

# Boudin: A Leopard Never Changes its Spots



By Tony Montoya,  
POA President

There's the old saying, "a leopard never changes its spots." Like most old sayings, there's a lot of truth to them.

This is certainly the case for our newly elected District Attorney, Chesa Boudin. In just a few weeks, Mr. Boudin has shown that he is approaching his job as the top prosecutor like the criminal defense attorney he truly is. Nothing exemplifies this better than his decision to drop the charges against Jamaica Hampton for his violent, unprovoked attack on our officers. I've been contacted by law enforcement leaders from across the country expressing their outrage over Boudin's actions. And we haven't just heard from the unions. San Jose Police Chief Eddie Garcia blasted Boudin's decision as "shocking and despicable." Unfortunately, our own Chief did not step up for us with like boldness. No one is buying his lawyer double talk about protecting our officers' rights during an investigation. The reality is if

you're the District Attorney in one of the nation's largest cities, you should be able to walk and chew gum at the same time. Concurrent investigations are neither complicated nor unique. I was proud to have so many SFPOA members stand with us, along with leaders from the San Jose Police Officers' Association, the Los Angeles Police Protective League and UCOPS, a national law enforcement coalition SFPOA help found, to call out Mr. Boudin for his criminals first agenda. And to call for U.S. Attorney General Barr to intervene and do what Boudin won't: prosecute violent criminals who attack cops. But we know this is just the beginning with Boudin. In fact, he also let another suspect go who attacked our officers. Why? Well, because Mr. Boudin doesn't feel that we should enforce the lie and sleep laws in our city, it's acceptable for

those suspects to assault officers. Even reach for our guns as happened in that case. We intend on holding Boudin accountable for letting criminals go free. We launched a new website, *www.BoudinBlunders.com*, for officers or members of the public to let us know about criminals who are going uncharged so we can assess those cases and bring them to light. All of Mr. Boudin's early actions have been focused on increased sympathy for criminal suspects at the expense of crime victims and public safety. Whether it's the elimination of cash bail for all, failing to file charges for violent crimes or letting cop attackers go free, we can see Boudin's spots clear as day. They are definitely not changing.

# Post-Traumatic Stress Disorder: Now a Presumed Injury for Police Officers and Fire Fighters

By Mike Hebel, POA Welfare Officer

After a multi-year lobbying and advocacy effort by California law enforcement officers (including the SFPOA) and firefighters (including the SF Firefighters), the California legislature added post-traumatic stress disorder as a presumptive injury (Labor Code section 3212.15). Approved by Governor Gavin Newsom on October 1, 2019, this presumption applies to injuries occurring on and after January 1, 2020.

**Legislative Findings**  
The California Legislature found and declared that "firefighting and law enforcement are recognized as two of the most stressful occupations. Only our nation's combat soldiers endure more stress. Similar to military personnel, California's firefighters and law enforcement personnel face unique and uniquely dangerous risks in their sworn mission to keep the public safe. They rely on each other for survival while placing their lives on the line every day to protect the communities they serve." The Legislature recognized that constant, cumulative exposure to horrific events make law enforcement officers and firefighters uniquely susceptible to the emotional and behavioral impacts of job-related stressors. On any given shift firefighters and law enforcement personnel are called upon to make life and death decisions, witness a young child dying, see young men die over drug or gang related disputes, or be exposed to a myriad of communicable diseases and known carcinogens. The cumulative impact and effects of these deadly events takes it physical and emotional toll on law enforcement officers and firefighters. Post-traumatic stress can result in substance use disorders and even, tragically, suicide. "The fire service is four times more likely to experience a suicide than a work-related death in the line of duty in any year." Similar statistics apply to law enforcement officers.

**PTSD – Presumed Occupational Injury**  
On and after January 1, 2020 law enforcement officers and firefighters, diagnosed with post-traumatic stress disorder, according to the most recent

edition of the Diagnostic and Statistical Manual of Mental Disorders published by the American Psychiatric Association, which develops or manifest s itself during a period in which the firefighter or law enforcement member was in the service of the fire or police department shall be presumed to have suffered an occupational injury. As such, they are entitled to compensation which includes full hospital, surgical, medical treatment, disability indemnity, and death benefits. This presumption, like all others that pertain to public safety personnel, is disputable and may be controverted by other evidence, but unless so controverted, the workers' compensation appeals board is bound to find in accordance with the presumption. The presumption extends for up to 5 years after the law enforcement officer or firefighter terminates this employment. That is, commencing on the last date actually worked as a firefighter or law enforcement officer, the presumption remains in effect for up to 5 years thereafter. This presumption applies to these public safety officers who have performed services for their department for at least 6 months unless the PTSD is caused by a sudden and extraordinary employment condition. Unlike all other presumptions for firefighters and law enforcement officers, this presumption remains in effect only until January 1, 2025 and, as of that date, is repealed. This sunset provision was added at the request of public employers concerned about costs and potential claims abuse. Also, since this is the first presumption applying to emotional/psyche injuries, these employers wanted time to fully evaluate its impact. In 5



Mike Hebel

years California firefighters and law enforcement officers will urge and exhort the Legislature for the permanent continuation of this valuable presumption. **The List of Presumptions Grows**  
The post-traumatic stress disorder presumption of compensability (job injury) now joins many other conditions which, over the last eighty years, the California Legislature has determined were fitting and appropriate for law enforcement officers and firefighters given the dangerous nature of their public employment. The list includes: hernia, heart trouble, pneumonia, cancer, blood borne infectious diseases (including hepatitis, HIV, and staphylococcus aureus skin infections), meningitis, tuberculosis, Lyme disease for certain peace officers, exposure to biochemical substances, low back "duty belt" for police officers, and now – the latest addition – post traumatic stress disorder.



## San Francisco Police Officers Association Editorial Policy

The *POA Journal* and the POA web site ([www.sfpoa.org](http://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.



## Results – Presidential Runoff

From Chairman Patrick Faye, SFPOA Election Committee

Rich Cibotti – 762

**Tony Montoya – 848**

## Results – Executive Board Election

From Chairman Patrick Faye  
SFPOA Election Committee

**Secretary**  
Matt Lobre – 702  
**Kevin Worrell – 1001**

President

Rich Cibotti – 821  
**Tony Montoya – 836**  
 Joe Valdez – 46

**Treasurer**  
**Sean Perdomo – 1117**  
Louis Wong – 586

## Vice President

Kevin Lyons – 694  
Tracy McCray – 1009

**Sergeant at Arms**  
Rick Andreotti

*Thank you for voting.*

## Board of Directors Meeting Roll Call Wednesday, January 15, 2020

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

# Moving Forward

By Tracy McCray,  
POA Sergeant at Arms

A new day has begun at the POA. A chance for us to leave behind the election “rhetoric” and get down to work, making changes that create better wages, benefits and working conditions for all us. From the new Officer to the Officer that is about to retire. Because as a Union we represent ALL members.

Much has been said about the DA's race. It was a damned if you do, damned if you don't moment. Yes, money was spent, but money was raised also, for this battle. Much like years before when the Union backed two failed attempts to beat DA Hallinan, money was spent on a losing effort. The biggest difference back then was at that time people wanted our endorsement. This is not what's happening today. People say that we arguably handed him the election. If that was true he would have won by a landslide, instead of a measly 1.66% or 2,825 votes. 12,000 ballots didn't even list a vote for any candidate. There were many things that were done that contributed to the outcome of that race. At this point what do we know? We know he is failing as our District Attorney. Our goal now is to make sure he doesn't continue in this position. There is work to do.

Many people had concerns about the longevity pay department bulletin. Would that effect taking time off and would we still be eligible for retention pay? Matt Lobre worked night and day to get clarification on it. It was not easy after the arbitrator ruled against us to put it in the contract.

Unfortunately, the language of the contract kept rolling over since 2008, and was not a concern to any of the previous presidents until we went to contract negotiations which ended up in arbitration. We all know what the outcome was for us.

Fortunately for all of us, Matt Lobre was fighting to get it done and he did.



So thank you Matt!

Lastly, how we communicate our displeasure seems to be a serious concern amongst certain members. Letter writing is labeled as being a “Paper Tiger” in certain circles. Well, there was no alternative given on how we were going to hit back at the attacks against our Union. Did they literally mean we should fight physically with everyone who has something nasty to say about us? Are we settling our differences on the playground now?

The way to hit back is through the media, through the power of our coffers, through the power of our connections with other Unions from across the United States, and through our members showing up when we want to call out all the naysayers! Our strength in this day and age is our show of force through the sheer number of members who stand up! I am not laying down for anyone. If they are looking for a fight, then they are going to get one. One they won't see coming.

2020 is just the beginning so buckle up, it's going to be one helluva ride for the next 3 years!

God Bless.



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# SFPOA Legal Defense Apparatus Unique and Effective



By Paul Chignell,  
Legal Defense Administrator

The San Francisco Police Officers’ Association legal defense team is an operation that has been built over a number of decades to effectively represent San Francisco police officers who need legal representation in a variety of venues, both in administrative and criminal settings due to the nature of policing intrinsic to San Francisco.

Allegations of misconduct are easily

made and more often than not are bogus. The San Francisco Police Department has always had an Internal Affairs Division to investigate internal and off duty alleged misconduct. In addition, for the past thirty-six years a highly politicized civilian review body now entitled the Department of Police Accountability (DPA) has investigated allegations of police misconduct. Of late the DPA also passes judgement on officer involved shootings.

Of course not to be outdone, the Office of the District Attorney and the Public Defender weigh in frequently with either criminal investigations or complaints.

### Apparatus

In order to protect the administrative rights of police officers under the Public Safety Officers’ Procedural Bill of Rights Act and the constitutional rights under the Bill of Rights the SFPOA has constructed a team of highly trained police officers and attorneys to properly represent active police officers in a multitude of arenas whether a serious issue like a shooting or even a mundane issue of a complaint of an officer looking at a suspect in a perceived inappropriate manner.

The Executive Board, the Board of Directors, and a Defense Panel of nineteen (19) active members are consistently representing officers when allegations of misconduct are presented to investigatory bodies. This configuration of professional defense representatives is quite unique amongst large police unions as many of the larger unions utilize attorneys to handle much of the alleged misconduct investigations. The viability of active duty officers handling these matters is their unique understanding of San Francisco Police Department policies, procedures and past accepted practices.

The SFPOA does have attorneys for serious matters. Those fourteen (14) attorneys are selected to handle cases based upon their particular expertise and experience for the individual cases that are assigned to them. Many of these individuals are former prosecutors or current criminal defense practitioners. They are highly respected by police officers, and Judges, as well as their adversaries within the investigatory agencies. They also effectively negotiate the system of a civilian Police Commission.

### Conveyor Belt

The SFPOA does not publish specific numbers of cases handled in our defense apparatus, however an example of the tremendous amount of work that they all do — in 2018, hundreds of representations were handled by active duty police officers on the Defense Panel.

Also, scores of cases were handled to successful conclusions by the panel attorneys in the same year.

The legal defense work is important and the guarding of constitutional as well as administrative rights is paramount. The most vexing issue in recent years has been the behavior of the Office of the San Francisco Public Defender where attorneys in that office regularly file complaints against police officers with the DPA when those attorneys do not get the result they want in a court room. This conveyor belt between public defenders and the DPA is another device that is used to harass our members.

Over ninety-nine (99) per cent of San Francisco police officers belong to the SFPOA.

There are two major pillars of our union and why officers belong to the union — a viable Contract for wages and benefits and of course Legal Defense.

## Seal Discipline Records

By Paul Chignell,  
Legal Defense Administrator

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

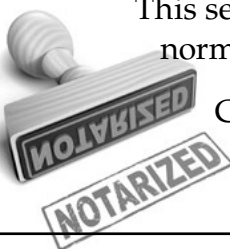
If you have suffered a written reprimand or a suspension in the past please contact me and I will facilitate the sealing.

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

Email me any time at [paul@sfpoa.org](mailto:paul@sfpoa.org).

## SFPOA Member Benefit (Retired and Active)

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



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

Call Office Manager Cyndee Bates at 415-861-5060, or email her at [Cyndee@sfpoa.org](mailto:Cyndee@sfpoa.org) to schedule a Notary appointment.



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# Close Encounters

Close Encounters will return next month.

## Calendar of Events

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

### Specially Scheduled Events

#### SFPOA BLOOD DRIVE

**Where** POA Building, 6th at Bryant, 3rd. Floor  
**When** Wednesday, February 5, 2020, 10:30 to 2:30  
**Contact** Drop In

#### SJ SHARKS FIRST RESPONDERS APPRECIATION NIGHT

**Where** SJ “Shark Tank”  
**When** Monday, February 10, 2020 7:30 PM  
**Contact** See Flyer, Page 23

#### SF POLICE CREDIT UNION BREAKFAST/MEETING

**Where** So. SF Conference Center, 255 Airport Blvd., So. SF  
**When** Saturday, February 29, 2020 8:30 am  
**Contact** [JosephR@thepolicecu.org](mailto:JosephR@thepolicecu.org)

#### PENINSULA RETIREE LUNCHEON

**Where** Basque Cultural Center, 599 Railroad Ave., So. SF  
**When** Wednesday, March 4, 2020 11:30  
**Contact** [SFPDRETPEN@gmail.com](mailto:SFPDRETPEN@gmail.com)

#### LT. DAMON KEEVE RETIREMENT CELEBRATION

**Where** (Pending)  
**When** Thursday, April 2, 2020 (Save the Date)  
**Contact** (More info issued soon)

#### SFPD “HONDA UNIT” REUNION DINNER (SAVE THE DATE)

**Where** (To Be Announced)  
**When** Wednesday, April 29, 2020  
**Contact** Pat Robinson, [pr4057@yahoo.com](mailto:pr4057@yahoo.com)

### 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](mailto: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](mailto: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.), 10:00 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

## News from the Credit Union

By Al Casciato,  
SFPD Retired

**Q: Does the Credit Union offer low down-payment home loan options to help make getting into a new home easier?**

(The following response was provided by the Marketing Department at The Police Credit Union)

**A:** Yes, we are now able to offer members the opportunity to purchase a new home for as low as 3% down\* for owner occupied homes, and as low as 10% down for second homes. Eligible loans are for fixed-rate, conforming/high balance purchase mortgages. For more information, call us at 800.222.1391 and choose Option 4 to speak to a Mortgage Lending Officer.

