other and to interact. New friendships have been formed and a big Thanks goes to Officer



Giovannelli and his team!

The SFPAL 49ers Junior Peeewe team played its final game on 10-20-18. Unfortunately, they finished with a loss to the Bayside Broncos. The Junior Peeewe's ended the season with a 3-7 record. It should be noted that the 49ers fought through a fair amount of adversity ranging from weight issues, injuries and some personal tragedies. We as coaches were honored to be a part of their young lives and their growth on the field, as well as off the field.

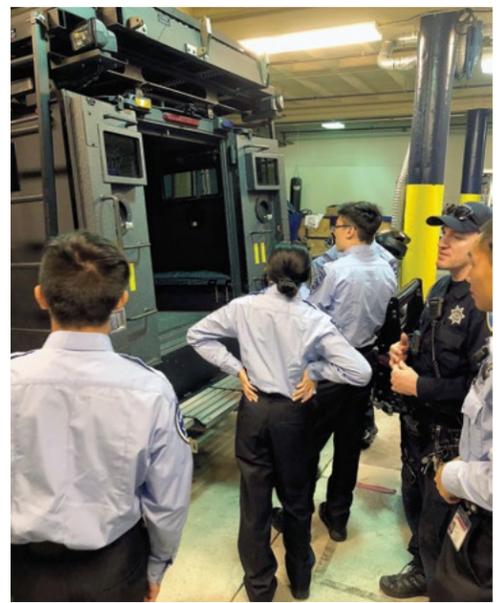
The SFPAL 49ers MiteyMite team played its final game on 11-4-18. It was their second-round playoff game that ended with a loss to the Santa Clara Lions. Congratulations on a fantastic regular season of 6-1-1. Throughout the season they played tenacious defense and displayed an exciting offense. Hats off to the MiteyMites and we look forward to their future endeavors!

The SFPAL cheer/dance squad took first place in the Peninsula Pop Warner Cheer Championship at Evergreen Valley College in San Jose. Congratulations young ladies! Job well done!

We at SFPAL are proud of these young men and women. We are grateful for the privilege of mentoring and teaching these young people not only about their particular sport but also about life.

Upcoming Events

Our Annual Toy Drive in partnership with Costco and the SF Police Credit Union benefiting St. Luke's Hospital taking place from November 5th-December 5th is in full effect. Please drop off donations at the SFPAL Irving Street Branch

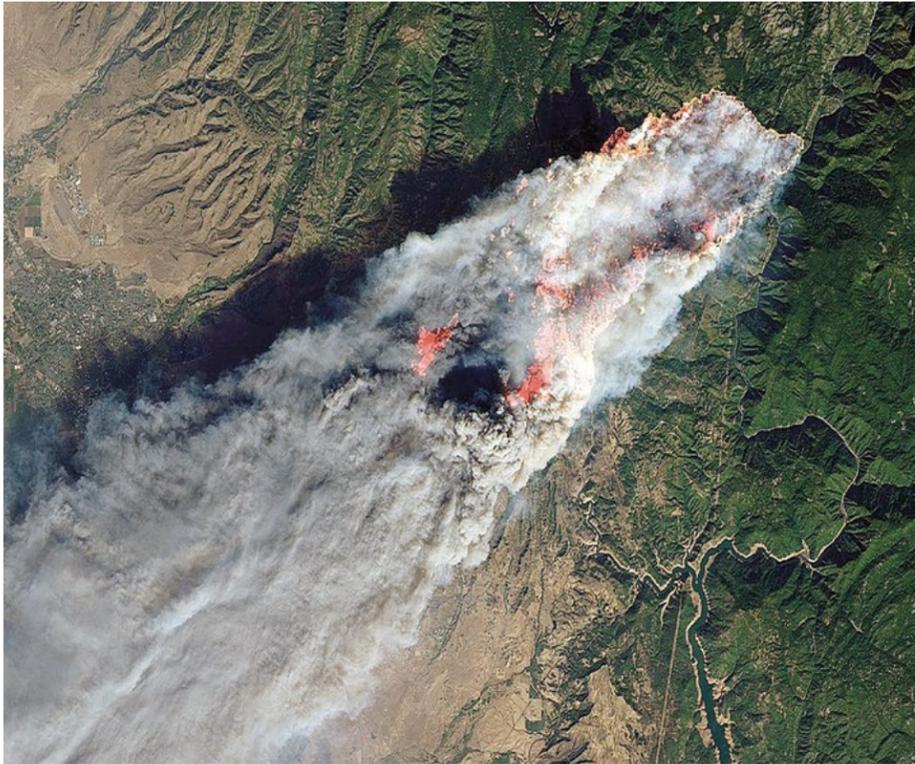


or SFPAL Police Academy.

SFPAL cordially invites you to attend our 60th Anniversary Hall of Fame Gala at the Olympic Club, Lakeside location on April 13th, 2019. For more information on the event, tickets, ad space, and sponsorship opportunities please visit our website.

That's all, for now, folks, take care. Your SFPAL Team





The Camp Fire; Members' Families Need a 10-25

To: Active & Retired Members
From: President Tony Montoya & Secretary Matt Lobre

The firestorm from the Camp Fire in Butte County has devastated one of our member's family. Officer Chad Tomasulo-Campos from Co H has three family members who completely lost their homes. All three homes burned to the ground and everything they owned was destroyed.

Chad's family now must find some temporary housing and purchase the basics for survival while they cope with this disaster and deal with possible rebuilding or relocation.

Chad has established a GoFundMe account for his family to help them through this most difficult time. Every little bit helps so please consider a donation. Thank you in advance for your generosity.

To help out, visit this link:
<https://tinyurl.com/y9a7fev5>

Editor —

Our daughter Jennifer and her family lost their home in Magalia to the Camp Fire. They were lucky enough to escape with their lives, but only managed to grab some clothing for their 1 and 5-year old children. My son, Charlie has started a Go Fund Me account for them. Coming from a family with two generations of police officers, I am

hoping that members of the Department, both active and retired, are able to assist our daughter and her family while they try to cope with their tragic loss. They can do this by accessing the Go Fund Me website and typing in www.gofundme.com/Vanella-family-fire-recovery-fund

Sincerely,
 Vince Simpson

POA Mail

Dear SFPOA —

On behalf of San Francisco Emergency Management Foundation, we would like to thank you for your continued support of Dispatchers Appreciation Week.

As you are aware, the San Francisco Emergency Management Department leads the City in planning, preparedness, communication, response, and recovery for daily emergencies, large scale citywide events, and major disasters. It is the vital link in emergency communication between the public and first responders, and provides key coordination and leadership to City departments, stakeholders, residents, and visitors.

Sincerely,
 Penny Eardley
 Executive Director

Dear SFPOA —

On behalf of the San Francisco Police-Fire Post 456 of the American Legion, I would like to thank you very much for your continued support of the San Francisco Police-Fire Post's Officer & Firefighter of the Year Awards Banquet. The dinner was an unqualified success. I know that the men and women honored were very gratified. It would not have been the success it was without your generous support. Again, thank you and God Bless America.

Sincerely,
 Greg Corrales,
 Adjutant American Legion SF
 Police-Fire Post 456

team provided to Bay Area Cancer Connections. We're blown away by the fact that there was full participation of the San Francisco Police Department and the San Francisco Police Officers Association. The fact that you raised \$25,000 for our organization has left us speechless. There really are no words to fully express how much your partnership means to us.

The Pink Patch donations will help us continue our support of those affected by breast and ovarian cancer in our community. Our services would not be possible without your generosity. We look forward to continuing to build our partnership and working together in the future to further showcase the philanthropic devotion your force has to the Bay Area.

You're extraordinary people for all that you do. You are true heroes and we greatly appreciate each and every one of you - not only for how much you have supported us, but the greater community overall. Thank you from the bottom of our grateful hearts!

Please share our gratitude and appreciation with all of the employees and officers, especially
 Chief of Police Scott
 Deputy Chief Moser
 Tony Montoya (POA)
 Tracy McCray (POA)
 With gratitude from a fellow community supporter and on behalf of your BACC family,

Rina

Dear SFPOA —

This letter is to acknowledge your generous donation to the San Francisco Foster Youth Fund, sponsoring our 2018 Winetasting fund raiser. Your support will enable us to help some of San Francisco's at-risk children.