\*Private mortgage insurance (PMI) is required for LTVs greater than 80%. Members must meet CU guidelines for approval. Final approval required.

**Q. Is the credit union planning to offer mobile wallet options such as Apple Pay on the debit card?**

**A.** We recognize that members would like to see alternative payment options such as Apple Pay and Google Pay available when using their debit cards. We are working with our 3rd party partner to launch this service in 2020.

**Q. Does the Credit Union offer security alerts so I’m aware if my card is being used fraudulently?**

**A.** Yes, Visa offers free Purchase Alerts so you can receive real-time emails or text notifications when purchases are made using your card. To register your card and set preferences, go online at [www.thepolicecu.org](http://www.thepolicecu.org), and select Visa Purchase Alerts on the Credit Cards page.

#### Promotions

You can now earn \$50 for referring an eligible colleague or family member who becomes a member! Referrals are unlimited, but some restrictions apply, so check our website at [www.thepolicecu.org/referral](http://www.thepolicecu.org/referral) for complete details.

#### Upcoming Events

Plan to attend the 66th Annual Meeting and Breakfast of The Police Credit Union on February 29, 2020!

**Location:** South San Francisco Conference Center, 255 South Airport Blvd., South San Francisco

**Time:** Doors will open at 8:30 a.m., breakfast buffet is served at 9:00 am.

To reserve a seat for breakfast, please contact Joseph Reilly, Corporate Secretary. You can email him at [JosephR@thepolicecu.org](mailto:JosephR@thepolicecu.org). Reservations must be received by February 24, 2020.

Next date for Living Trust seminar is set! Due to the popularity of our Living Trust seminar last year, we’ll be scheduling these seminars throughout 2020. Our next date for seminars is scheduled for **Saturday, March 7th, 2020**, with two sessions—one at 9:30 am and one at 11:30 am. You can register online by going to <https://www.thepolicecu.org/seminar>.

#### Give Us Your Feedback

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

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

You can contact me at [AIC@thepolicecu.org](mailto:AIC@thepolicecu.org).

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

I personally would like to thank all of our staff who have gone “above and beyond” in not only serving the members but also keeping the Credit Union stable while navigating all the regulatory requirements. Requirements which are designed to protect not only our individual assets but the integrity of our entire monetary system.

*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 Police Credit Union Board of Directors and can be contacted at [AIC@thepolicecu.org](mailto:AIC@thepolicecu.org). Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.*



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# Police-Fire Post 456 News

By Greg Corrales  
SFPD 1969-2014

Today is January 1, 2020. Fifty-one years ago I was in Vietnam. Fifty years ago to the day, I reported to my first district station. Hours earlier Officer Eric Zelms was murdered, the first of four SFPD members to be murdered in 1970. In 1971 three SFPD members were murdered. During my career twenty-three of my SFPD brothers were killed in the line of duty. Thank God it has been fourteen years since we lost an SFPD officer. February 19 will be the 75th anniversary of the Marine Corps invasion of Iwo Jima, after months of naval and air bombardment. Approximately 70,000 U.S. Marines and 18,000 Japanese soldiers took part in the battle. In 36 days of fighting, nearly 7,000 Marines were killed. Another 20,000 were wounded. Marines captured 216 Japanese soldiers; the rest were killed in action. The Island was declared secured March 16, 1945. The battle ranks among the bloodiest in Marine Corps history. Twenty-seven Medals of Honor were awarded for action on Iwo Jima, more than any other battle in U.S. History.

Chester William Nimitz, Sr. was a fleet admiral of the United States Navy. He played a major role in the naval history of World War II as Commander in



Chief, U.S. Pacific Fleet and Commander in Chief, Pacific Ocean Areas, commanding Allied air, land, and sea forces during World War II. At the conclusion of the battle for Iwo Jima he said, "Among the Americans who served on Iwo Island, uncommon valor was a common virtue."

When I joined the Department, many of the Day Watch were World War II veterans. Some of them participated in the Iwo Jima invasion. They truly were, in my opinion, members of The Greatest Generation! Speaking of the Medal of Honor, According to the Medal of Honor Historical Society of the United States, there have been 3,525 Medals of Honor awarded to 3,506 individuals since the decoration's creation, with over 40% awarded for actions during the American Civil War. Ninety-two of the recipients have been black men. The first African-American service member who earned the award was Army Sgt. William H. Carney, a man born a slave in 1840. He earned the MOH for his actions on July 18, 1864. As of November 2019, the most recent African-American to receive the MOH was Marine Corps Sgt. Major John L. Canley for his actions during the Battle of Hue in January-February 1968 in the Vietnam War. Canley was presented the award by President Donald Trump during a ceremony on October 17, 2018, at the White House.


Congressman Chris Pappas released the following statement after legislation he introduced in the House, The National POW/MIA Flag Act, which will require the POW/MIA flag to be displayed alongside the American flag at certain federal buildings and memorials to honor all POW/MIAs, was signed into law by President Donald J. Trump on November 7, 2019:

"I am pleased that President Trump has signed the bipartisan National POW/MIA Flag Act into law. This legislation, which I was proud to introduce and work to pass in the House, honors those service members who were prisoners of war and the over 80,000 individuals who remain unaccounted for. This legislation reaffirms our country's commitment to them and ensures that the words emblazoned on the POW/MIA flag continue to communicate a clear message of our unwavering support and commitment to our nation's heroes and their families. That message is this: you are not forgotten." Those locations are: the U.S. Capitol; the White House; the World War II Memorial; the Korean War Veterans Memorial; the Vietnam Veterans Memorial; national cemeteries; the office buildings of the Secretaries of State, Defense and Veterans Affairs; the office of the director of the Selective Service System; major military installations; VA Medical Centers; and USPS post offices. The POW/MIA flag was previously required to be displayed on certain federal properties only six days per year: Memorial Day, Flag Day, Armed Forces Day, Independence Day, National POW/MIA Recognition Day and Veterans Day.

The United States Postal Service is taking action to help veterans suffering from post-traumatic stress disorder with the release of a new commemorative stamp. Proceeds from the "Healing PTSD" stamp purchases will be donated to the Department of Veterans Affairs and National Center for PTSD, the Postal Service announced during a dedication event in Charlotte, North Carolina. The image on the stamp features a sprouting green plant surrounded by withered leaves, a design meant to elicit feelings of growth, healing, and hope, the release said. "Today, with the issuance of this stamp, the nation renews its commitment to raise funds to help treat soldiers, veterans, first responders, health care providers and other individuals dealing with this condition," David C. Williams, vice chairman of the Postal Service's Board of Governors, said during the dedication.


My first "Post 456 News" was published January 1988. Unlike my district station "award-winning" newsletter, which the Police Commission unreasonably censored, the editors of the Journal have not found it necessary to censor me over the last thirty-two years. Kudos to them!

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be Tuesday, February 11, 2020. We meet in the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement of firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at [gc1207@comcast.net](mailto:gc1207@comcast.net). God Bless America!




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# Protecting Your Personnel Records

By Tony Montoya, President  
December 31, 2019

A news article published yesterday (see link below) discloses a threat made by former SFPOA President, Gary Delagnes, to release retired SFPD Sergeant John Fewer’s personnel records as an attack on his wife, Supervisor Sandra Fewer.

We want to be absolutely clear. The SFPOA will never sanction, authorize, or participate in the unauthorized and illegal dissemination of any police officer’s personal information and/or personnel records, including discipline case files that may be in the possession of our legal defense fund. Never. This POA holds all personal and personnel related materials provided to us with the upmost security and privacy. This includes your home address. We would never disclose this information.

Mr. Delagnes threatening to use the release of Sgt. Fewer’s personnel records as a bargaining chip for some perceived political advantage is appalling and also a violation of our members’ trust.

The mere threat to violate our retired member’s confidence for political gain is disgusting and it is demonstrably ineffective. The approach of who can scream the loudest, pound their fist the hardest and play the dirtiest is tired and has accomplished nothing for our members. Mr. Delagnes’ 2018 threat did nothing to change Supervisor Fewer’s behavior in the least. In fact, it backfired as she led the infamous election night chant attacking San Francisco police officers after the most recent election.

Make no mistake, we have considerable disagreements with Supervisor Fewer and believe she is unfit for public office. We have forcefully condemned her unhinged election night rant against SFPOA members and we believe many of her policy actions have contributed to more crime and less accountability for criminals in San Francisco. She is up for election in November and we will educate voters in her district about her lack of leadership and character.

But to threaten to expose a former police officer’s personnel records is dangerous, wrong, and hypocritical. Your current SFPOA leadership had no knowledge of the threats levied by Mr. Delagnes and we fully denounce his actions. It’s appalling that a former union president would contemplate sacrificing the personal privacy of one our members in order to satisfy a grossly misguided personal vendetta.

We believe strongly that police officer personnel files should only be released in accordance and compliance with the law. As such, we have instructed our legal counsel to send Mr. Delagnes a demand letter instructing him to return to the SFPOA any personnel files, records, and/or attorney client information that he may have acquired as a result of his previous work for the SFPOA.

Mr. Delagnes no longer serves in any official capacity in our union.

<https://tinyurl.com/wyeqqud>



## Sandra Fewer Will Not Run Again

To: All Members  
From: Tony Montoya, President  
January 15, 2020

Supervisor Sandra Fewer has announced she will not seek re-election. The residents living in Supervisorial District 1 should be pleased that they can now take the time to evaluate who will represent them in an effective and honorable manner.

You’ll recall that Fewer is the Supervisor who spewed in an unhinged manner, “F@%k the POA” at the Boudin Election night party. The SFPOA responded in a strong public manner to the disgusting attacks on our members.

The SFPOA believes that Supervisor Fewer’s policy actions have contributed to more crime and less accountability for criminals in our city. Now, with Fewer out of the race, we can concentrate on evaluating candidates that we believe will work to place the safety of our neighborhoods at the top of their agenda.

Today’s announcement also demonstrates the wisdom of ensuring the POA’s political actions are results-oriented and focused on something more than what may make us feel good. News reports reveal that the recall effort championed by some has raised virtually no money and was not a factor in Fewer deciding not to seek re-election.

We look forward to finding new leadership for District 1.  
Stay safe.

## 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 March 2020 issue is  
Monday, February 24, 2020

Contact [journal@sfpoa.org](mailto:journal@sfpoa.org) or phone 415-861-5060 for more info.

# Flawed In Custody Death Determination

To: All Members  
From: Tony Montoya, President  
January 22, 2020

Once again, we rapidly came to the defense of our members on the flawed MOU between the Department and DA’s Office regarding In Custody Deaths.

Yesterday, Ingleside and Bayview members encountered a man armed with a firearm fatally shot on the 1800 block of Sunnysdale Avenue. Our members used the latest CMCR techniques to safely remove the firearm and secure the scene. Our members’ actions were tactically sound and within all of the current Field Tactics and Force Options training.

Exceptional teamwork!

The Department’s response: Hit the panic button and summon the DA’s Office. Rumors abound that the decision revolved around the members pointing a firearm at an armed injured man was a use of force resulting in hospitalization!

The POA’s response: Get to the members quickly, protect their rights, lawyer up, and undo the damage to their morale.

It was gut wrenching to see the emotional toll on some of our SEQUESTERED probationary members. The probationary members had questions like:

- Why am I off for 10 days?
- Do I get paid?
- Am I going to lose my job?
- If I invoke my rights, will there be retaliation?
- Can I go home?
- Will I get prosecuted?
- Wasn’t I doing what I was told in class?

We were there to answer all questions from prior experience handling dozens of these cases. We reminded the members of their rights and reassured them they were not being disciplined.

It’s a sad reality poor policies result in poor morale and distrust between the Department and its members.

At the end of the day, the Department rang the bell and the policy mandates two of our members be placed on *non-disciplinary administrative leave* for a minimum 10 days.

We support and commend our members on an exceptional performance that safely permitted medics to provide aid to the injured man.

We condemn victimizing our members over poor policy decisions.

We implore Chief Scott reconsider the DA MOU and definitions of In Custody Deaths like he was asked to at the November General Membership meeting.

## Police Lives Don’t Matter

To: All Members  
From: Tony Montoya, President  
January 25, 2020

The outrage!

Yesterday, District Attorney Chesa Boudin dismissed two cases proving POLICE LIVES DON’T MATTER!

In the first case, the charges against Jamaica Hampton were dismissed. Hampton violently attacked Mission Station Officers Flores and Hayes with a bottle, causing Officer Flores serious head injuries that required stitches. The video evidence capturing the incident speaks for itself.

Officers Hayes and Flores were on patrol searching for a hot prowler burglar when Hampton launched an unprovoked attack on them with a bottle. Officer Flores was struck in the face and head repeatedly with the bottle. The officers tactically retreated from the assault and repositioned to use de-escalation tactics. Hampton was determined to assault the officers and charged Officer Hayes with the bottle in hand. The resulting OIS was through no fault of the officers.

The decision to dismiss Hampton’s case confirms the DA is not interested in representing crime victims, much less police victims.

In the second case, the charges against Eliot Stevens were dismissed. Stevens was charged with a felony attempting to disarm a police officer and battery on police officer. Officers were addressing a sit lie violation when the encounter escalated to a life-threatening encounter. The charging sheet informs the officers, in essence, anything flowing from enforcing a quality of life violation will likely not be prosecuted. In other words, if you get seriously injured while addressing a neighbor’s quality of life problem, the suspect’s assault case will not be prosecuted.

Our lives don’t matter.

Take a stand against injustice!

We will be exposing District Attorney Chesa Boudin’s disinterest in standing up for crime victims by a media campaign highlighting the “Top 5 Most Egregious Miscarriages of Justice.” The public and Department need to be aware of the DA’s charging decisions. We must make our voices heard and protect our City.

We need you to send us your dismissed cases via email to [tony@sfpoa.org](mailto:tony@sfpoa.org).

Be safe.

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"JUST GET HER HOME BEFORE SHE EVOLVES."

SFPD Peninsula Retiree Lunch

Wednesday, March 4, 2020

No-host bar will be open at 11:30  
with lunch to follow at 12:00 noon  
Basque Cultural Center  
599 Railroad Avenue,  
South San Francisco.



Choice of Hamburger Steak with French fries and vegetables, or  
Chicken Cordon Bleu, or a Vegetarian meal. A salad, bread and  
ice cream/sorbet will be included.

\$27 includes the meal, tax and tip,  
which can be paid at the door.

RSVP to John Tursi (415-850-6862) John Bisordi (415-699-4445) or by  
email (SFPDRETPEN@gmail.com) by Tuesday, February 25, 2020.

PLEASE INDICATE YOUR CHOICE OF ENTREE WHEN YOU RSVP.

Retirements

The San Francisco Police Officers Association congratulates the following member on his recent retirement from the SFPD. This veteran will be difficult to replace, as he takes with him years of experience and job knowledge. The most recently retired member is:

- Sergeant Dean Lee #4126 from Medical Liaison

The above was listed on SFPD Personnel Order #1 (January 8, 2020), and #2 (January 22, 2020).

Retiring Soon? Read this information first

Retirement Check List

By Captain Al Casciato, Retired  
Elected Retirement Board Commissioner

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

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

back to the Bay Area.

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

Hope this helps. If you do have a further question don't hesitate to write me at [croceasciato@gmail.com](mailto:croceasciato@gmail.com)

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My 30+ years of experience as a First Responder has provided me the unique opportunity to work with a multitude of life and work issues. I believe, with support, we all have the ability to be resilient and overcome the most challenging of events.  
Lic#112474

Honda Unit  
50th Anniversary

Save  
The Date  
April 29, 2020



The Honda Unit plans to have the 50th anniversary celebration on Wednesday, April 29, 2020. We are hoping to contact as many retired members of the Honda Unit as possible. If you are a former member of the Honda Unit or know somebody that is, please have them reach out and contact us.

Contact information: Officer Patrick Robinson #4057  
Email: [pr4057@yahoo.com](mailto:pr4057@yahoo.com) • Cell Phone: 415-859-0839



# For this Ex-Cop, the Drive to Get Homeless, Addicts, and Mentally Ill Out of the Criminal Justice System is Personal

By Joe Eskenazi | Jan 27, 2020  
Mission Local at: missionlocal.org

Al Casciato ought to have been thrilled. He ought to have been validated. But when the San Francisco Police Commission earlier this month called for health professionals, and not cops, to be dispatched to deal with the homeless and mentally ill, the retired San Francisco Police captain found he felt hollow inside.



Retired SFPD Captain Al Casciato came up with a Navigation Center-like facility way back in 1994. It took 21 years for the concept to catch on.

PHOTO BY JOE ESKENAZI

“I was sad it took so long,” says the 70-year-old. “For too long we’ve put the public and police at risk by not proactively dealing with the mentally ill on the street.”

For too long, San Franciscans have turned a blind eye to the suffering around us. When it grew impossible to ignore, the solution was to call the cops, and move the homeless along: Out of sight, out of mind.

For Casciato, however, the homeless and suffering were never out of mind. His own brother, for years, was both homeless and addicted. Incarcerating people like this — neglecting them until they broke the law, hurting themselves or others, and then hauling them to jail and branding them with a criminal record — never made sense to him.

That’s how he felt as a lieutenant and later a captain at Mission Station in the 1980s, where one of his fellow officers routinely rounded up his own father, a habitual Valencia Street inebriate. The old man eventually drank himself to death. So many of them did.

That’s how Casciato felt in the 1990s when, along with Lt. Frank Hutchins of the Sheriff’s Department, he proposed a place where homeless, addicted, and/or mentally ill people could be taken, and receive treatment from service providers. “These people shouldn’t be in jail,” is what Casciato remembers Hutchins,

who died in 2010, saying at the time. “What if we had a facility?”

In classic city style, nobody said no, but nobody said yes either. So it didn’t happen. This Navigation Center-like concept wouldn’t come to fruition until more than 20 years later; the land Casciato and Hutchins hoped to build it on instead now houses Oracle Park.

“My strong belief has always been that police officers do not need to be put into the middle of this, in terms of being the ‘fix-it,’” Casciato says now. “It is a health problem. And our police officers are not addressing the health problems and mental health problems.”

Casciato, the former president of the Police Officers Association, has similar views on this matter as the Coalition on Homelessness.

“Cops are being put into a role to be first responders but their hands are tied,” says Kelley Cutler, the coalition’s human rights organizer. “They are not social workers. They are not social service providers and they do not have access to the resources. So many cops tell me they just wish there was somewhere folks could go. It’s a complaint-driven system and you can move people along to the next block — but they don’t just disappear.”

Casciato’s family story is so archetypically San Franciscan, a writer who made it up would be accused of being on the nose. His father was an Italian immigrant; his mother was an El Salvadoran immigrant. The family lived in the Excelsior, a stronghold of immigrants populated, in large part, by Italians and Salvadorans (though less often in the same household). He attended Sacred Heart High, City College, State, and joined the SFPD in 1971.

Jose Casciato, seven years Al’s junior, took a different path. He was dabbling in drugs by high school and, when he graduated, his older brother helped him land a job as a tow truck driver. It was a profession he held for more than 30 years — even while other facets of his life disintegrated.

“I was doing drugs and drinking, but I always had a job,” says Jose Casciato. “Every once in a while, I’d fail to go to work. That was usually after Niners games when they were winning Super Bowls in the early 1980s. But the disease — I call it ‘the disease’ because that’s what they taught me in rehab — was under control.”

A weekly red-and-gold binge, however, became something that happened every other day. Then every day. And then: Meth.

“Lemme tell you, methamphetamine is — God — no joke,” says Jose Casciato. “If you do even a little bit of methamphetamine, you can stay up for three days. It takes you over. It beats you up, it beats you down. It makes you hallucinate. It makes you see things that aren’t

there. It makes you think everybody is against you.”

Casciato moved from a house to an apartment to a trailer on a towing yard to the car Al and their sister, Julie, provided him. After he lost his last towing job, he lived in the vehicle, parking in shopping centers and keeping a low profile.

And then he got arrested.

For Al Casciato, his personal and professional worlds were colliding. But for Jose Casciato, busted for meth possession, his world was collapsing.

Al Casciato has stories about so many homeless addicts he and his fellow officers couldn’t help. They acted out. Went to jail. Died. That could’ve happened to his own brother. But it didn’t.

“The officer was taking me to jail and he said, ‘Dude, you should see yourself now,’” recalls Jose Casciato. “I had just turned 50. He told me that ‘If you don’t stop doing what you’re doing, you’re gonna die.’”

Did this act of compassion turn around Jose Casciato’s life? No. Plenty of cops are compassionate — but that’s not enough. That’s certainly not enough when they’re being tasked to solve health problems using law-enforcement tools.

Rather, thanks to the state’s voters, first-time drug offenders like Jose Casciato were eligible to skip incarceration if they enrolled in treatment programs. And did this act of compassion turn around Jose Casciato’s life? No. Those outpatient programs didn’t go far enough; if he was tested every three days, he knew how to get bombed for the two-and-a-half days prior.

The “treatment on demand” that could benefit so many San Franciscans wasn’t available then and it isn’t available now. In the end, Al and Julie Casciato put Jose into a residential facility in the South Bay. He’s been clean since Nov. 5, 2007. He lives in the hills of South San Francisco and gets to work at the airport every day at 7 a.m. to move rental cars up and down the state. It’s a fun job; he drives Corvettes and Lincolns.

He’s not rotting in jail and was never branded with the Scarlet Letter of a serious criminal record.

For Al Casciato, who spent years telling anyone he could that “we need to put a front end on the criminal justice system” — a proactive, health-driven approach to save the Jose Casciatos of the



world before they hit rock bottom and commit crimes that cannot be undone — his brother’s story was affirming.

But he wants to go further. Further, it seems, than the law would allow.

Casciato wants to help people. He’s sincere in that. But he wants to help people who may not want to be helped. He’d like to see addicts and mentally ill people who are unable to behave rationally compelled into a triage-like facility for two weeks until they regain some control of their lives. While there they would be treated and, eventually, moved into housing.

Well, that’s easier said than done. This is a far bigger ask than the narrow conservatorship program the city hasn’t even activated eight months after it was put into place.

Even if local and state lawmakers wanted to enable even the most well-meaning, compassionate cops to force people wasting away in public into some manner of respite and treatment — they can’t.

Years ago, UC Berkeley and UCSF psychology professor Stephen Hinshaw talked to me about how, long ago, “you could get someone into a mental hospital against their will with two paragraphs from a psychologist and a judge’s order.” But not now: Myriad case law now severely restricts mental health detentions for people who aren’t threatening harm to themselves or others. “This is a great civil right,” Hinshaw said. But it’s also a Catch-22: “The people who might need help the most cannot get it.”

Every San Franciscan knows this all too well.

Few more so than Casciato. This is a barrier — as is, bluntly, this city’s rampant unaffordability and lack of housing.

“I just want to help,” he says. “How many people are dying on the streets? Hundreds. That’s hundreds of affected families.”





# Calling Out DA Chesa Boudin

By Tracy McCray  
Sergeant at Arms

Recently the SFPOA held a press conference to call out the newly elected DA Chesa Boudin over his decision to not hold a suspect accountable for a violent attack on two of San Francisco’s finest.

Unfortunately, this is not the first time that SFPD Officers have been attacked and sadly it won’t be the last. In the past we had hope that those who meant to do us harm were held accountable for their actions. Not anymore.

We have seen video after video throughout the country of officers being disrespected and physically assaulted while trying to do their job. This is unacceptable and we will not stand for it!

This is only the beginning in seeking justice for our members and to unmask a DA who is merely playing dress up. He is failing to do the job that he was elected to do.



LAPD Detective and LAPPL director Jamie McBride addressed the media.  
PHOTO BY VAL KIRWAN



San Jose POA Sgt. At Arms Steve Slack made a few comments.  
PHOTO BY VAL KIRWAN

## SFPOA Calls for Federal Intervention in Jamaica Hampton Case

January 27, 2020

Today, the SFPOA was joined by leaders from the Los Angeles Police Protective League, the San Jose Police Officers’ Association, the United Coalition of Public Safety (UCOPS) as well as dozens of SFPOA members to formally request that U.S. Attorney General William Barr intervene and do what Chesa Boudin says he is unwilling to do; prosecute Jamaica Hampton for his violent attack on our officers.

At a news conference today, we released the letter reprinted on this page from UCOPS to A.G. Barr as well as

launched a new website: [www.boudinblunders.com](http://www.boudinblunders.com). With the click of a button, police officers, the public and members of the criminal justice system can submit their own cases or instances where Chesa Boudin is protecting criminals and suspects over crime victims.

Please share the new website with your friends and family. Let’s ensure Mr. Boudin is held accountable for his reckless policies.

[www.boudinblunders.com](http://www.boudinblunders.com)



Building Relationships To Keep Our Communities Safe

January 27, 2020

Honorable William Barr  
U.S. Department of Justice  
950 Pennsylvania Avenue, NW  
Washington, DC 20530-0001

**RE: Prosecuting Assaults on Law Enforcement Officers**

Dear Attorney General Barr,

The United Coalition of Public Safety (UCOPS) knows that you understand the importance of prosecuting suspects that have assaulted law enforcement officers. Unfortunately, in San Francisco, the former public defender-turned prosecutor, Chesa Boudin, is not charging Jamaica Hampton who was caught on various video cameras violently assaulting police officers.