Sincerely yours,
 Eric G. Hoberg

Treasurer Board of Directors
 San Francisco Foster Youth Fund
 (formerly Workers' Children's Fund)

Dear SFPOA —

Thank you for San Francisco Police Officers Association's contribution to Equality California.

Your donation fuels our efforts to ensure that we achieve a world that is healthy, just, and fully equal for all LGBTQ people.

On behalf of the countless people helped by your generosity, thank you. With gratitude,

Rick Zbur
 Executive Director Equality California

Editor —

I Got this from Barry Johnson. Please pass on to other law enforcement type that may be interested in obtain this DMV special license plate:

The California Peace Officers' Memorial Foundation is working to secure approval for a special license plate. A portion of the cost of this plate would help ensure that CPOMF (California Police Officers Memorial Fund) can continue to honor our fallen heroes. Please consider visiting <https://drivetoremember.org/> to express your interest in this license plate. You aren't committing to anything, just showing the DMV that enough people are interested. Thanks for your support. #DriveToRemember#NeverForget

Thank you,
 Steve Bosshard

Dear SFPD/SFPOA —

We cannot thank you enough for the gracious, generous support your

Chief's Corner

I hope everyone had a Happy Thanksgiving with friends and family! In my last article for this year, I wanted to extend my sincerest thanks to each and every one of you for the outstanding manner in which you took care of business, in keeping our city and each other safe in 2018. Over the last few months, there were many challenges and changes we endured together. This, I believe will make us even stronger and unified as we serve our great city in 2019.

In closing, I would like to extend best wishes, from my family and me, for a peaceful and joyous holiday season. I encourage all of you to take time to reflect on the blessings and the relationships we cherish most!

Be safe always, and please take care of each other!



Oro en Paz, Fierro en Guerra!
 William Scott
 Chief Of Police
 San Francisco Police Department

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2nd Prize — Apple Watch

3rd Prize — \$250 Shopping Spree (\$100 Costco, \$75 Amazon, and \$75 Target)

4th Prize — Dinner for 2 (Value \$200) at Morton's The Steakhouse



Special Olympics
 Northern California

POLAR PLUNGE

Contact Person: Sgt. Ray Padmore @ 415-238-6396

Atlanta Police: Pay Raise Won't Help Us Recruit

Atlanta police and firefighters say a pay increase approved by the City Council won't do enough to replenish their thinning ranks.

"Although it's a good gesture, it's not going to stop the problems we have," Atlanta Police Department Union Representative Ken Allen told *The Atlanta Journal-Constitution* on Tuesday.

Trying to give the first responders a boost, the council on Monday approved a 2019 budget that includes a 3.1 percent raise for police officers and firefighters. But only current officers are eligible. The starting salaries for new recruits will remain the same: about \$40,000.

Both the fire and police departments say they are struggling to recruit and retain personnel. City Councilman Dustin Hillis said each is approaching a 20 percent vacancy rate.

"We have recruitment and retention issues because we have compensation issues and that's pretty obvious," Hillis said. "(The raise) is a small token to show that we are and we will continue to have the conversation about those issues."

The staffing shortfall at the Atlanta Police Department came into sharp focus in an audit released two weeks ago. It revealed that APD accounted for the brunt of \$54 million in city overtime expenses in the final years of Mayor Kasim Reed's administration. Some officers doubled their salaries with overtime pay.

Regional director of the International Brotherhood of Police Officers Vincent L. Champion chalked up the steep overtime spending to years of understaffing the police department.

"We are not staffed fully and properly," Champion told *The AJC* at the time. "The mayor's office under (former Mayor Kasim Reed,) they were very well aware of this. They did not budget for it."

The Atlanta police and fire depart-

ments currently fall behind both the local and national market rate for compensation; According to the occupational employment statistics from the Bureau of Labor Statistics, the average annual salary for police officers and firefighters are \$64,490 and \$51,930 respectively. In Atlanta, the starting salary for police and fire employees is \$40,000 and the maximum is \$55,670.

Union representatives hoped compensation changes would make the city's salaries more competitive. Adjusting the pay scale and giving personnel a higher salary would draw more talent to the departments, they argued.

However, the raises approved this week won't do that, Allen said.

The raises will be given to all sworn personnel who make a satisfactory score on a job evaluation. But that don't extend to people hired after July 1, who will still start at a salary of \$40,000. Though sworn personnel can enjoy a bump in pay, the pay scale hasn't shifted and the departments won't be able to offer new recruits a more competitive salary, Allen said.

The raises could actually hurt retention efforts, Allen added. The police and fire departments are set up on a tiered system with salary increases that reflect years of service: The salary of a person with 10 years of service or less is \$40,000, people who have served 11 to 15 years make \$43,428, and personnel with over 15 years make \$46,856. The union originally asked to shift the entry-level pay from \$40,000 to \$52,000 and to raise the maximum pay threshold from \$55,000 to \$64,500.

"As people get promoted, these pay raises disappear," he said. "When they move into the next tier of payment, this three percent is not active."

The raise being calculated as a per-

centage of the salary is an added concern, Allen said. The people with the largest salaries also receive the largest raise, causing frustration for officers.

"That's going to send a negative message to officers," Allen said, "because they already feel they're the furthest behind."

Officer salaries have long been a contentious issue and Hillis says the council will continue to look for ways to address retention and recruitment issues. A compensation study out of the police department is pending and the council

has "encouraged the fire department to conduct a similar study," Hillis said.

"(The study) is really going to drill down into some of these compensation problems the department is having," Hillis said. "We look forward to receiving study and working toward implementing that as soon as we can."

The Atlanta public safety agencies last saw raises in 2016.

From *The Atlanta Journal Constitution*

'Someone's Gotta Rescue The Rescuers' — Fines Would Pay For First Responder Hotline

September 26, 2018

Legislation to resurrect a mental health hotline for EMS and firefighters in the state is working its way through Trenton. Senate Bill S2898 would carry a \$250,000 annual price tag that sponsors hope would be supported by fines for fire code violations.

State Sen. Fred Madden, D-Gloucester, says some first responders struggle with mental health issues such as substance abuse and post-traumatic stress disorder from what they witness at fires, traffic accidents or crime scenes.

Madden says the helpline would be manned by fellow first responders.

"It gives them an avenue to try to help speak to someone else that has walked in their shoes," he said.

"It is an opportunity essentially for the government, with the support of the people, to lend psychological and

mental health support to the firefighters and emergency medical personnel that are responding to the various calls and crises throughout the state."

The bill passed the state Senate Law and Public Safety Committee unanimously on Sept. 17. State Sens. Paul Sarlo, D-Bergen, and Linda Greenstein, D-Mercer, also co-sponsor the bill.

Rutgers Behavioral Health Clinician Sherrie Castellano, whose husband is a first responder, shared her expertise during a committee hearing on the bill.

"Someone's gotta rescue the rescuers who are saving everyone else and the commitment of these heroes really deserves this type of program," she said.

Castellano cited a study about the increase in suicides in firefighter deaths. They are also five times more likely to experience PTSD.

From *New Jersey 101.5*



Another old photo that landed in the editor's in-box without accompanying information. Judging from the presence of the music stand and the NBC Radio microphone, it appears to be an event or important announcement that was being broadcast live. But, if it's just radio . . . why the shotguns? *Email comments to journal@sfpoa.org.*

Book Review

The Witch Elm: A Novel

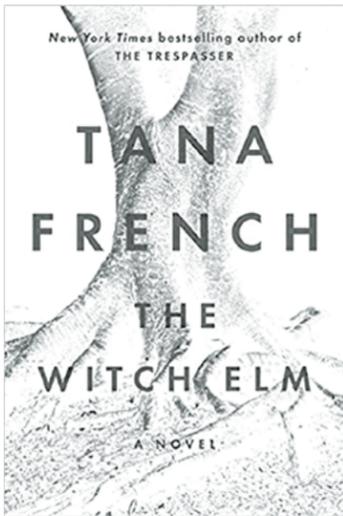
By Tana French
Reviewed by Dennis Bianchi

Tana Elizabeth French was born in Burlington, Vermont but has lived in many countries in her 45 years, including Ireland, Italy and Malawi. She eventually settled in Ireland and resides in Dublin with her husband and their

two daughters. She has dual citizenship of the United States and Italy. She originally trained as an actor at Trinity College and continues to work in theater, film and voiceover. She is, however, best known as an author. Her crime novels have received numerous awards including the Edgar, Anthony and Macavity, and the *Los Angeles Times* Award for best thriller/crime novel. Her initial book, *The Woods*, has sold over

one million copies. The majority of her novels involve the Dublin Murder Squad and detectives Ryan and Maddox. The book under review here, *The Witch Elm*, is a break from that series. It retains the complex mixture of a murder mystery and a psychological thriller.