This exact scenario is one of the reasons why UCOPS is a strong supporter of the “Back the Blue” Act that will strengthen the ability of your office to hold those that assault police officers, firefighters, judges and other members of the public safety community accountable for their crimes.

The link below will show two minutes of the assault where Hampton repeatedly strikes an officer in the head with a vodka bottle and repeatedly charges the officer even while the officer runs away from the suspect to create distance. [https://youtu.be/tAzRrxy\\_sbQ](https://youtu.be/tAzRrxy_sbQ)

San Francisco’s newly elected district attorney literally has a criminals-first agenda and says that his office is incapable of conducting concurrent investigations into the justified use of force the officers eventually deployed and what the suspect did to the officers.

We stand with the leadership and members of the San Francisco Police Officers Association in urging you to intervene. The criminals-first message this sends is chilling to all law enforcement officers. It flashes a green light to every criminal, every suspect, anyone fleeing law enforcement that you can attack, assault and injure officers and nothing will happen to you. Chesa Boudin’s decision to not charge Jamaica Hampton has put law enforcement lives in danger and we respectfully request that you intervene in this case.

Respectfully,

Paul Kelly, President  
[president@ucops.org](mailto:president@ucops.org)  
[www.ucops.org](http://www.ucops.org)



# POA in the News

## ABC 7 Covers SFPD Staffing Crisis and Fox News Investigative Series on SF Continues

To: All Members  
From: SFPOA Executive Board  
January 9, 2020

Members,

This week ABC 7 followed up on Tony Montoya’s article in the *Journal* discussing the staffing crisis faced by SFPD. Tony sat down with ABC 7’s Vic Lee to explain the dire condition of our department. You can view the story by following the link below.

Also, Fox News’ Tucker Carlson Tonight continued its investigative series about the current condition of San Francisco’s streets. Below is a link to the segment on the impact to taxpayers. We’ve also included the initial segment detailing the crime and rampant drug use featuring SFPOA’s Tracy McCray.

Stay safe,  
Executive Board  
SFPOA



ABC 7 on SFPD Staffing Crisis

<https://tinyurl.com/yxyo5y3b>



Fox News:  
Impact on San Francisco Taxpayers

<https://tinyurl.com/t6rjckt>



Fox News: Impact on Crime and Safety

<https://tinyurl.com/vwekzbg>



## Elimination of Cash Bail

To: All Members  
From: Tony Montoya, President  
January 23, 2020

Yesterday, Chesea Boudin announced that he would no longer request cash bail for criminal defendants. This is the type of dangerous policy we spoke out against during the recent campaign for district attorney and we will continue to do so. Boudin’s dangerous policy, and our response, has been picked up by both local and national media. Below is a brief selection of news clips on this topic.



### San Francisco Ends Cash Bail for All Criminal Cases

San Francisco's top prosecutor announced his office will no longer ask for cash bail as a condition for defendants’ pretrial release, fulfilling one of his key campaign promises.

“Mr. Boudin is in the process of building the largest criminal justice revolving door imaginable, and San Franciscans will pay a heavy price for it,” said Tony Montoya, president of the San Francisco Police Officers Association. “Relying solely on an arbitrary math equation regarding who remains in custody and who gets out early will endanger residents and police officers but it sure will make career criminals and gang members happy.”

[U.S. News & World Report](#)

US NEWS

<https://tinyurl.com/sgmbdjy>



SFPOA Responds  
to DA’s Elimination  
of Cash Bail

KRON 4



KRON

<https://tinyurl.com/szj7nd2>



**San Francisco DA Chesa Boudin ends cash bail for all criminal cases**

Two weeks after Chesa Boudin took the oath of office as San Francisco’s newest district attorney, the city’s top prosecutor announced Wednesday that his office will no longer ask for cash bail as a condition for defendants’ pretrial release.

San Francisco’s police union criticized Boudin’s decision.

“Mr. Boudin is in the process of building the largest criminal justice revolving door imaginable, and San Franciscans will pay a heavy price for it,” said Tony Montoya, president of the San Francisco Police Officers Association.

[San Francisco Chronicle](#)

SF Chronicle

<https://tinyurl.com/tlwrpnh>





# Flashback 1987: Pope Visits SF

Ron Roth,  
Retired

While in the comfort of my “Joey” chair watching the Netflix movie, *The Two Popes*, a series of thought bubbles percolated up and I suddenly had vivid memories of September, 1987, when Pope John Paul II visited San Francisco. I was a fairly new Inspector assigned to the Intelligence/GTF Division at the time and was to work “Dignitary Protection” under the mentorship of (now deceased) Inspector Lou Ligouri.

This upcoming Papal visit was a monumental task for the SFPD. Over 1200 officers supplemented by hundreds of sheriff deputies and CHP officers worked the 2-day detail. This was the first time that the SFPD purchased and utilized several hundred barricades, which later became the norm for SFPD demonstrations.

My first look at Pope John Paul II came during his visit to St. Mary’s Cathedral. I must confess that although I was raised Catholic, my self imposed limit on church visits was usually weddings and funerals. As he walked up to the altar, I got goose bumps and in my mind, it seemed as though a light was shining down on him (and not others)! His presence sparked a very positive energy and the crowded cathedral was buzzing with it.

The following day, Lou and I were at Candlestick Park advancing the Pope’s planned Catholic mass to a capacity crowd. Prior to the Pope’s arrival, we were able to tour the massive raised “altar” that was built in center field. There was a trap door constructed in the altar and stairway down to facilitate a quick Papal escape, should an emergency occur. Below the trap door, hidden from the public, was a US Secret Service limousine, engine running, with an agent behind the wheel.

Just behind the right field fence was a gate and tunnel entrance from which the “Pope Mobile” would later emerge. In that parking lot was a staging area where, about a half hour prior to the mass, the Pope arrived in his USSS black limo. He alighted from the limo (see photo) and walked up a few stairs, past me, to a mobile down room (similar to a small portable classroom). When the time was right, Pope John Paul II later walked out and back down the stairs and entered the rear of the “Pope Mobile”. I was about 20’ from him when



Pope arrives at Candlestick staging area



Pope departs from SFO

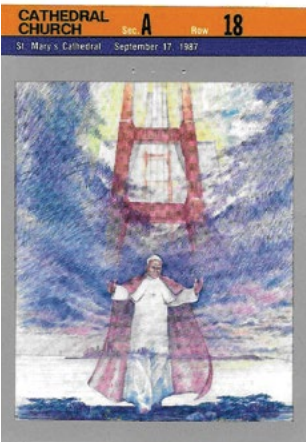
I witnessed a light-hearted and very memorable moment.

San Francisco Archbishop John Quinn was about to step up and join Pope John Paul II in the back of the “Pope Mobile” from the right side when he noticed that the Pope was standing in the far right of the vehicle bubble, with no room for the Archbishop. The Archbishop did not know how to ask the Pope to move over, as I saw him contemplating and sizing up the problem for almost a minute. Archbishop Quinn, shy about asking the Pope to move over to make room, decided to ask one of the accompanying Roman Cardinals standing nearby for advice. The white-robed Cardinal began to laugh when the Archbishop told him his dilemma and I could hear him say back “just ask him to move!”.

Archbishop Quinn then mustered his courage for about 10 seconds and tugged on the Pope’s long white robe saying “Holy Father... With that prompt, the Pope smiled and quickly moved over to accommodate the Archbishop on his right side. The “Pope Mobile” took off and circled Candlestick, with the rest of



US Secret Service Security Pass #00106



St. Mary’s Cathedral admission ticket

the event proceeding with no problems. We later accompanied the Pope to SFO where he boarded his “TWA” airplane and our detail was over.

Although this was my first big dignitary assignment, it was certainly one of the most important and memorable ones for me and for all officers who worked it.



Papal altar in center field



Candlestick scoreboard

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# SF PAL News & Updates

By PAL Staff

Greetings and Happy New Year from the SFPAL Team. We are hopeful that 2020 will be as successful for our organization as 2019! Let's get right to it.

The year started for our Cadets with a welcome back night on January 14th. We welcomed our future crime fighters back with a pizza dinner and previewed some of the fun things we will be doing this spring semester. This semester we are hopeful for a tour of the 911 dispatch center, a visit from CSI, and maybe some more Sims!

We also used the night to promote Jason Chan to rank of PAL Cadet Lieutenant. Jason has done a wonderful job with the PAL Cadet program. He was instrumental in the training with the 10th Cadet class this past summer. His attendance this summer was outstanding, and he truly led by example. Great job Jason and keep up the good work.

We also would like to give a shout out to Naim Nash for receiving the Youth Leadership award. Keep up the great work, Naim!

Later this month, this month we will be learning the importance of officer safety during a building search. The Cadets will end the month with a night of building search simulations. During the training, they will see first hand how important communication is during an active building search. It should be a fun



night and will update you on how they did next month.

Our Jiu Jitsu program resumed on January 6th after a much needed winter break. From what we've been told it took Sensei Dante a few weeks to get the class out of vacation mode and kids have been working hard since they returned.

Our Shining Start for the month of January:

One of the driving forces that helps maintain the SFPAL engine, is Officer Michael Costello. He is tirelessly committed to fostering a positive relationship between San Francisco Police Officers and our young community. Be it, through the successful Police Cadet Program, in which Michael pours his heart and soul into, vigorous recruiting, enlightened teaching, and fun-filled training. Michael also assists in several other SFPAL programs throughout the year, including but not limited to coaching youth basketball, starter duties at



Michael Costello



## SF Dispatcher of the Month



London Breed  
Mayor

**Department of Emergency Management**  
1011 Turk Street, San Francisco, CA 94102  
Division of Emergency Communications  
Phone: (415) 558-3800 Fax: (415) 558-3843  
Division of Emergency Services  
Phone: (415) 487-5000 Fax: (415) 487-5043



Mary Ellen Carroll  
Executive Director

Date: January 1, 2020  
To: **Kimberly Tuyay, Public Safety Dispatcher**  
From: Zoila Lechuga, Employee Recognition Coordinator  
Re: Communications **Dispatcher of the Month — January 2020**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for January 2020**.

While assigned to the roll of call taking in the month of November, you received a call from a male caller reporting he was stuck on a cliff somewhere on Baker's Beach. The caller could not pinpoint exactly where he was located; you immediately located an existing call, and conferenced US Park Police. Kimberly, you worked hand-in-hand with US Park Police to try and locate the caller, and continuously updated the SFPD. You remained on the line with the caller for an hour tirelessly trying to help locate him.

Kimberly, you had to get creative in finding ways to help locate him, and through your perseverance the male caller was finally found. At one point you instructed him to yell when the Fire Department was near, and you even had him turn on his light on his cell phone and shine it towards the rescue boat out in the ocean. The emotional support, compassion, and genuine concern you showed towards the caller are highly commendable as well. At one point he even tells you, "Talking to you, I don't even feel the cold; you give me so much comfort."

As a 911 dispatcher you will process many calls; a lot of times they become a distant memory, but the impact you made in this caller's life will be everlasting. The last thing he told you before the line disconnected was "I love you Kimberly, you've been so helpful". The sincerity in his voice was real, and I have no doubt he'll remember this moment for the rest of his life. You were that voice that kept him calm and gave him hope when he most needed it.

Thank you, Kimberly, for your professionalism and dedication. We are so proud of you here at DEM. **Congratulations Kimberly!**



the Kid's Games, facilitator for our Jiu-jitsu program... and handling some of the behind the scenes and unglorified work, needed to have successful events. Michael is very humble and modest in his daily approach. SFPAL would like to spotlight and sincerely thank Michael Costello for his continued dedication to the organization and the youth of San Francisco.

That's all for now, folks.  
Until next month,  
Your SFPAL Team

### Upcoming Event and Programs:

Registration for our FREE Girls Basketball program is still open for 3rd and

4th grade girls. For more information and registration please visit our website.

Registration for our upcoming Flag Football program is currently open. For more information and registration please visit our website.

If you are a teacher and interested in teaching your students about the environment and conservation, please visit our website to learn more about our upcoming fishing program.

Our Annual Kids' Games event at Kezar Stadium presented by Cruise is scheduled for May 3rd, 2020. More event information to come soon. For sponsorship opportunities please contact us at [admin@sfpal.org](mailto:admin@sfpal.org).

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-San Francisco Police Officer

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



# Widows' and Orphans' Aid Association

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

## Tuesday January 14, 2020

The Widows' and Orphans' Aid Association (WOAA) of the San Francisco Police Department held their monthly meeting on January 14, 2020. The meeting was held at the Hall of Justice, 850 Bryant Street in room #159, in San Francisco, California.

**Roll Call:** President Jim O'Meara, Secretary Mark McDonough, Treasurer Dean Taylor (Conference Call), Trustees Rob Forneris, Ryan Walsh (Conference Call), Lou Barberini, Leroy Lindo, and Ray Kane, and Administrative Assistant Sally Foster were present. Vice President Al Luenow was excused.

**Approval of the Minutes:** Trustee Ray Kane made a motion to accept the December 2019 Minutes. Trustee Lou Barberini seconded the motion. The motion passed without objection.

**Receiving Applications; Suspensions and Reinstatements:** Trustee Ray Kane, in his last activity as our 2019 President, responded to the San Francisco Police Academy to present our membership to the 267th Recruit Class on January 5, 2020. Ray signed up 19 of the possible 20 recruits. No suspensions or reinstatements this month. Our annual dues are due NOW. The dues remain at \$100 per year. Please send your payment to the WOAA, P.O. Box 4247, San Rafael, CA 94913-4247. If we do not receive a dues payment by a member by March 1, 2020, the said member will be placed on suspension. If the suspended member does not send their dues and fines by July 1, 2020, the member will be dropped from our roll and will need to submit a doctor's note of sound health, and the dues and fines for the application of reinstatement. Bills will be mailed out shortly. We wait for paid notice on all members who have signed up for automatic payment. We then send out bills to members who pay by check. It is acceptable to pay your dues prior to receiving a bill in the mail.

**Communications and Bills:** Treasurer Dean Taylor read aloud the bills and benefits to be paid. Death benefit claims were filed by the beneficiary of Don Lando, David Vizcay, Mike Toropovsky, and Rodney Lee. Trustee Ray Kane made a motion to pay the bill and benefits. Trustee Leroy Lindo seconded the motion. The motion passed without objection.

**Report of Visiting Committee:** No report this month.

**Report of Trustees:** We received the sad news of the passing of our following four members:

**Michael Gallegos, age 65:** Mike Gallegos was born in San Francisco, California, and entered the San Francisco

Police Department on August 15, 1977, at the age of 22. Mike's previous occupation is listed as an Aux Operator. Mike wore star #1561, and graduated from the Police Academy on December 10, 1977. Mike worked the following assignments during his career: Mission Police Station (December 10, 1977), Taraval Police Station (March 19, 1978), Southern Police Station (October 4, 1978), Mission Police Station (October 4, 1978), Parking & Traffic (June 27, 1983), Mission Police Station (December 7, 1983), Ingleside Police Station (August 26, 1995), Southern Police Station (February 21, 1998). Mike retired on April 11, 2011 with a service retirement. Awards: Mike was awarded a Police Commission Commendation for services rendered on Monday July 28, 1978. Mike, with Officers Paul Maniscalco, Robert Bullard, and Robert Vitali assisted in the apprehension of two suspects who had committed an armed robbery of the Gibraltar Savings and Loan Bank at 201 West Portal Avenue. Captain Robert Mattox, and Officers Judith Hardiman, Jacklyn Jehl, and William Langlois received Silver Medals of Valor for their part in this arrest. No further information. Mike received a Meritorious Conduct Award for Investigation for services rendered on Tuesday September 3, 1985. Mike, with Sergeants Mike McNeill, Randall Radosevich, and Judith Pursell, and Officers Daniel McDonagh, Dolores "Dolly" Casazza, Raymond Benson, Patricia Correa, Charles Ellis, David Zanardi, Dennis Callaghan, and Michael Gonzales all took part in the investigation of a rape of a ten year-old girl near the Josephine Randall Museum. The above listed Officers worked as a team collecting evidence and interviewing witnesses in an attempt to identify the perpetrator. On Wednesday September 4, 1985 they were able to locate and detain a possible suspect. Further investigation revealed that this suspect was wanted in another county. A Sex Crimes investigator was able to verify by evidence and a positive identification by the victim, that the detained suspect was the perpetrator. The diligent and painstaking investigation led to the arrest of a vicious criminal and sex offender. Mike was awarded with a Police Commission Commendation for services rendered on March 10, 1991. Mike Gallegos with Sergeant Larry Ratti, and Officers David Tussey and Ray Ibay on-viewed a two-story building on fire at 3359 Army Street. The Officers, without regard for their own safety, entered the building and escorted several elderly female occupants out of the building. The Officers entered and exited the burning building several times as they were battling smoke inhalation but did not stop their rescue efforts until the S.F. Fire Department arrived.

**James Bruce Jones, age 92:** James Bruce Jones, known to friends as "Bruce", was born on September 13, 1927 in San Francisco, California. James is listed as a Student prior to entering the San Francisco Police Department. James was a graduate of Lowell High School in San Francisco and was a veteran of WWII. James served his country as a member of the Marine Corps. James attended the University of San Francisco prior to his career in Law Enforcement. James entered the San Francisco Police Department on August 1, 1949 and wore star #1533. James worked the following assignments during his career: Park Police Station (August 15, 1949), HDQ Vehicle Inspection (January 8, 1951), Juvenile Bureau (November 3, 1952), Investigations Bureau (September 7, 1953), promoted to the rank of Q-35 Inspector on April 3, 1959, Intelligence (April 23, 1975), Inspector's Bureau (November 14, 1977). James retired with a service pension on May 28, 1978. With nearly 30 years of Police service, spent primarily in the Investigations Bureau, Bruce spent his last 14 years in the Burglary Detail and the Intelligence Unit with his partner Ken Murphy. The two became infamous in their day. James was active in the Veteran POA and was a long-time supporter of the SFPCU. Often called "Boomer", James was passionate about flying, the S.F. Giants and 49ers, golf and fishing. He was also an aerobatics judge in Oshkosh, Wisconsin. Awards: Inspectors Jones and John Tompkins were awarded a 2nd grade Medal of Valor for services rendered on January 4, 1957. Jones and Tompkins arrested two armed hold up men who were in the act of committing an armed robbery of a store. No further information. Inspectors James B. Jones and Jack Cruickshank, with Officers Frank Defanti and William Wilson were awarded a 3rd grade Medal of Valor for services rendered on October 31, 1962. The Inspectors and Officers observed a man pistol-whipping a woman on the street. The Inspectors and Officers chased the suspect and engaged in a physical struggle. They disarmed the suspect, placed him in custody, and seized the suspect's firearm. No further information. James is survived by his beloved daughter Melanie, her mother Constance Callagy, and his cousin, John Murphy.

**Rodney Lee, age 57:** Rodney C. Lee, was born in San Francisco, California on January 8, 1961. Rodney entered the

San Francisco Police Department on January 4, 1982 and was assigned to star #1428. Rodney worked the following assignments during his career: Central Police Station (May 2, 1982), Potrero Police Station (August 15, 1982), Central Police Station (February 9, 1983). Rodney retired on January 2, 2014 after a 32 year career. Rodney was awarded with a Police Commission Commendation for services rendered on May 2, 1987. Rodney, with Officers John Centurioni and Paul De Timofeev apprehended two armed suspects who had committed an army robbery of the Golden Gate Book Store, earlier that day at 700 Kearney Street. Centurioni and De Timofeev also received a Police Commission Commendation. Officers Nick Borthne and Mark Madsen were each awarded a Bronze Medal of Valor. No further information is documented for this incident.

**Report of Special Committee:** No report this month.

**Old Business:** No report this month.

**New Business:** No report this month.

**Good of the Order: Adjournment:**

**To All Members:** Members can access new Beneficiary Forms on our website at [sfwidowsandorphans.org](http://sfwidowsandorphans.org). Locate the RESOURCES box on our face page. Click on this box and the link will appear. Completed the form and have it signed by a Notary, or one of our Board Members. Please send this form and any other correspondence to **WOAA, P.O. Box 4247, San Rafael, CA 94913-4247**. I can be contacted by cell phone at **415 681-3660**, and by email at [markmac825@comcast.net](mailto:markmac825@comcast.net). Each month we express our thanks and gratitude to the following people who greatly assist our effort to provide the best service possible to our members: Retired San Francisco Police Captain and the current POA Defense Administrator Paul Chignell, Retired San Francisco Police Lieutenant and the current host of the Gold Country Reaper Website Rene LaPrevotte, Retired San Francisco Police Sergeant and the long standing editor of the *POA Journal* Ray Shine, David Ng of Personnel, Risa Tom of the San Francisco Police Department Police Commission Office, and finally to the entire Traffic Solo Command and Officers who graciously afford us space for our meetings and files.

Mark J. McDonough,  
WOAA Secretary

## In Memoriam...

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

- 1981: Lieutenant Vernon McDowell, from heart attack.
- 1978: Officer Robert E. Hooper, killed by gunfire from barricaded suspect.
- 1971: Officer Charles D. Logasa, killed in helicopter crash.
- 1970: Sergeant Brian V. McDonnell, killed in bombing of Park Police Station.
- 1943: Officer Timothy Ryan, shot interceding in a domestic dispute.
- 1937: Officer Edward F. Flagler, killed in a motorcycle collision.
- 1937: Officer Albert W. Argens, killed with his own gun by a deranged suspect.
- 1934: Officer James H. Mann, beaten while dispersing a brawl on Market Street.
- 1884: Officer John Nicholson, stabbed by a burglar.

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](http://www.odmp.org/agency/3445-san-francisco-police-department-california)  
Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)



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# 128 Law Enforcement Officer Fatalities Nationwide in 2019

Overall fatalities decreased 18 percent with firearms-related fatalities the leading cause of officer deaths this year

Washington, DC—The number of law enforcement professionals nationwide who died in the line of duty in 2019 decreased 18 percent over the previous year according to the National Law Enforcement Officers Memorial Fund, a nonprofit group that has long tracked officer fatalities.

The Memorial Fund announced in its 2019 Preliminary End-of-Year Law Enforcement Fatalities Report that 128 federal, state, local, tribal and territorial officers died in the line of duty over the past year, representing an 18 percent decrease over the 157 officers who died in the line of duty in 2018.

Firearms-related fatalities claimed the lives of 49 officers in 2019, a six percent decrease compared to the 52 officers killed in firearms-related incidents in 2018. Of the 49 officer deaths, 8 officers were killed responding to domestic disturbance or public disturbance calls. Seven deaths occurred while officers were attempting to place an individual under arrest. Seven officers were killed while conducting investigative activity. Six officers were ambushed in 2019. Six officers were shot and killed while responding to a robbery. Four officers were killed while serving felony warrants and engaging in tactical activity.

Handguns were the leading type of firearm used against law enforcement in 2019. Of the 49 officer fatalities, 27 officers were shot and killed with a handgun; seven were shot and killed with a rifle and one officer was killed with a shotgun.

Traffic-related fatalities decreased 12 percent with 43 deaths in 2019 compared to 49 deaths in 2018. Of those, 13 officers were killed in crashes involving another vehicle or fixed object. Twelve officers were killed in single-vehicle crash, a 14 percent decrease over the previous year when 14 officers died in single-vehicle crashes. Seventeen officers were struck while outside of their vehicle, and one officer was killed in a motorcycle crash.

The number of officer deaths from other causes decreased 36 percent over the number of deaths from other causes in 2018. Thirty-six officers died of causes other than firearms- or traffic-related incidents, compared to the 56 officers who died in 2018. Job-related illnesses such as heart attacks or strokes were the cause of 19 officer deaths, a decrease of 37 percent over the 30 who died in 2018. Of those 36 deaths, 12 officers died due to cancers related to search and recovery efforts after the attack on the World Trade Centers on September 11, 2001. One officer was strangled, one died in a fire-related incident, one officer drowned and two were fatally beaten.

Texas had the highest number of fatalities with 17 officers who died in the line of duty. New York had 11 deaths, followed by California with 9 and Alabama with 7. Georgia, Illinois, and Tennessee each had six officer deaths. Florida and New Jersey each had five, followed by

Louisiana, Mississippi, and Washington each with four officer deaths. Ohio and Colorado each had three officer deaths. Eighteen states and the District of Columbia recorded no line of duty deaths in 2019.

Of the 2019 fallen officers, 119 were male and nine were female. The median age was 43 years with an average length of 14 years of service. On average, each officer left behind two children.

“While we’re certainly pleased to see a decline in the number of officer line-of-duty-deaths this year, the reality is that more than a hundred officers lost their lives,” said National Law Enforcement Officers Memorial Fund CEO Marcia Ferranto. “That means we’ve still got a great deal of work to do. We’ve been tracking this information for more than 20 years, and the loss of even one life is difficult, particularly when these brave men and women wake up every day to keep the rest of us safe.”

There are currently 21,910 names of officers killed in the line of duty inscribed on the National Law Enforcement Officers Memorial in Washington, DC, dating back to the first known death in 1786. The deadliest year on record for law enforcement was 1930 when 307 law enforcement officers were killed in the line of duty. The last year officer fatalities dipped below 100 for a single year was 1944.

The statistics released are based on preliminary data compiled by the National Law Enforcement Officers Memorial Fund and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2020. For a complete copy of the preliminary 2019 Law Enforcement Fatalities Report, go to: [www.LawMemorial.org/FatalitiesReport](http://www.LawMemorial.org/FatalitiesReport).

To schedule an interview, contact Robyn Small, Senior Director of Marketing and Media Relations at (202) 737-8524, or via email at [rsmall@nleomf.org](mailto:rsmall@nleomf.org).

## About the National Law Enforcement Officers Memorial Fund

Established in 1984, the National Law Enforcement Officers Memorial Fund is a private non-profit organization dedicated to telling the story of American law enforcement and making it safer for those who serve. The Memorial Fund maintains the National Law Enforcement Officers Memorial in Washington, DC, which contains the names of 21,910 officers who have died in the line of duty throughout U.S. history. The Memorial Fund has opened the new National Law Enforcement Museum, which tells the story of American law enforcement by providing visitors a “walk in the shoes” experience. The Museum is working to expand and enrich the relationship shared by law enforcement and the community through the Museum’s educational journeys, immersive exhibitions, and insightful programs. For more information, visit [www.LawMemorial.org](http://www.LawMemorial.org).

## Celebration of Life Michael J. (Mike) Gallegos

Retired Sergeant S.F.P.D. passed away peacefully at home on January 7th, 2020.