The protagonist of *Witch Elm*, Toby Hennessy, is a young man who believes he was born with good luck. He works in public relations for an art gallery in Dublin, has doting parents, a girlfriend



who adores him, friends, an athletic background and a nice apartment in the city. His luck is challenged when two burglars break into his apartment while he sleeps. He takes matters into his own hands and is savagely beaten by the two thieves. He ends up in the hospital for a lengthy stay. Left with a severe limp, his speech slurred, and

an eye-lid that droops, Toby also has a grossly damaged memory. The author does a great job of describing the attack and hospital recovery. Toby is very chary of returning to his apartment but doesn't want to move back in with his parents nor live with his girlfriend. He is spared the choice due to some very bad news that his elderly uncle Hugo, who resides alone in a family home in a different part of Dublin, has been

diagnosed with terminal and inoperable brain cancer. Being a bachelor, Hugo could use the assistance of a live-in aid and has always enjoyed Toby's company. Toby's girlfriend joins him in the move to Hugo's house and the story now really begins.

Both Hugo and Toby seem to be getting along well and Toby shows signs of improving his health. There are numerous characters in the novel, including two of Toby's cousins: Susanna, who

is married and has two children, and Leon, single and gay. One afternoon the entire family group has gathered to listen to what Hugo plans for the family residence upon his death. The children are shooed outside for the adults to discuss this and to their horror and shock, they discover a human skull that had been hidden inside a large old wych elm tree in the backyard. The police are summoned and the novel takes on an entirely different personality, of mystery, of murder and the secrets that people hide within their minds and souls. Toby's unstable memory plays a huge part of trying to solve the murder.

It takes the police and forensics a short while to discover that the skeleton concealed in the tree is that of a young man that Toby, Susanna, Leon and their friends all knew. His name was Dominic and there was a common belief that he had committed suicide and his body not recovered. At this point in the story the detectives learn that the victim and his death were a lot more complicated than an unrecovered body. Dominic was somewhat like Toby: a bit privileged, a decent rugby player and romantically pursued by girls during the group's teenage years. Unlike Toby, though, we learn Dominic had a troubled and menacing aspect to his personality.

Most times when a reader purchases a murder mystery there is an expectation of lots of action, perhaps an exciting chase scene or near escapes from imminent danger. *The Witch Elm* is seldom like that. In French's previous works the police may have been conflicted but they were clearly the agents of good over evil. In this book the reader is never sure about the detectives' motives. They are seldom forthcoming and seem overly duplicitous. The author omits any mention of the detectives' plans to interview the characters involved in the murder. She



also fails to reveal a clear picture of what are the detectives' intentions and/or suspicions. There are a few very violent scenes and a lot of foul language. Some of that language needs to be sussed out as the words are more common to Brits and Irish than to Americans. But the focus of this book is more on the details of what people are thinking, what motivates them and how easy it is to not see the truth about our acquaintances and ourselves. As Uncle Hugo states, "The thing is, I suppose, that one gets into the habit of being oneself. It takes some great upheaval to crack that shell and force us to discover what else might be underneath."

The book has been met with varied reviews, but Stephen King wrote glowingly about it, at one time comparing it to the works Thomas Hardy wrote in his prime. That is very high praise coming from an American literary icon. I would only add that the reader need be patient from time to time while reading this, as the author minutely, sometimes laboriously, takes us on an exposition with many turns and surprises.

To my readers, thank you for taking the time to read me. I hope you have found some good books along the way. I wish everyone a Happy Christmas season.

I wish to thank Ray Shine, our editor, for doing such a great job all year.

Dennis Bianchi.



London Breed
Mayor

Department of Emergency Management

1011 Turk Street, San Francisco, CA 94102

Division of Emergency Communications

Phone: (415) 558-3800 Fax: (415) 558-3843

Division of Emergency Services

Phone: (415) 487-5000 Fax: (415) 487-5043



Mary Ellen Carroll
Executive Director

Date: November 1, 2018

To: Marilyn Tinoco, Public Safety Dispatcher

From: Lisa Marie Gerard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month — November 2018

The Department of Emergency Management has selected you as **Communication Dispatcher of the Month for November 2018**.

In July of 2018 you received a call from a young woman reporting her grandmother was hurt and unresponsive. You were able to quickly assess the situation and determined with the assistance of the caller, that the grandmother was not breathing. You immediately began providing instructions for the caller to do to begin CPR on her family member. At the same time, you processed the request for service for Fire, EMS, and Police response.

Your calm and professional tone along with the stated reassurance that your caller was doing great work kept her cooperative and focused. You continued to provide instructions throughout the call with the caller responding to and performing every task you directed her to do. You continuously maintained control of the call while making your caller feel reassured. The care and speed with which you handled this emergency truly reflects your abilities to provide superior care to our callers and colleagues.

Marilyn, you are a true representative of professionalism and of the level of service we provide here in Communications. You are an asset to the Department of Emergency Management and the Division of Emergency Communications. Thank You and **Congratulations!!!**



Plunge

Cable Car Pull

5K Run

DATE: SATURDAY, DECEMBER 8, 2018

TIME: 0800

LOCATION: AQUATIC PARK

Please contact Sergeant Ray Padmore for Station Team registration or for additional information.

Raymond.Padmore @sfgov.org or 415-558-5539

Book Review

Why We Sleep

By Matthew Walker, PhD

Reviewed by Tom Feledy, Retired SFPD

"Scientists have discovered a revolutionary new treatment that makes you live longer. It enhances your memory and makes you more creative. It makes you look more attractive. It keeps you slim and lowers food cravings. It protects you from cancer and dementia. It wards off colds and the flu. It lowers your risk of heart attacks and stroke, not to mention diabetes. You'll even feel happier, less depressed, and less anxious. Are you interested?"

So begins a chapter of Matthew Walker's book, *Why We Sleep*. Walker, a professor of neuroscience and psychology at UC Berkeley, goes on to explain that there is nothing exaggerated about these claims. His book summarized the results of over 17,000 well-scrutinized scientific reports that document the proven benefits simply getting a full night's sleep.

Are you getting enough sleep? If after waking up in the morning, could you easily fall asleep at 10 or 11 AM? Can you function optimally without caffeine before noon? If you didn't set an alarm clock, would you sleep past that time? Do you find yourself reading and then re-reading the same thing? Walker says these are signs of sleep deprivation that need attention.

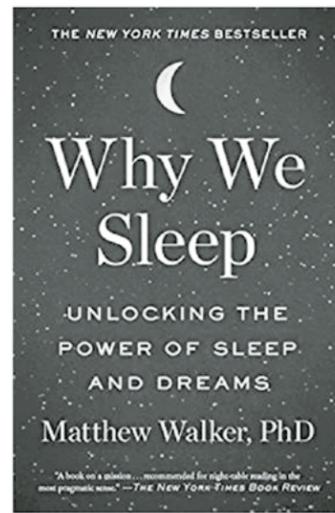
When we fail to avail ourselves of the simple remedy of proper sleep, we pay the price with our poor health, more traffic collisions, avoidable medical errors, the impaired development and education of our children, and increased medical costs as we age.

I can't go into all the research findings so well explained by Dr. Walker, but perhaps a few highlights will help engender more respect for your body's essential need for proper sleep.

- The **"circadian" rhythm** is your brain's 24-hour biological clock that approximates the earth's day-night rotation and adjusts various levels in your body for wakefulness and sleep by releasing varying amounts of melatonin and adenosine. This internal clock gets reset by sunrise and sunset - and gets confused by artificial light.
- **Melatonin** levels are affected by your exposure to light. Rising levels of melatonin signal your body to prepare to sleep. Melatonin pills can be useful in countering jet-lag, but they are not regulated by the FDA. The actual amount of melatonin in pills can vary from 83% less to over 478% more than what is stated on the label.
- **Adenosine** is the chemical that makes you sleepy. It builds up in your brain while you're awake and slowly increases your desire to sleep.
- **Caffeine** from tea, coffee, colas and other foods delays sleep by blocking adenosine receptors, masking the effect of rising adenosine levels in the brain. It takes about 8 hours for your liver to remove the caffeine from your system. Caffeine in the late afternoon affects how you sleep that night. **"Caffeine crash"** happens when the caffeine is gone, and all the adenosine that's been building up while the caffeine has been blocking it now hits those receptors, making it even harder to concentrate and stay awake.
- Our **sleep-wake cycle** changes as

we age. Children are wakeful at different times as they develop, with teenagers needing more sleep in the morning. Contrary to popular belief, older adults do not need less sleep; they need more, and the link between Alzheimer's and sleep is currently being studied.

- **When we sleep** has been distorted by modern society. Ancient cultures appreciated the value, now confirmed by biological research, of **biphasic sleep**: a nap at noon followed by a longer sleep at night. The mid-afternoon slump after lunch is your body telling you it needs a nap.
- **Nightly sleep** occurs in 90-minute cycles of **REM** and **NREM** sleep. Both are essential to brain health. REM ("rapid eye movement") sleep helps the brain process your daily experiences, solve problems, and form creative ideas. You dream during REM sleep. NREM ("non-REM") is essential for cleaning out the daily build up of toxins in the brain and consolidating memories. Pulling "all-nighters" when studying is ineffective because it deprives the brain of NREM sleep.
- **REM sleep** is what stands between rationality and insanity. Depriving otherwise healthy subjects of REM sleep, but not overall sleep time, for just three days causes them to become anxious, moody, paranoid, and to hallucinate - all signs of psychosis.
- **Intentional sleep deprivation** is a form of torture, causing permanent mental and physical damage. Prisoners become psychotic, lose their memory, lie, hallucinate and willing to agree to anything for the opportunity to sleep.
- As sleep time decreases, **mental and physical fatigue** during the day occurs more quickly, and your risk doing physical activities increases. Sport teams understand this and now provide traveling teams sufficient sleep before competing.
- **Drowsy driving** caused by "micro-sleeps," the body's unavoidable effort to sleep, causes 1.2 million vehicular crashes a year, exceeding those caused by alcohol and drugs combined.
- Proper sleep is crucial to **brain development**. Adjusting school start times to later in the morning noticeably improves student academic performance, and in the case of 16-year-olds who drive to school, was found to increase their life expectancy by reducing crashes.
- The link between sleep deprivation and the rise in **childhood ADHD** is being studied. Many doctors not trained in diagnosing sleep disorders prescribe *Adderall* or *Ritalin*, stimulants that disturb sleep, when they should be providing sleep therapy for the developing brain.
- Inadequate sleep affects your **emotional judgment and behavior**. It can cause extreme mood swings leading to sensation-seeking, risk-taking, and addiction. It has been linked to aggression, bullying and other behaviors in children.
- Using **LED lights** at night affects natural sleep rhythms. Electric lighting, especially in the blue spectrum emitted by LED's and the screens of phones, tablets, and computers 2



hours prior to bed reduces melatonin levels by 23%. Reading an iPad delays the rise in melatonin 3 hours more than reading a book. Lowered melatonin levels make it take longer to fall asleep.

- **Alarm clock** sounds cause sudden spikes in blood pressure and heart rate acceleration. Using your snooze button repeats this damaging process.
- **Alcohol**, a sedative, does not aid sleep. Instead, alcohol fragments sleep, littering the night with brief awakenings, unnoticed by the sleeper, who feels unexplainably fatigued the next day. Heavy alcohol use can cause sleep apnea, further interrupting sleep. Alcohol blocks REM sleep. "Delerium tremens" results from the hallucinations and delusions caused by the chronic alcoholic's long-term deprivation of REM sleep.
- **Sleeping pills** don't help you get proper sleep. They mask the effects of poor sleep and some, like *Ambien*, have been found to weaken brain connections formed during learning.
- The most effective therapy for in-

somnia is CBT (cognitive-behavioral therapy,) not pills or herbs.

- **National Institute of Health Tips for Healthy Sleep:**
 - Stick to a sleep schedule to establish a regular bedtime and wake-up rhythm, even on weekends. Set an alarm for bedtime.
 - Keep your bedroom dark, cool, and gadget-free.
 - Reduce caffeine as early as the afternoon
 - Avoid alcohol before bedtime
 - Avoid exercise 2-3 hours before bedtime
 - Avoid large meals and beverages late at night.
 - Go to bed only when sleepy and avoid sleeping the couch in the evening
 - Never lie awake in bed for any significant time; instead, go do something quiet and relaxing until the urge to sleep returns
 - Relax before bed by learning to reduce anxiety-provoking thoughts and worries
 - Remove visible clock-faces from view in the bedroom to prevent clock-watching anxiety at night.
 - Take a hot bath before bed to lower your body temperature and help you relax.
- You can listen to a Dec. 2017 interview with Matthew Walker on the website of KQED-FM's Forum program, where he discusses the sleep and why we need more of it. Matthew Walker's book, "Why We Sleep," is available as a very listenable audiobook to help you stay awake as you drive to and from work.

St Patrick's Day Parade Tour of Ireland March 13-26, 2019

Incorporating visits to some of Ireland's finest distilleries, breweries and pubs.



Only \$3,995 per person sharing. Single person supplement \$995.
\$1,000 deposit required, Space is limited, Please book early!

Call for details: Pat Burke 415-271-1176; Seán Canniffe 650-344-3765; Catherine Quinn 415-665-7330

March with the SFPD* in the 2019 St. Patrick's Day Parade in Dublin, Ireland. We will spend four fabulous days in Dublin in the run up to St. Patrick's Day. Take in the sights, sounds, flavors and culture of this wonderful City during its greatest festival. We will also be staying in Galway, Cork and Kilkenny on this fantastic tour, taking in some of Ireland's most famous distilleries and breweries as well as some of the country's most storied pubs, such as the Brazen Head, the oldest pub in the capital. Travel on board a luxury coach and stay in top hotels, selected both for their quality and their central location in the various cities we will visit.

The Tour is open to everyone, serving & retired law enforcement officers, their families, friends & anyone who supports them.

** Only Class 'A' Uniformed persons can actually march in the Parade, but other guests will have pride of place to cheer them on.*

PRICE INCLUDES:

Nonstop return flight between San Francisco and Dublin.

Luxury coach travel.

12 nights in deluxe hotels:

- 5 nights at The Camden Court Hotel, Dublin
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Pat Burke, SFPD Ret. (Quinn Travel)
Sean Canniffe, Publisher, Irish Herald Newspaper
Catherine Quinn, Quinn Travel

CST #: 2021374-70

Classified Ads

Boat for Sale

1976 SPORTSCRAFT FISHING BOAT 350 Ameracruiser engine. 27 ft long with a 2ft, 8 inch drift. It needs a new carburetor. Clean. Asking \$2500.00, located in a slip in PILLAR POINT harbor, Half Moon Bay, CA. Contact Holly at 415-608-3415

For Sale

FRANKLIN MINT 1955 CHEVY BEL AIR "The Ultimate Enforcer" Police Chief die-cast model. 1:24 scale. In original packing, never displayed. Make offer. 415-676-7191.

Home for Sale

STAR, IDAHO (SUBURB OF BOISE). Less than 5-year old build. 2,400 Sq. Feet, 3 Bed, 2.5 Bath, Single Level, "open" floor plan. Garage and RV bay. Large modern kitchen. Landscaped. Asking \$459,900. Contact Rene LaPrevotte at goldcountryreaper@comcast.net.

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SOUTH LAKE TAHOE GETAWAY Located at the Y with close proximity to ski resorts, Camp Richardson and Casinos. Large 3 bed, 2 bath house with loft, will accommodate 10 adults comfortably. Hot tub, Wifi and deck for BBQ. Website www.842clement.com. Contact Sgt. John Andrews Tenderloin Station at jandrews107@hotmail.com for prices and availability.