Mike graduated in the 129th academy class in 1977, where he was a dedicated and well respected police officer for 34 years.

He is survived and will be deeply missed by his loving wife of 39 years, Dannell, his daughter, Camille (husband Richard) and the little lights of his life, granddaughters Ava Luna and Laurel Charlotte.

A Celebration of his life will be held on **Sunday, March 22, 2020**, for those SFPD friends wanting to attend, please contact Dannell at: [Dnellie007@gmail.com](mailto:Dnellie007@gmail.com)



## Deaths

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

**BRENDA BROWN**  
Age 73, Retired (non-sworn) SFPD  
Died January 26, 2020  
Notified by R. LaPrevotte

**WILLIAM DOUGERTY**  
Age 78, Retired SFPD  
Died January 18, 2020  
Notified by C. Dougherty

**TIMOTHY CADIGAN**  
Age 84, Retired SFPD  
Died January 28, 2020  
Notified by S. Cadigan

**MICHAEL J. GALLEGOS**  
Age Unavailable, Retired SFPD  
Died January 7, 2020  
Notified by D. Gallegos

\*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.



Photo courtesy of Insp. Matt Perez (ret.)

**Duggan’s Serra Mortuary, Daly City**  
500 Westlake Ave, Daly City 650-756-4500  
*The Duggan Family Serving San Francisco Community Since 1885*  
Sullivan’s and Duggan’s Serra Funeral Services, 6201 Geary Blvd. SF FD228  
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# Fire Departments Working to Prevent Suicide Among Firefighters

January 21, 2020

SACRAMENTO (CBS13) — Twice as many firefighters in the U.S. die by suicide than in the line of duty. Now fire departments are sounding the alarm.

Karen and Lew Lewis still treasure the mementos from their son Billy’s dream job, working as a firefighter-paramedic for the Sacramento Fire Department, at the busiest firehouse in the city.

“Twenty bad calls a shift, you know, that involved everything from suicides to gunshot victims to knifings and fights,” Lew Lewis said. “These guys see some things that you can’t un-see.”

The Lewis family said they believe the things Billy saw and experienced changed him. “We knew he was deter-

riorating and we were helpless,” Karen Lewis said.

Karen says a brutal domestic violence call was a breaking point.

“This woman was laying on the ground covered in blood in front of her children. And when they got back to the station he apparently was throwing things and he just lost it,” she said.

After more than 20 years as a firefighter, Billy resigned and got help for post-traumatic stress, but his mental struggles continued. Then came Valentine’s Day, 2016, when Lew found his son.

“He hanged himself,” Lew said.

Fire departments across the country are grappling with similar stories at an alarming rate. So far this year, reported firefighter suicides are more than double the number who died in the line of duty.

Jeff Dill founded the Firefighter Behavior Health Alliance, one of the only organizations that track first responder suicides.

“We are just losing way too many good men and women,” Dill said. “When we put on this uniform we’re expected to act in a certain manner and that is brave, strong, courageous. Give help — don’t ask for help, because we don’t want to be the weak link.”

In Sacramento, support has become a priority. Firefighters are now trained as peer counselors so they can spot trouble

early.

“The days of ignoring a problem and just going, ‘Oh, well, they’ll deal with it,’ are gone.” Sacramento Fire Captain Keith Wade said. “If you’re working next to me, I’m with you 48 hours at a time. I’m going to know if you’re not being yourself. It’s my duty to say something at a certain point.”

It’s estimated that only half of all firefighters’ suicides are actually reported, so the numbers could actually be much higher.

From [www.sacramento.cbslocal.com](http://www.sacramento.cbslocal.com)

## New GPS System Allows Mass. State Police to Track Cruisers in Real Time

January 14, 2020

The Massachusetts State Police has unveiled a new GPS tracking system for nearly all of the department’s 3,000 vehicles.

The new system will allow police to track their own cruisers in real time and better deploy troopers during emergencies. Vehicles are tracked in realtime at the State Police Watch Center through a new secure automated vehicle location system which allows them to see where the vehicles and troopers are at all times.

Two years ago, an overtime and tick-eting scandal rocked the department. Troopers and supervisors were arrested and the Mass Pike’s Troop E Barrack was shut down.

Colonel Christopher Mason hopes the new system will help restore the public’s confidence in the department.

“The public should have confidence that we are moving in that direction that is positive, that increases that account-

ability,” said Mason.

The system not only locates state police vehicles, it also stores the information, allowing for regular audits.

“We’ll now have the ability to track and store historical time and attendance so we’ll be able to utilize this on a daily, a weekly, a monthly, a quarterly basis to conduct audits to validate that troopers are where they are supposed to be, the attendance they are billing for, that they actually have an appearance at that site,” said Mason.

Ninety percent of the State Police Troopers Union voted in favor of the system when it approved its latest contract.

“The vast vast majority of us are out there doing the right thing every single day,” said union president Corey Mackey.

The GPS system is officially up and running and will be finetuned over the years.

## 2019 Sets Record for Highest Number of Police Officer Deaths by Suicide

January 8, 2020

HARRISONBURG, Va. (WHSV) — Mental health continues to be a concern after a record number of current and former police officers died by suicide in 2019.

In 2019, 228 officers died by suicide, which was a 32 percent increase from 2018, when 172 officers died. A third of those deaths happened in 4 states, which include New York, California, Texas, and Florida.

Sergeant Charles Grubbs, of the Harrisonburg Police Department, says men and women in the police force struggle with opening up because of the stigma that officers are supposed to be the ones solving problems and not having them themselves. He says there is a workplace culture problem that needs to change.

“We have to change the culture that

just because you talk to someone, it doesn’t mean that you’re weak,” Sgt. Grubbs said. “Having the ability to come out and admit your faults and understand that you need help sometimes from other people is actually a strength.”

HPD started a peer support group last April. Sgt. Grubbs said officers are free to open up there without fear of judgment.

“You can be vulnerable, you can talk about it and know that you’re not going to be judged or that your job is not in jeopardy because of talking about [your mental health],” Sgt. Grubbs said. “We also do it for the family too, because we understand that this job also plays a lot of stressors on families.”

The support team includes seven wellness officers and two doctors, who are aiming to prioritize mental health in the workplace.

From [www.whsv.com](http://www.whsv.com)

## Norfolk PD New Year’s Resolution: Improve Officer Wellness and Resiliency

January 8, 2020

NORFOLK, Va. – In spring 2020, the Norfolk Police Department will start an evidence-based wellness program that will be provided to all sworn members of the department.

The police department partnered with the Bureau of Justice Assistance, International Association of Chiefs of Police, and University of Pennsylvania in December 2018. Norfolk PD became the first law enforcement agency in Virginia to receive nationally-accredited wellness and resiliency training.

During a course of three days, officers of all ranks received training about making healthy decisions to promote success within their organization and everyday lives of the those in the community.

“The women and men of the Norfolk Police Department are faced with stressful and critical challenges each day,” said Norfolk Police Chief Larry D. Boone in a news release.

“And after a busy day, those challenges begin to affect your personal life, family, and ultimately your health. This program will assist my officers in dealing with the stressors of work and

life which help builds a stronger organization.”

The program will be put in place by the Norfolk Police Peer Support Team with the goal of training all members of the department by December 2020.

The initiative aims to improve an officer’s overall performance and quality of life by providing emotional support and tactics to reduce anxiety on and off the job.

In November, 10 officers also attended the VALOR Resilience Train-the-Trainer Program to begin the implementation of this program throughout the department.

“Much like our nationally and internationally recognized community engagement programs, this wellness and resiliency program will be a success if we strive to build relationships within the organization and acknowledge our need for support on and off the street.”

—Norfolk Police Chief Larry D. Boone

For more information on the VALOR Resilience Training Program, visit their website.

From [www.wavy.com](http://www.wavy.com)



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The deadline for the March 2020 issue is Monday, February 24, 2020

Contact [journal@sfpoa.org](mailto:journal@sfpoa.org) or phone 415-861-5060 for more info.



# POA Mail

Editor —

We've been invited to participate in the **150th birthday celebration of Golden Gate Park**, along with other historical and community organizations. This is similar to what the City did in 2015 for the Panama Pacific International Exposition centennial and for the Summer of Love 50th anniversary in 2017. It'll be promoted by Park & Rec and their partners so it's a nice opportunity for us.

**Naturally, our focus will be on the presence of First Responders in the Park! I am working on gathering information for a small and professional-looking display to be set up at a table in the Park.**

The event will be on Saturday, April 4, more details to be confirmed.

What I need from the GOTC Board so far:

Please share with me what you know about the PD, FD, SD, and EMS in the Park.

I'm gathering info about the Fulton St. hydrants, mounted patrol and stables, the old Police Academy on Fulton St., Park Station, Richmond Station, the Hondas, and the Park emergency hospital. Anything else?

If you have any personal experience with any of these topics, I'd love to ask you some questions.

If we could bring out one of the historic PD cars, that would be nice.

I want to keep this easy, straightforward, and do-able for everyone. It should be a fun event and a good day in the Park!

Let me know if you have any questions, thanks!

Jamie O'Keefe

Editor —

I received a note from Jim Guerrero (Ret. Co. K) advising of a **fund-raiser for a friend of his who is the K9 officer** for the tiny town of Laytonville in Mendocino County. To say the department has a minuscule police budget would be a huge understatement, and they are trying to raise donations for a K9 ballistic vest as well as vet bills for their lone detection dog. Visit this link to make a donation to this worthwhile cause: <https://www.gofundme.com/ff/funding-for-kali-the-detection-canine>

Rene LaPrevotte

Dear POA —

Operation Dream thanks the POA for its contribution to our annual

Christmas Toy Drive. Your support allowed us to provide toys to children from low income neighborhoods.

Thanks again for your continued support.

Leroy Lindo,  
Secretary

Dear SFPOA —

On behalf of the Ocean View, Merced Heights, Ingleside-Neighbors In Action I wish to thank you for your generous donation and continued support of our Annual OMI Holiday Toy Giveaway.

We had approximately 350 adults and children in attendance at our party held on Saturday, December 14, 2019. Everyone was served cookies and punch. In addition, over 300 neighborhood children received a toy from Santa Claus.

In addition, each child was able to take a picture with Santa, and Frosty.

With the number of attendees, it is obvious that the party is an annual event the neighborhood children and families look forward to, and need. Your donation allowed us to make this event possible.

Warm Regards,

Mary C. Harris  
President

Dear President Montoya —

I would like to thank you for your kind consideration and efforts which lead to the San Francisco Police Officers Associations generous donation to the UCSF Police Officers Annual Christmas Toy Drive. This donation along with our collection efforts, allowed our police department to purchase and eventually distribute hundreds of Christmas toys to UCSF Benioff Children's Hospital making this drive one of the most successful.

We realize without your support and communication with a member of our police department, Detective Sergeant Robert Bohanan, who is also an active retired member of your Police Officers Association, this act of kindness may not have materialized. For this connection, we are grateful.

We would like to sincerely express our heartfelt thank you from all of the officers here at UCSFPD and wish you and your organization a safe, and happy, 2020 New Year.

Chief Michael Denson  
UCSF Police Department

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# Book Review

## The MVP Machine: How Baseball's New Nonconformists Are Using Data to Build Better Players

By Ben Lindbergh & Travis Sawchik  
Reviewed by Dennis Bianchi

Ben Lindbergh is a staff writer for *The Ringer*. He also hosts the *Effectively Wild* podcast for *FanGraphs* and regularly appears on MLB Network. He is a former staff writer for *FiveThirtyEight* and *Grantland*, a former editor-in-chief of *Baseball Prospectus*, and the *New York Times* bestselling co-author of *The Only Rule Is It Has to Work: Our Wild Experiment Building a New Kind of Baseball Team*. He lives in New York City.

Travis Sawchik is a staff writer for *FanGraphs* and regularly contributes to *The Athletic Cleveland*. He previously covered the Pirates for the *Pittsburgh Tribune-Review*. Travis is the author of the *New York Times* bestseller *Big Data Baseball: Math, Miracles, and the End of a 20-Year Losing Streak*. Sawchik has won national Associated Press Sports Editor awards, and his work been featured or referenced on ESPN, *Grantland*, and MLB Network. Sawchik lives in Bay Village, OH. It is also difficult to discover much personal information about Mr. Sawchik. Both youthful authors exhibit fine research and writing abilities, but a cursory search about further writing histories of either has proven to be limited to what you read above.

The photographic evidence of a pitcher's arm angle and positioning on the ball can be examined and the effort altered to improve that performance."

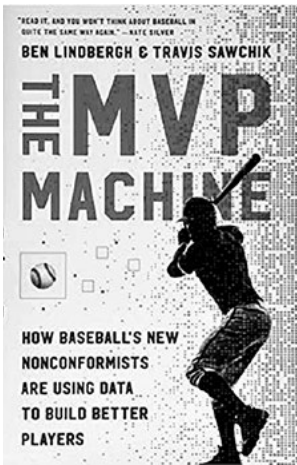
By the time the *Journal* reaches the reader of this column the 2020 Super Bowl will have been played and there will be approximately two weeks until professional baseball's spring training has begun. I hope the readers of this column will forgive me for not focusing on the Forty-Niners successful year but, as Alexander Hope once wrote, "Hope springs eternal in the human breast."