MAUI - KAPALUA GOLF VILLA - Best view in resort. Overlooks Kapalua & Napili Bays. Views from three sides. Living & dining rooms, lanai, designer bath & fully supplied granite kitchen. Upper level master suite with full bath, sweeping views. Second lanai looking at the 1st hole on the Bay Course. Two TV's, WIFI. Walking distance to the Tennis & Golf Shops, restaurants, beach and the RITZ. Access to 4 pools. We provide everything for the beach. Rates are set respectfully for SFPD and Military personnel. Villa is set up for two people only. Contact: Rich Bodisco - 415-810-7377. SFPD retired.

SOUTH LAKE TAHOE CABIN - CUSTOM BUILT. 3 Bedrooms + Convertible Beds, 2 Baths, Sleeps 10 Adults + 3 Children. Bonus room that can be used as a bedroom plus game room with mini fridge and beautiful pool table. more info www.vrbo.com/106314 Call Eva 925-325-1461

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

MAUI CONDO RENTAL-Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/nfo at www.flipkey.com/kihei-condo-rentals/p317667 or www.VRBO.com/221566. SFPD/SFFD discount. Contact Alan or Laurie McCann 925-260-2904

Wanted

HOTWHEELS die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene 415-913-9161. renerg301@sbcglobal.net

December Word Find

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

Another year come and gone. So much to be thankful for.....even with all that is going on around us, hope you can find some peace in each of your days. Happy Holidays!

WINTER	GRATITUDE	SLEIGH
CHILLY	MITTENS	SKATE
SNOW	FROSTY	JOY
TREES	GLOVES	WREATH
DECORATE	SCARF	TRAVEL
DEER	PENGUIN	RIBBON
COZY	IGLOO	CANDY
FAMILY	COAT	LIGHTS
COOKIES	BELLS	CAROLS
PEACE	CANDLE	STAR

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

Free Classified Advertising Available for POA Members

The POA Journal has free classified advertising, a no-fee service available to our active and retired members. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in three consecutive issues. An ad may run for three additional issues upon request of advertiser.
- Ads must be typewritten and submitted to the POA, attn: Journal Advertising in any of the following ways: US Mail, to the POA office; Interdepartmental mail, to the POA office, Email to journal@sfpoa.org

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Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

2018 Espinoza Tourney

CHECK IT OUT: Note the team pictures with my column showing the first and second place teams of the 14th Annual Isaac Espinoza Memorial Softball Tournament that took place on Sat. Oct. 27th at San Bruno Park and Lions Field (also in San Bruno). The Stoli Team run by **Jamie Diamond** beat a very strong Slumbuster team (who has won this tournament many times over the years) by a score of 14-13. The other teams that competed were: Northern/Southern, Hooters, The Seals, Bayview, and The Splinters.

This tourney has been put on every year by **Kevin Worrell** and **Marc Marquez** to raise money for the education of Isaac's daughter Bella. A barbecue was run by Marquez, and everyone who attended or played was able to eat, drink and be merry that day. As far as Isaac's family that attended, his parents **Isaac Sr.** and **Carol** were there along with his sister **Regina**. Volunteers that should be acknowledged are: **Nick "Nicky Bro Jr." Stewart** who helped run the tournament, his dad **Ken Stewart** who



delivered needed items to the fields, **Joe Rinaldi** who umpired all day long, and the lovely **Susan Shihadeh** who helped Marquez with the "que" during the day. Thanks also go to **Justin Monfridini** of Pacific Agri Meats in SSF as well as **Romel Shihadeh** of Amoura Restaurant/Schoolhouse Grocery also in SSF for donating to the cause. The San Bruno Park and Rec was a contributor and of course the SFPOA came through for the cause as usual. Otherwise, congrats to Stolis softball on being the winners of the day.



Stoli....Champs of the Espinoza Tourney posing with Isaac's sister Regina and umpire Joe Rinaldi.



Slumbusters....2nd Place in the Espinoza Tourney posing with Isaac's sister Regina and umpire Joe Rinaldi.

Seals Win In Manteca

The Seals Tournament team competed in a law enforcement softball tournament in Manteca on Friday, November 16th. This event is usually put on to collect food for needy families around Thanksgiving. This time, it was put on to raise food and supplies for the fire victims up in Butte County. It was a good day at the plate for the likes of **Mike Hara**, **Mike Alexander**, and **Steve Filippi**. It was even a better day for **Nicky Bro Jr. Stewart** and **Pat "Do You Like My Shirt" Cummins** who hit 10 and 8 homeruns respectively during the six games that the Seals played. Speaking of the six games that were played, The Seals rolled and won all of them pretty handedly on their way to be the tournament champions. It was also a great day when it came to a huge amount of food items and supplies that were donated for the cause. It should be noted that two guys who did nothing to help that day when they flaked out on the team and didn't show up were brothers who shall remain nameless (they know who they are). One didn't want to break a haircut appointment and the other didn't want to play in the hazy weather of Manteca. Really?? As far as those that did show: Great work fellas!

Worrell Playing Ball

Take note of the photo with this column of **Kevin Worrell** taking a lead off of second base. That was when he played for the SFPD Baseball Seals at Big Rec Field in G.G. Park on Saturday, Nov. 10th. The team was in need of players for their Bay Area Senior Baseball League, and Kevin went out there to help after not having played hardball in about ten years. Well, not only did he pitch somewhat successfully during the contest, Kevin even rapped out two hits while at



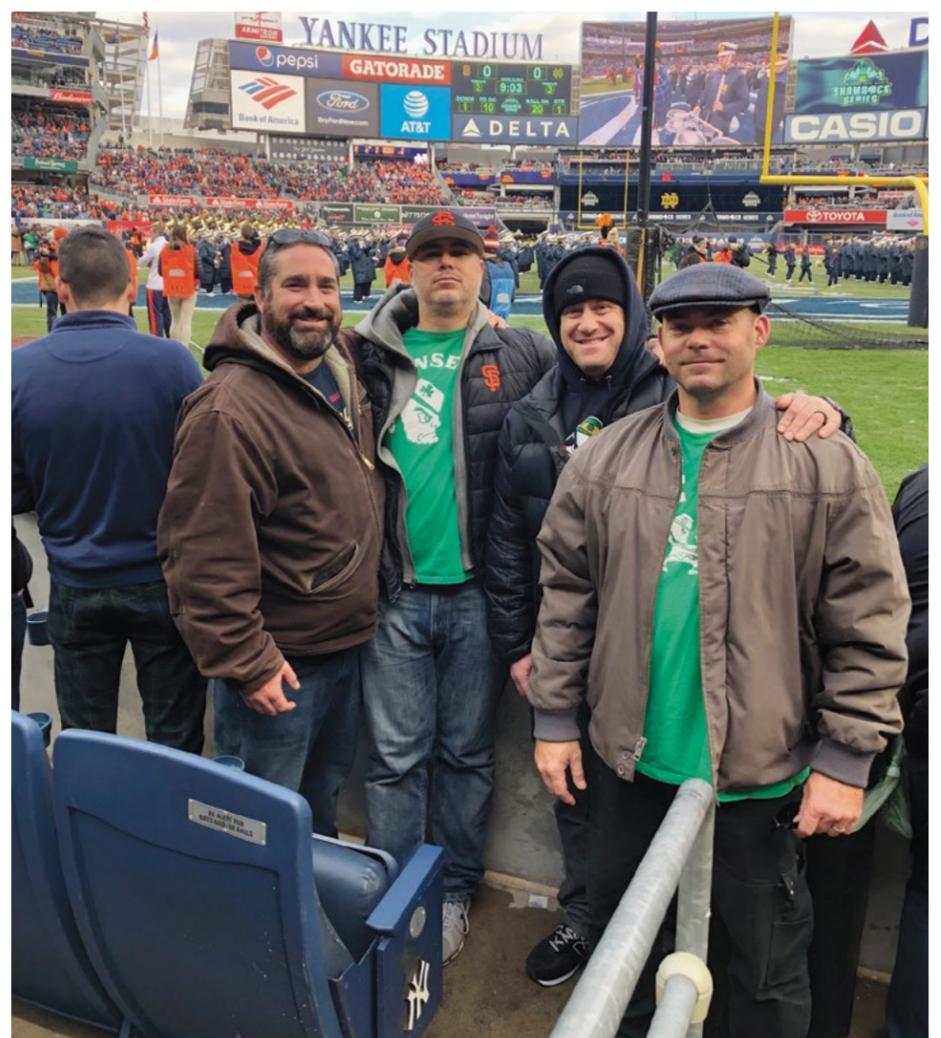
Kevin Worrell taking a lead off of 2nd base after smacking a double for the Baseball Seals.

the plate (one being a long drive where he stretched a triple into a double). Good work Worrell. You've still gottit.

Notre Dame Football At Yankee Stadium

Take note of the photo also with this column of **Dave O'Keefe** and company on the east coast at Yankee Stadium for a special college football game between the Fighting Irish of Notre Dame and The Orangemen of Syracuse University. According to O'Keefe, it was a fantastic trip to go and attend that game especially since Notre Dame won by a score of 36-3. In a couple of years, Notre Dame will be playing a game vs Navy in Dublin, Ireland. Now, that would be a special trip as well to go on.

That's all for now.....Stay well and safe this Christmas season, and So See Ya next year....



(Right to Left) Dave O'Keefe, Chris Dunne, Tom "Old Man" Guerrero, and Pat Dunne (Chris' brother) at Yankee Stadium for the Notre Dame vs Syracuse football game.

Nevada Police & Fire Games 2018

By Mark Obrochta
Manager, SFPD Baseball Club
Central Station

Back in August, the SFPD Seals Baseball Club made its first trip to Las Vegas for the Nevada Police & Fire Games. Although we didn't bring home any "hardware", we proved that we can compete with the big boys. When the schedule came out, we were tasked with Chicago P.D., the L.A. County Sheriffs, and our buddies from the NYPD in pool play.

In game one we were up against Chicago P.D., the eventual champion. For this game we put our MVP from the San Diego games on the "bump." Denis "Doc" O'Connor would hurl a valiant performance. The Seals jumped out to a one run lead in the top of the first with back-to-back hits by Steve "Flip" Filippi and O'Connor. However, in the bottom of the second, Chi-town wrapped three hits around two costly errors and a couple of walks to take a 6-1 lead. The

Doctor shut down Chicago the rest of the way. Unfortunately, we were unable to get our offense started, except for the highlight of our game: a booming round tripper hit by Paul "Franchise" McIntosh in the third inning.

The Los Angeles County Sheriff's Office Stars were next up. Our bats woke up and we came to play! In the first inning we stockpiled nine runs from a combination of sloppy play, walks and timely hitting from the top of the order — Filippi, Pat Cummins, Mitch Rowan and two hits from O'Connor. We added four runs in the third with L.A. pitchers walking in three runs. Nick Marks pitched a shortened "mercy rule" complete game gem; giving up one earned run on four hits with five strikeouts and no walks.

Our last game in pool play was against the perennial powerhouse, New York's Finest. This was a must-win game to advance to the playoff rounds. The Finest jumped out to a 6-0 lead over two innings. In the top of the third, we chipped away at the lead. Cummins hit a one out base hit, then stole second. Filippi followed with an RBI double. O'Connor then drove in Filippi with an RBI single of his own. New York answered with a four spot in the bottom of the third to take a 10-2 lead.

SFPD was not going to go down without a fight! Manny "Manolo" Serrano and Eric "Snatch" Barreneche started off the top of the fourth with back-to-back base hits. Filippi hit a shot to drive in Serrano. O'Connor came up next and knocked in Barreneche on a fielder's choice. This cut the lead to 10-4. Pat Cummins was handed the ball for long relief and kept New York at bay. In the top of the fifth, we battled back. Dustin "Moose" Colclough led off the inning

with a base hit. Nick "Stewie" Stewart followed with a walk. Serrano came to the plate to hit a line drive single, loading the bases for Barreneche. Barreneche stayed hot and hit a two run double. Next up, Filippi moved Barreneche to third with yet another base hit. O'Connor hit a fielder's choice to short, scoring Barreneche. The offensive onslaught ended with McIntosh's RBI double. When the dust cleared, we were tied up 10-10. Cummins continued to shut down the finest and we were headed to extra innings!

Rowan led off the extra frame with a shot to straight away center, hitting off the wall and missing a home run by two feet. Rowan ended up on second base with a lead off double. Not to be outdone, McIntosh followed with a towering two-run dinger to right to put us up by 2-runs going into the bottom half. We were feeling pretty good going onto the field, but it was not to be. With two on and two outs, NYPD's Jonathan Tineo hit a walk off 3-run homer to seal the game. Never-the-less: great games and great times in the sweltering Nevada Sun (112 degrees in the shade)!

Our MVP for the tourney was Paul McIntosh who went 4 for 9, two HRs, 1 2B, 5 RBIs and 2 runs. McIntosh also had several defensive gems. Honorable mentions go to Steve Filippi -5 for 9, 3 walks, 4 RBIs and 6 runs; Denis O'Connor - 4 for 11, 2B, 5 RBIs and 2 runs; Manny Serrano - 4 for 9, 3 runs and 3 RBIs; Pat Cummins - 6 for 12, 3 stolen bases, 3 RBIs and 5 runs. Cummins also played great defensively and pitched well in relief.

Finally, I'd like to give a special shout out and thanks to Coach Joe Salazar and players Mike Montero, Ray Biagini and Alan Katz for all of their help and sup-



The "Skipper" Mark "OB" Obrochta coaching third base



Joe Salazar directing traffic at first base



Alan Katz winding up in relief



Dustin "Moose" Colclough "in the squat"



The Seals trying to get some relief from the 115-degree Vegas sun



Nick "Stewball" Stewart on the bump against New York's finest.



Patrick Cummins poised to make another outstanding play at second base



Mitch "Mitchelob" Rowan about to drive one off the wall



Steve "Flip" Filippi looking to score from first against Chicago PD



The SFPD Baseball club with the NYPD Finest after a game for the ages.



SFPD Baseball Club — Back row: Cummins, Stewart, Berreneche, O'Connor, Colclough, Katz, McIntosh, Biagini, Fillippe, Salazar. Front row: Serrano, Rowan, Obrochta, Montero, Marks

port. Otherwise, upcoming for the SFPD Baseball Club are possible tournaments in Chicago, Boston, San Diego and/or Los Angeles. Also in the planning stages is a charity game against the San Francisco Fire Department. Will keep you posted...

Jiu-Jitsu World Competition

By Azarias "AZ" Castro(TAC)

The IBJJF Master Worlds Jiu-Jitsu Competition is held once a year with this year's event taking place at the Las Vegas Convention Center from August 22nd through the 28th. It is for jiu-jitsu competitors who are 30 years and older and hold the rank of blue belt and above. Numerous competitors from around the world come to compete in the four-day single elimination tournament. The

brackets for competition are broken down by rank, weight and age. Depending on your rank/weight/age, your bracket could have 50+ people competing in it. Competing is a good test, allowing you to see how effective your skill and technique are on complete strangers at or around your own level. You win or lose via rule DQ: points for dominate positions, advantages, submissions or choke outs. Competitors start standing and it goes from there. For better or worse, you will learn about yourself: faults, weaknesses, conditioning, limitations and strengths.

Jiu-jitsu allows you to learn and adapt to be comfortable in uncomfortable situations. You will learn to use your most powerful tool (aka: your body weight) and apply unrelenting pressure onto your opponent, taking space and giving space. At the same time, you will learn techniques to escape and evade your opponent's pressure and attacks.

When training, you are constantly pushed to focus, breath, and find a solution to the force that is opposing you. Everything is tested in real time, speed, and strength. This gives you the awareness, self-confidence, and knowledge of your true physical, mental and emotional limitations in a time of a physical altercation within a semi-controlled environment. Whoever you are, your strength has its limits and can only be used to an extent-- is not the answer to everything. You will learn to use strength when it is tactically beneficial and cost effective for your body in order to achieve your goal(escape, win, and maintain dominate position). Timing in use of your technique and strength are also

key in taking and giving space in order to achieve your goal. This constant testing of these skills and limitations transfers to all life situations on and off the mat, whether physical and non-physical.

For the Master Worlds 2018 being held in Las Vegas, the ranks of the SFPD that competed are the following: Marvin Cabuntala of Southern Station (Blue belt at 141 lbs), Tesawan "Tess" Casey of Ingleside Station (Black belt at 129 lbs), Lt. Damon Keeve of Taraval Station (Blue belt at 222 lbs), and Azarias Castro of TAC (Brown belt at 222 lbs). Everyone stepped up to the challenge and competed. Standouts were Keeve winning first in his division, Tess winning second in her division, and AZ winning fourth in his.