After the last two seasons of San Francisco Giants' baseball, that phrase is being put to the test.

I began reading this book before the big scandal and suspensions of the Houston Astros for electronically stealing signs, so I was not joining in on some recent scandalous headline. Instead, I was interested in learning more about the changes in evaluating and building baseball teams I kept reading about in the sports pages of different news outlets. I found a lot of answers, most of which were fascinating.

In 2003 Michael Lewis published a book that changed the way fans looked at professional baseball and the way owners and managers of pro teams thought about how to conduct the business of baseball. That book and way of thinking lasted long enough to make a splash but as other teams bought into or thought their way around that thinking the newness and effectiveness wore off. *The MVP Machine* explains what happened next. It is not, however, just a compilation of numbers and statistics, sabremetrics, to use the current phrase, although there are examples of those effects. It is also how technology has made the game different. In many cases it has enhanced players performance. It has also created a questionable reliance upon those ideas. A thoughtful reader might make the connection of the prevalence and reliance upon technology as a cause for the current cheating scandal, a scandal based upon the use of cameras and computers that weren't available a decade ago.

One player that the authors refer to often is a pitcher named Trevor Bauer. Mr. Bauer gained some fame as a Cy Young candidate, an award for the most outstanding pitcher during a particular season, but he also gained some notoriety for being a petulant and divisive teammate. While reading the book I learned of different training methods, most of which were used by Mr. Bauer, such as throwing different weighted balls, throwing different distances, a different attitude toward weight training and stretching. Mr. Bauer also made some accusations about pitchers he has had some feuds with, describing different methods they use to circumvent



rules such as applying foreign substances to their pitching hands during a game.

The authors describe cameras that are used by private trainers and teams that can take hundreds of photos per second which allows both pitchers and hitters to examine very slight differences in how they throw a ball or when they make contact with the ball and at what angle

the swing strikes the ball. As difficult as hitting a baseball thrown by a major league pitcher can be, and most experts in the field of athletics and kinesiology consider that feat the most difficult of all athletic efforts, these new technologies can help a player understand where he or she is failing and how to correct that failing. The photographic evidence of a pitcher's arm angle and positioning on the ball can be examined and the effort altered to improve that performance. In some cases the moving of one finger of the throwing hand by a fraction of an inch or pressure being applied slightly on a different part of the ball can result in the ball moving in a manner that makes it much more difficult to hit. The writers manage to explain all of this in an easy and clear manner that makes the reader want to read on — and on.



There was a part of the book that I found reassuring. The authors give credit to a couple of old time players and managers as having the same attitude as today's trainers and developers, but they lacked today's technology. Branch Rickey was someone who insisted at an early age that a coach or a leader shouldn't just criticize someone for a failure without having a plan as to how to address that failing. The authors also give credit to Ted Williams and his book, "The Science of Hitting" for having something to offer in the way of how to correct mistakes and practical ideas of how to improve. The other reassuring facet of the book was the authors' insistence that nothing can take the place of working hard at one's trade. The technology that is available has changed the opportunity to improve but the participant must use the technology and must use it diligently and intelligently. This attitude works not just for baseball or any other sport. One can apply it to all of our endeavors.

I highly recommend this book.

### Very Short Introductions, A Series

This is not a review of a book but a recommendation to those of you who like to read. *Very Short Introductions* (VSI) is a series of books published by the Oxford University Press. The series began in 1995 and today the number is nearing 800 titles. The majority runs approximately 150 pages, some less, a few more, none more than 200. Their size is seven inches by four-and-a half and approximately one-half inch thick. This makes them easily portable. They slip into a jacket pocket with ease. The titles are fascinating: Architecture, Art History, Ancient Warfare, Bacteria, Blood, The Body, Buddhism, Cold War, Evolution, Heredity, Herodotus, The Immune System, Mathematics, Modern China, Nietzsche, Reading, The Orchestra, Objectivity The Roman Republic, The U.S. Constitution, both World

Wars, to list but a very few of them. They all contain a very good list for further reading should your curiosity be piqued. I'm currently reading *The Holy Roman Empire*, "sardonically described by Voltaire as being, "neither holy, nor Roman nor an empire," and learned much about how that entity was the basis of the German Nation, even Western Europe, as we know it today. The point is, the series is worth your time to look over the selections and perhaps you will find one or two that will become your traveling companion for those times you find yourself waiting to pick up your partner or you're at the dentist office, or just need a change of pace that won't overwhelm you. They all sell for approximately \$5 to \$6 in paperback, a real bargain.

## BART Board OKs Program to Put Unarmed Police 'Ambassadors' On Trains

January 17, 2020

In response to concerns about safety on the BART system, the transit agency's board voted unanimously Thursday to approve an ambassadorship program in which unarmed officers will ride trains from 2 p.m. to midnight seven days a week, with extra coverage on Saturdays.

The six-month pilot program, which will cost \$690,000, is scheduled to begin on Feb. 10.

The ambassadors will be recruited from the ranks of the BART Police Department's Community Service Officers, non-sworn personnel who perform a variety of police services. The ambassadors will receive additional de-escalation and

anti-bias training.

"This team will be police employees and trained to provide a sense of safety and security for our riders on-board trains and deter crime," BART Interim Police Chief Ed Alvarez said in a statement.

"I worked closely with our board members, the general manager (Bob Powers), and police unions to develop a program that is responsive to our riders and is able to launch seamlessly, safely and quickly," Alvarez said.

BART officials said 10 ambassadors will walk trains in teams of two and will focus their patrols on the most heavily traveled section of the system, the transbay corridor between the 12th Street Oakland and San Francisco Civic Center stations.

During crowded evening commute hours, the ambassadors will increase their coverage areas to other sections of the system, such as from the Oakland Coliseum to Union City and Walnut Creek to Pittsburg-Bay Point portions.

"Our ambassadors will serve as extra eyes and ears on-board trains," BART Board President Lateefah Simon said.

Simon said, "It's a promising, first-of-its kind program at BART that will provide a welcoming presence focused on customer service and curbing inappropriate behavior."

BART officials said the ambassadors will wear easily-identifiable uniforms that are distinct from those of community service officers or fare inspectors.

The ambassadors will be equipped

with radios to report safety and security concerns or biohazards and will also be trained to respond to customers' questions, complaints or requests for service.

The ambassadors will observe and report and call an officer when enforcement is needed.

BART Director Debora Allen said, "I am pleased existing community service officers who are vetted, hired, trained and supervised by sworn police officers will be on trains on nights and weekends."

Allen said, "I've been urging BART to add additional layers of security on board trains since I was elected to the board and our vote today is a step in the right direction."

From [www.danvillesanramon.com](http://www.danvillesanramon.com)



Can health risks common to firefighters also impact police first-responders? — Ed.

# New Threats Put Wildfire Fighters’ Health on the Line

November 4, 2019

SANTA ROSA, Calif. — As fires spread across Northern California last year, Capt. Matt Alba and Strike Team 2253A found themselves wading through a smoldering jungle of plastic and metal in search of bodies.

As they worked through charred auto shops and trailers, Mr. Alba kept thinking about the poisons they were kicking up, and that they did not have a single mask or hazmat suit among them.

**Wildfire fighting had changed.**

For generations, firefighters fought mostly in desolate forests, where most of the dangers were fatigue and falling trees. But a confluence of modern factors — namely America’s rapid suburban expansion into the wilderness, combined with the growing ferocity of wildfires — is posing a host of new health threats to the men and women who fight these blazes.

While burning wood poses some threat to lungs, man-made products and the gases and particles they produce when burned are far more dangerous.

In the last three years, California has seen a record number of devastating fires, and thousands of firefighters have been exposed to chemicals they had not previously encountered in such high volumes.

Unlike urban firefighters dealing with structural blazes, these wildfire responders do not wear heavy gear that filters air or provides clean air because the gear is unwieldy and too limited to allow the kind of multi-hour, high-exertion efforts demanded on the front lines of these large outdoor infernos.

But some think more needs to be done to keep wildland firefighters safe.

Mr. Alba, who has been with the San Francisco Fire Department for 18 years, spent 11 days working in Paradise, Calif.,

last year, in a smog so thick it burned his lungs. As he picked his way through the wreckage, he said, his crew began to fall sick: severe headaches, brutal coughs.

“I was just thinking about 9/11,” he said of the many firefighters who fell ill after the 2001 terrorist attacks. “I asked myself: Is history repeating itself here?”

On Thursday, California’s fight against fire continued. More than 7,000 firefighters were battling blazes up and down the state, including new wildfires in the heavily populated areas of Riverside and San Bernardino Counties, fueled by rushing winds that for days have pushed flames through brush and dry fields and up the sides of homes.

The fires began just as winds eased in the north and firefighters wrangling the state’s largest active blaze, the Kincade fire, managed to contain more than half of its 76,800-acre footprint for the first time.

About 5,800 people remained under a mandatory evacuation order, a small fraction of the 180,000 who had been ordered to leave their homes on Sunday. Residents and firefighters were beginning to survey the damage on Thursday as many in Northern California and parts of Southern California began to return home.

Several studies have examined the health of firefighters who battle structural blazes in urban areas. The largest, a look at 30,000 people by the National Institute for Occupational Safety and Health, acknowledged that urban firefighters may be exposed to carcinogens like formaldehyde, benzene and asbestos, and found that firefighters have higher rates of several types of cancers than the population as a whole.

This has led some health advocates to declare an “epidemic” of cancer among urban firefighters, and to call for better equipment and health care.

Less is known about the health of wildland firefighters. Though that is changing.

Following the 2017 Tubbs fire that whipped through the Santa Rosa area, researchers at the University of California, Berkeley, working with the San Francisco Firefighters Cancer Prevention Foundation, analyzed blood and urine samples of about 150 firefighters. They found that in their blood many had elevated levels of mercury, as well as perfluoroalkyl substances, human-made chemicals known as PFAS, which have been linked to cancer.

Researchers said that the chemicals may have come off the buildings, or even the firefighters’ gear. PFAS, an increasingly controversial class of chemicals that are used as fire retardants, are often present in firefighter uniforms.

The exposure is compounded by dangers that firefighters have faced for years.

In Northern California this month, more than 5,000 firefighters and support staff gathered to fight the Kincade fire, turning the Sonoma County fairgrounds into base camp, a sea of white tents and dirt-smudged firefighters taking breaks from their 24-hour shifts.

The morning briefing included tips on avoiding exhaustion and falling trees — and a warning to watch out for the region’s abandoned mercury mines. (For decades starting around the 1870s, mercury was pulled from the ground and used to separate gold from other rocks. Many of those mines were never fully cleaned up.)

A flier handed out to firefighters said the mines posed “no health or inhalation hazards” if they were exposed to fire, as they had been capped with soil. But officials at the federal Bureau of Land Management said that was incorrect — that at least three of the mines had exposed waste that could be dangerous if hit

by heat. (Cal Fire, the state firefighting agency, later issued a corrected version of the flier.)

More modern threats come from the growth of the country’s wildland-urban interface, a term increasingly used to describe the area where homes and forests meet.

As cities have become more expensive, these areas have become increasingly attractive places to settle, and more than 12 million homes were built in this liminal space between 1990 and 2010. With more people in the woods, there are more structures to defend.

More than 80 people died in the Camp fire near Paradise last year; most lived in areas that were basically wilderness. Firefighters now have to contend with protecting people who live in areas that some consider uninhabitable and the fallout of homes burning in these isolated locations.

At base camp in Sonoma, many said they were aware of these expanding chemical dangers. Cal Fire has a research and development team that is working to develop better gear for firefighters, said Eric Castellanos, a captain with the department.

But there is division among firefighters about exactly what should be done to protect them. Mr. Alba, the firefighter who was in Paradise, is calling on fire agencies to remove PFAS from their uniforms, and for officials to come up with a solution that protects them from noxious threats.

But Scott Ross, a firefighter from Shasta County, said he worried that more restrictions — heavier gear, for example — would make it harder for them to do their work.

“This is not a safe job,” he said. “You can’t make it safe. And the more you try, the more you tie our hands.”

*From [www.nytimes.com](http://www.nytimes.com)*

# LA Police Union Contributes \$1 Million to Anti- George Gascón PAC

January 22, 2020

The union representing the Los Angeles Police Department has contributed \$1 million to defeat district attorney candidate George Gascón in a high-stakes election to determine who will oversee the country’s largest prosecutor’s office.

The Los Angeles Police Protective League, which represents over 9,900 officers, made the massive contributions in two separate tranches on Thursday to an anti-Gascón political action committee, campaign finance filings show.

With this contribution, the LAPPL is stepping up its campaign against a former member. Gascón once patrolled the streets of Los Angeles as a beat cop and rose to the rank of assistant chief. After serving as San Francisco DA, he is running to unseat Los Angeles County DA Jackie Lacey on a platform of progressive reforms, including stricter oversight of police use of force.

According to Miriam Krinsky, a former federal prosecutor, large influxes of cash like this “underscore just how threatened [police unions] seem to feel by a new generation of prosecutors trying to do things differently.”

“These counter-forces are not succeeding,” said Krinsky, who heads Fair and Just Prosecution, an organization pushing for reform-minded DAs.

Los Angeles has incarceration rates more than four times higher than San Francisco. Gascón has pledged to lower prison admissions in LA by 20 percent

in his first year, seek shorter sentences, and abandon the death penalty.