It should also be noted that the following officers competed at the US OPEN on Nov.3rd and 4th in San Francisco: Noel Castro of Taraval Station (Purple belt at 185 lbs) won Gold, Dan Casey of Tenderloin Station (Blue belt at 181 lbs) won Bronze, Dave Sands of Mission Station (Brown belt at 207 lbs) won Silver, and Chris Dunne of Gang Task Force (Blue belt at 207 lbs) won Silver. Congrats to all who competed. Keep up the solid work!

Finally, as you can see in this article: all shapes and sizes of people compete with the only limitations is what you set for yourself. If you are interested in learning about jiu-jitsu or have any questions about it, I am willing to point you in the right direction. I am also sure anyone else mentioned in this article is willing to help you out; so, don't hesitate to reach out. Don't wait, or you will end up wishing you were prepared while fighting a resistor or having trouble with PT. Start preparing now and set yourself up for success.



Chris Dunne (left) with Dan Casey in Vegas



David Sands wearing his Silver Medal in the SF Competition



Tess grappling on the mat in Vegas



Damon Keeve in the first place podium position in Vegas



Noel Castro sporting gold on the podium in the SF competition



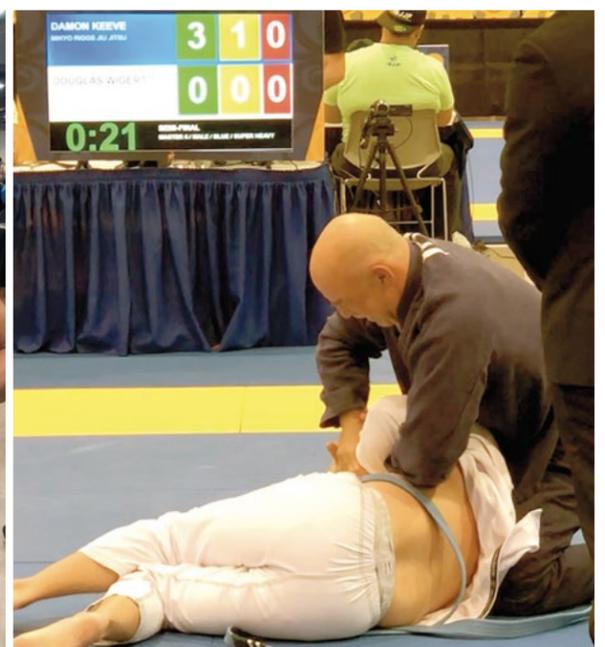
Tess in the second place position on the podium with her and Dan's son "Kaleb" in Vegas



AZ Castro being declared winner after a match in Vegas



Mav Cabuntala and friends in Vegas



Damon Keeve pinning his opponent on the mat in Vegas

The Loons Nest Report

By Ed Garcia, SFPD Retired

Mesquite Adventure II

Middle October found a "flock of Loons" returning once again to the northern edge of Nevada and nesting at the fabulous Casablanca Hotel in Mesquite, eighty miles north of Las Vegas. The Loons had a schedule of three days of competition played over three fine courses. The Loons teed it up once again at the Palms and Casablanca golf clubs and finished with a round at T.P.C. Falcon Ridge.

Last year the Loons visited the same week in October and played three days with temperatures reaching into the nineties. This year we were surprised to have days in the mid seventies and cool evenings. The courses we have played in Mesquite were all to be found in lush, excellent condition in this high desert environment (one wonders how they have so much water to irrigate the many courses in this part of Nevada and bordering St. George, Utah). The Mesquite hospitality industry plays host to thousands of golfers, along with a constant flow of softball and baseball tournaments, as well as bowling and tennis gatherings.

The Loons opened at the Palms Golf Course. This is a par 72 track with a rating of 70.6 and slope of 125 from the regular tees. Our opening event was a net skin game and the course played tough. Glenn Mar was the only player to break eighty, with a score of seventy-eight. The skin leader was Red Fritch who picked up five skins. Red's five skins matched the prior record set last year by John Schmolke. Jason Fontana was one skin behind Red with four skins. Terry Carey picked up three skins followed by Mike Siebert and Jason Siebert who



each had one skin. Red Fritch had quite an opening day, as he also picked up two first place prizes in Close-to-the-Hole competition. Mark Ballard and Earl Wismer also took first place prizes and Earl had the closest shot of the day at nine feet, ten inches.

The four second place winners were Ed Anzore, Ed Garcia, Glenn Mar and Dave Fontana.

Our second day of play brought us to the Casablanca Golf Club, located two minutes from our host hotel. This par 72 course shows a rating of 69.9 and slope of 124 and offers many long par four holes. The Loons played a net "blind bogey" format with prizes to the top five finishing blind bogey scores. This course also played tough, as the only player to post a gross score under eighty was Ed Anzore. Ed picked up four birdies en route to an outstanding round of seventy-three. First place money in the blind bogey went to Loon veteran Jere Williams who posted a blind bogey score of thirty-five. One stroke behind at thirty-six, were Jason Siebert and Terry Gan. The USGA tie-breaker was employed and Terry took second place money, leaving Jason in third place. Ray



Carey, Williams, Wismer & Flynn

Callo picked up fourth place with a score of forty, followed by Ed Anzore with a blind bogey score of forty-three.

Close-to-the-Hole winners on the day were Steve Morimoto, Frank Fritch and Eric Tapang. Frank's shot of eight feet, eleven inches was the tops for the day. Second place winners were Ed Garcia, Mike Flynn and once again Frank Fritch.

Tuesday night at the Casablanca had several of the Loons attending an Elvis Revue performed by John Brooks and it was a rousing performance. Mr. Brooks packs the venue each Tuesday night and his show goes on for four hours with periodic breaks.

The Loons grand finale was played at T.P.C. Falcon Ridge; one very tough golf course. The Loons played from the silver tees and the track is rated at 69.7 with a slope of 133 from the silvers. Many Loon players really pulled their games together and had their best scores on Falcon Ridge. Two players posted rounds under eighty. Ed Anzore fired a round

of seventy-seven with three birdies on the day. Frank Fritch really upped his game as he posted a score of seventy-nine. Frank had not had a score better than ninety-six on the first two days, but he fired sides of thirty-nine on the front and forty strokes on the back nine holes.

The final day was played in an individual format in two flights, with prizes for first and second low gross and low net in each flight. Ed Anzore's round of seventy-seven took first low gross in the first flight. Tim Brophy Sr, Ed Garcia and Steve Morimoto each had scores of eighty-one. The tie-breaker went to Brophy and he took second place cash. Ed Garcia's net sixty-nine took first low net in the flight, followed by Steve Morimoto with a net score of seventy-three.

Frank Fritch's gross score of seventy-nine completely blew away everyone in the second flight, as he was sixteen strokes ahead of second place finisher Terry Gan at ninety-five. Jason Siebert's net score of sixty-nine took first place low net in the flight, followed by Mike Siebert at seventy-three.

The three-day medalist in gross score was Ed Anzore at 231 and his round of seventy-three at Casablanca was the best individual score of the event. Jason Siebert was the net medalist for the tournament at 219-- Jason was also the only player to place in each of the three formats of play.

The Loons have now enjoyed two trips to Mesquite and it is time to move on. Ed Anzore is in the process of putting together a package for a golf trip to the large island of Hawaii for next October. Notices will be coming out over the next months and we hope we can get a large flock to make the long Pacific flight to the tropics.

Our next event will be the Holiday Classic in late December and a notice will be out quickly. We will also be sending out notices for dues for the 2019 season.

Hope to see you all at the Holiday Classic.



Crenshaw, Flynn, Carey at the Palms



Anzore, Crosat & Garcia at Casablanca



Golf in the high desert.



Our base of operations.



Morimoto, Crosat, Brophy, Mar & Anzore



Fritch, Jr., Fritch, Sr., Fontana Sr. & Fontana, Joe

Loons Nest Scoreboard

Mesquite Adventure II

Player	Palms	Casablanca	Falcon Ridge	Gross	Net
Anzore	81	73	77	231	216
Mar	78	87	85	250	229
Brophy	87	89	81	257	223
Garcia	89	87	81	257	221
Morimoto	95	83	81	259	235
Crosat	92	86	85	263	227
Siebert, J.	94	83	86	263	213
Wismer	86	89	95	270	228
Fritch, Sr.	85	88	105	278	242
Siebert, M.	94	96	90	280	229
Fritch, Jr.	107	96	79	282	231
Gan	100	87	95	282	225
Crenshaw	99	91	94	284	239
Fontana, J.	99	94	96	289	241
Ballard	98	99	94	291	234
Bailey	97	99	97	293	239
Williams	101	102	101	304	238
Fontana, D.	106	96	106	308	251
Carey	106	110	105	313	232
Flynn	106	104	103	313	242
Callo	105	107	106	318	243
Tapang	113	107	108	328	253
Sanders	115	108	107	330	256
Romani	109	114	107	330	254
Page	110	115	108	333	257

Palms Course Net Skins Game

Red Fritch 5 skins, Joe Fontana 4 skins, Terry Carey 3 skins, Mike Siebert 1 skin, Glenn Mar 1 skin, Jason Siebert 1 skin

Casablanca Golf Club Blind Bogey

1st	Jere Williams	35	4th	Ray Callo	40
2nd	Terry Gan	36	5th	Ed Anzore	43
3rd	Jason Siebert	36			

Falcon Ridge Country Club

Flight One					
1st Low Gross	Anzore	77	2nd Low Gross	Brophy	81
1st Low Net	Garcia	69	2nd Low Net	Morimoto	73
Flight Two					
1st Low Gross	Fritch, Jr	79	2nd Low Gross	Gan	95
1st Low Net	Siebert, J.	69	2nd Low Net	Siebert, M.	73



Siebert, Bill, Garcia & Siebert, Jason



Gan, Ballard & Bailey

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SH...SH...SH...SHARK!!!

By Sgt. Dan Laval,
SFPD Marine Unit

The Farallon Islands are located 26 miles West of San Francisco, but are still part of the City and County of San Francisco. In 2006 the islands and surrounding ocean were declared closed to fishing since the marine sanctuary status was expanded. As a result, the robust sea urchin fishery was closed to commercial and recreational fishermen alike. For more than 30 years, Ron Elliot was one of those fishermen. He had made his living as a commercial fisherman diving and harvesting the sea urchins. When the sanctuary was declared it forced him into retirement, but did not curb his incredible desire to dive in these waters. Over the years, Ron had seen many Great White Sharks (that congregate out at the Farallon Island's perimeter due to the prolific food source — California Sea Lions) while diving and had developed an admiration for their incredible size, grace, and beauty.

After retirement, Ron continued with his passion of diving in the waters surrounding the Farallon Islands as a freelance videographer filming Great Whites in their natural environment. Over the past twelve years, he has had many close encounters with these majestic yet powerful animals, including one even sneaking up behind him and bumping him in the back of his head with its nose.



Sgt. Laval, Off. Todaro visit recuperating diver, Ron Elliot.

On October 23, 2018, Ron set out for another day of diving and filming just like he has for years. Ron set up his dive gear and entered the water with his camera S/E off the islands. As he descended to approximately fifteen feet below the surface, he could see in the distance something he had never seen before. A 17-foot long Great White shark "torpedoing" towards him from the depths. Ron instinctively pushed his camera towards the goliath in an attempt to hit the shark in the nose to thwart its attack. The shark, intent on its mission, opened its jaws while Ron was trying to defend himself and then next thing Ron knew his camera as well as his right hand and forearm were inside of the shark's mouth. The beast clamped down and began to thrash all the while pushing Ron towards the surface. As quickly as the attack began, it ended. The shark released its grip and fled back into the depths. Ron on the other hand was just beginning the next phase of his ordeal.

Ron was now only about five feet from the surface and immediately swam to the topside where he was pulled into the boat with help from his deck hand. The deck hand wrapped a towel around Ron's hand and began to head back towards the Golden Gate. The time was approximately 10:23 AM, and Sergeant Dan Laval and Officer Braden Todaro were out on a patrol just passing the Golden Gate Bridge when they heard an emergency broadcast transmission from the United States Coast Guard (USCG) Sector San Francisco. They could only hear one side of the transmission, and the information was that a diver had been bitten by a shark at the Farallon Islands and were transiting back towards San Francisco for emergency medical help. Sgt. Laval was the coxswain and Officer Todaro a recently trained EMT began to head towards the Farallon Islands while the incident details were unfolding.

On a normal day, the SFPD Marine Unit would not be able to make the journey to the Farallon Islands due to the dangerous sea conditions in the Pacific Ocean, but on this day the conditions were mild, and they were in a good position to respond. Sgt. Laval advised Off.

Todaro they would continually evaluate the conditions and, if it became too dangerous they would have to abort their response. Due to the limited information being broadcast, the SFPD Marine Unit continually updated SFPD Dispatch as well as coordinated with the USCG Sector San Francisco Dispatch, who had dispatched USCG helicopters from Air Station SFO. While en route, Off. Todaro prepared all of the medical equipment on board SFPD Marine 7 and prepared his medical plan. At approximately 10:50 AM, and 16 miles from the Golden Gate, SFPD Marine 7 could see the small 18-foot long fishing boat that was transporting Ron towards San Francisco and was able to make contact with the boat. Off. Todaro advised the USCG helicopter of the location and a coordinated rescue plan was developed.

Sgt. Laval continued his course towards the fishing boat. The game plan was to transfer Off. Todaro over to the fishing boat to evaluate the victim's condition.

Off. Todaro made the transfer and evaluated Ron's condition as well as adding additional bandaging to Ron's shredded hand and forearm. The decision to conduct an airlift medical transport was made by the USCG, so Sgt. Laval came alongside the fishing vessel to allow for the transfer of Ron Elliot and Off. Todaro, so an air lift from SFPD Marine 7 could be made. The transfer was suc-



Officer Todaro renders first-aid to diver attacked by shark.



cessfully conducted and the airlift plan was discussed. Sgt. Laval maintained a consistent heading at approximately 10 knots, while Off. Todaro maintained watch over Ron on the aft deck.

The USCG first lowered a rescue swimmer to the aft deck of SFPD Marine 7 followed by a rescue basket. Ron was loaded into the basket and hoisted up to the air ship followed by the rescue swimmer, and then transported to Stanford Medical Center for treatment. Ron was assessed and stitched, but due to the severity of his injuries was awaiting a more thorough evaluation by specialists to decide what course to take surgically.

When all was said and done this incident was a great example of how a well communicated plan put into action worked flawlessly when communication flowed well between agencies.



Thank You *POA Journal* Contributors and Staff

50th Year in Circulation Now in the Record



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 – Counsel's Corner and Legal Updates

Michelangelo Apodaca – Word Find puzzles

Rick Andreotti – POA Vice President News

Dennis Bianchi – Book Reviews

Cyndee Bates – POA Office Manager

Steve Bosshard – Retiree News and Updates

Pat Burke – Event Photographs

Chris Canning – General Submissions

Al Casciato – News from the Credit Union

Paul Chignell – Legal and Administrative Issues, other Current Events

Greg Corrales – American Legion Police/Fire Post #456 News

Liane Corrales – Guardians of the City and Columbia Association

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Sue Delagnes – Office Staff

Ed Garcia – Loons' Nest Golf Club

Lisa Marie Gerard – Dispatcher of the Month

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Rene LaPrevotte – Retiree Updates, Internet References

Matt Lobre – Board meeting minutes, updates from UCOPS, Labor Issues news

Karl Ma – SFPD Wilderness Program

Kevin Martin – Representation News and Updates

Robin Matthews – Bay Area Law Enforcement Assistance Fund (BALEAF)

Tracy McCray – Poker Tourney, Misc. news and events from around the department

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Susan Merritt – The Technology Corner

Tony Montoya – President's Message, POA Grievance and Labor Issues

Michael Nevin – General submissions relevant to POA Members

Maggie Ortelle – Notification of deaths of SFPD retirees

Raymond Padmore – Liaison between Chief's Office and POA Journal, General Contributor

PAL Staff – SF Police Activities League programs.

Sean Perdomo – Treasurer's reports, other POA updates

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