In contrast, Lacey, the first woman and first African American to hold the office, has cautiously approached reforms and pitched herself as “safeguarding of crime victim’s rights.” Since she took office in 2012, she has declined to prosecute a series of high-profile police shootings. During her tenure, 22 people have been sentenced to death in Los Angeles County, all of them people of color. Lacey has defended her pursuit of the death penalty, saying she sought capital punishment in less than three percent of eligible cases in 2018.

Now the future of the Los Angeles County DA’s office—spanning nearly 1,000 attorneys with jurisdiction over more than 10 million people—hangs in the balance. Gascón, along with former public defender Rachel Rossi, is facing two-term incumbent Lacey in the March 3 primaries. There will be a November run-off if no candidate gets over 50 percent of the vote.

Gascón has been endorsed by the LA County Democratic Party, while Lacey has earned endorsements from California power players including LA Mayor Eric Garcetti, San Francisco Mayor London Breed and the LAPPL.

“Once LA County voters take a look at Gascón’s dangerous record as District Attorney of San Francisco, they’ll be frightened,” LAPPL’s Board of Directors said in a statement to The Appeal

on Friday. “Residents of Los Angeles County want safe neighborhoods and they want their criminal justice system to be fair and to continue to hold those that break the law accountable.”

Violent crime dropped significantly in San Francisco during Gascón’s tenure, though Breed has blamed him for high rates of car break-ins; his campaign has attributed the problem to police making arrests in just a small percentage of those cases.

Police unions regularly spend on district attorney races to elect and influence prosecutors who will be aligned with their interests.

Law enforcement groups in San Francisco spent more than \$650,000 campaigning against progressive favorite Chesa Boudin in the city’s November DA race. Boudin narrowly won against interim DA Suzy Loftus. (Gascón resigned a few months before the election to move back to Los Angeles).

In Sacramento, California, District

Attorney Anne Marie Schubert’s re-election campaign received \$13,000 from police unions days after officers killed Stephon Clark, an unarmed Black man, in his grandmother’s backyard in 2018. After Elena Mondragon, an unarmed pregnant teenager, was killed by police in Fremont, California, in 2018, the local district attorney, Nancy O’Malley, received a \$10,000 campaign donation from the police union. Both prosecutors ultimately declined to charge the officers, and both denied that the campaign donations influenced their decision-making.

Max Szabo, spokesperson for the Gascón campaign, tied the LAPPL’s anti-Gascón push to a fear of greater police prosecutions.

“This isn’t about safety,” he said. “It’s about who will hold police officers accountable, and they’re giving Jackie Lacey a million more reasons to continue looking the other way.”

*From [www.theappeal.org](http://www.theappeal.org)*

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# February 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!

See how many of the words associated with February you can find. Welcome Feb 2020!

AMETHYST	PISCES	AQUARIUS	SHORTEST
COMMON	SECOND	FEBRUA	MONTH
YEARS	MONTH	FEBRUUM	TWENTY NINE
FEBRUARY	SOLMONATH		DAYS
HEIMIKUU	TWENTY EIGHT	HORNUNG	CALENDARS
KALEMONATH	DAYS	MID MONTH	FEBRUARIUS
LEAP YEARS	VIOLET	PURIFICATION	GREGORIAN

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

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**BIG ISLAND HAWAII FOR LONG TERM RENTAL** – Panoramic Ocean Views from 3 bed 2 bath 1850 sq ft new custom house in the Kona hills with designer furnishings. Large pool and hot tub & 1200sq ft lanai. Seeking 6 month minimum stay. Ideal for retirees looking for Hawaii living with time off to travel. Contact Nick Chorley 415-613-5179

**NOVATO**, single level, 3 bed/2 bath home, 1244 sq ft. Desirable Pleasant Valley/Sinaloa school district. New paint inside & out, hardwood floors, fireplace, A/C, W/D & refrigerator. Low mtnce yard. Tenant pays utilities. Landlord provides landscape care. Non smoker, no pets. Call Karyn (Jim-SFPD -ret) 415- 516-3221. \$3,300- SFPD discount offered.

### Vacation Rental

**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](http://www.vrbo.com/106314) Call Eva 925-325-1461

**TUCSON ONLY \$125 PER NIGHT.** 1,100 sq.ft. 2 bedroom, 2 bath condo newly renovated and refurbished at 5500 N. Kolb. Ideal for that family getaway. 2 pools and workout facility on property. 2 full golf courses nearby. Unobstructed view of the Catalina mountains from the patio. Bookings on first come, first served basis. Call Chris 707-337-5514

**SAN FELIPE-EL DORADO RANCH, BAJA, MEXICO.** Beach golf course villa. Pool, hot tub, great fishing. Exclusive resort community. Go to [www.eldoradoranch.com](http://www.eldoradoranch.com) for more details or call Jim at 650-520-3868 and tell him Mike told ya about a discount for cops!

### Vacation Rental

**MAUI — KAPALUA GOLF VILLA RENT-AL.**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](http://www.VRBO.COM) listing #276140. SFPD members receive discount on posted rates. Contact Alan Honniball at 415-298-7205.

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**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](mailto:journal@sfpoa.org)

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Officer Aaron Cowhig  
(415) 696-0607



# Sports



By Nick Shihadeh,  
Journal Sports Editor

### Dodgeball Tourney a Success

**CHECK IT OUT:** The first annual Police Dodgeball Tournament took place on Saturday, January 11th, in the gym at the Italian American Athletic Club in North Beach. It was a family event sponsored by POA Executive Board challengers **Rich Cibotti, Kevin “Badger” Lyons, Kevin Worrell and Louie Wong** to encourage more membership involvement in extracurricular activities outside of work. Since it was taking place the same day as the Forty-Niner vs Vikings playoff game at Levi’s Stadium, only five teams participated; but, it turned out to be a fun success never-the-less.

The five teams would play a “round

robin” type of format before the Niners 1:35pm start and then it became single elimination during halftime, with the teams having been bracketed by that time. The winner of it all was the Lunchtime Crew with the likes of **Mike “Lunchbox” Franceschi, Jesse Montero, Mike Hara, Luis “Lois” Guitron, Lucca Worrell** (Kevin’s oldest), and Lucca’s buddy **Johan** on it. The second place team consisted of **Ryan Jenson, Nicole “The Goods” Rissetto, her sister Katy Rissetto, Louie Wong, Kevin Worrell,** and his younger son **Nico Worrell**.

Great thanks go to Worrell and Franceschi for doing the brunt of the work setting things up at the venue, and running the tournament while playing in it. Cibotti did a great job arranging for the spread of food that was there. Wong filled in as needed on the different dodgeball teams. Kudos goes to **Badger Lyons** for being the referee during the games, and thanks of course go to **Nick Figone** who manages the Italian American Athletic Club and provided the gym location. Otherwise, congratulations to the Lunchtime Crew on their success as it was a grand day with the Niners winning as well.

### Franceschi Taking Over Department Softball League

Since **Kevin Worrell** won the secretary position in the POA Executive Board election last month, he decided that he needed to hand over the reins of the SF Police Softball League to someone that can handle running it. It’s not a simple task running the spring/early summer league, as I know from my experience



Group photo after the first annual SF Police Dodge Ball Tournament.



Ingleside Station’s Power Ranger team during one of the dodgeball matches.

running it off and on for many years. There are field reservations to worry about, the scheduling of games, the upkeep of the standings, setting up the playoff format and scheduling those games leading to the various championship games, setting up the post season banquet(with prizes for first and second place teams); and, the hardest task of all: collecting league fees from the various team managers that make up the league. The guy I thought about as a good choice to take things over is the same guy that Worrell sought out. It is the one and only **Michael “Lunchbox” Franceschi**. Check out Worrell’s long “Letter to the Sports” using many, many words to make this announcement. When talking to Fran-

ceshi, all he said was: “I thank Kevin for this opportunity and look forward to keeping this softball league going in the right direction. The league will be starting in mid-March.” Short and sweet. You’ve gotta love that from this kid. Good luck!

### This and That

As of the printing of this column, the Super Bowl hasn’t been played yet. I’m hoping first that the Niners win, that no cops get hurt trying to keep over-zealous fans from burning down The City, and that the SB Parade goes off without a hitch. Otherwise, that’s it for now.... Stay well and safe, and So See Ya next month...

## Letter to Sports Editor

To the Readers  
of this Fine Publication,

I would like to thank the membership for having the confidence in me to move our association forward during these trying times. It is with great pleasure that I hand over the duties of Police Softball Commissioner to Mike “Lunchbox” Franceschi. Mike is a Southern station midnight stalwart, former offensive line coach at SF City College, and a respected member of the SFPD. Mike’s family has a long standing commitment to SF Rec and Park baseball, and I am proud to hand over the keys to this young, proud San Franciscan.

In 2009, Nick Shihadeh reluctantly asked me to take over the softball league. I say reluctantly because two former commissioners, Layne Amiot and and Brian Olcemendy, had both passed away within a few years of each other. Adding to that was the tragic death of Isaac Espinoza as he was preparing to take over the league. Nick is pretty superstitious and was afraid that there was a possible curse on that position. My response to Nick was I would be honored to run department softball, and I don’t live my life in fear of the unknown.

For the last 11 seasons I have been the administrator of the league and took pride in that. I took pride that all

issues along the way were addressed and given thoughtful response to the affected members. Sports can bring out fiery rivalries and stances between competitors. I believe these are healthy responses for our members to release the stress of being a police officer. Staying active is imperative to combat the day to day stressed that this job does physiologically to our body and minds.

I also want to take this time to thank Steve “crack” Coleman for his willingness to be the commissioner of the SFPD Basketball League. I know the preparation that goes into running a league, and he is not getting paid for anything as it is a volunteer position. I have talked with Steve on several occasions with some of his issues that have risen over the years. Steve is a good man and a great basketball commissioner. Thank you for everything you have done in being an ambassador for SFPD Basketball.

In closing: I encourage that everybody get out and participate in whatever it is you enjoy. Staying active will help your longevity as our life expectancy after retirement is much shorter than any other profession. Otherwise, I again want to acknowledge Mike Franceschi as a good man for this job and I wish him nothing but good luck.

Sincerely,  
Kevin Worrell

Save The Date  
Save The Date

Thursday, April 2, 2020



Retirement Celebration for  
Lt. Damon Keeve

More to Information Will Follow Soon

Questions? Contact:  
Captain Jason Cherniss, Traffic Company,  
or Lt. Dave Falzon, CISU



# The Loons Nest Report

By Ed Garcia, SFPD Retired

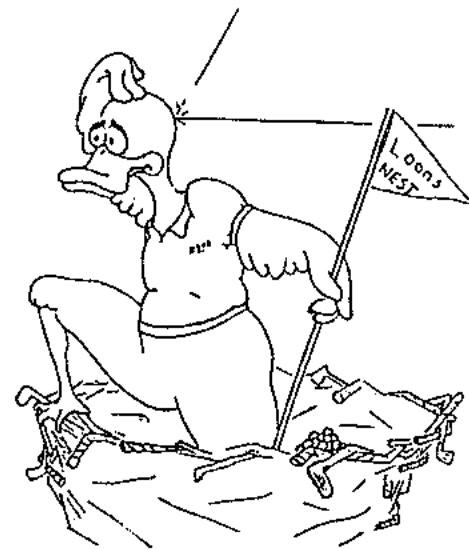
## Loons Play Holiday Classic on Muddy Track

December 18th saw members and guests of the Loons Nest Golf Club heading northward to Napa Valley for our Holiday Classic Tournament. This event brought the Loon's 34th season of golf to a conclusion as we played a rain soaked Chardonnay Golf Club. Two prior days of storms added to rains early on tournament day leaving the fairways soaked and in standing water in most of the sand traps. Surprisingly the greens were in very good shape and had actually been cut that morning, leaving no machine or tread marks on the surface of the greens.

The event kicked off with a 0830 hrs. shotgun start with cold blowing winds, but luckily no rain. The temperature was 42 degrees at tee off time, not including the wind chill factor.

The Loons were dressed in their protective gear and ready to go, as the Loons never cancel for rain. Bring on a storm, it is just water off a Loon's back.

As the Loons played their first twelve holes, the rain stayed away, only to have a light drizzle added to the blowing winds on the thirteenth through fifteenth holes of play. The final three holes saw the



rain cease. We played from the Double Magnum tees, which put the course out to 6,159 yards of rain soaked earth.

Only one player managed to break forty on the front nine holes and that was former club championship Ed Anzore with a 39. In the course of his day Ed picked up birdies on the first and tenth holes. Bruce Lorin was hot on Ed's tail with a score of 40 on the front including a birdie on the fifth hole. Lorin, also a former club champion would stay hot on Anzores' heels through the tournament day. Rob Vernengo was not far off with a 41, while Stephen Morimoto and John Wong posted front nine scores of 43.

As the leaders played through the back nine, Anzore had a two stroke lead heading onto the 17thhole. The 17th hole is a 405 yard par four hole and rated as the second hardest hole on the course. Anzore slipped to a triple bogey 7, leaving an opening for Lorin. Lorin posted a 6 on the hole and only picked up one stroke. Anzore had a one stroke lead which he protected with a par on the long 18th hole which was matched by Lorin. Anzore finished with a score of 80 and became

the 2019 Holiday Classic Champion.

Bruce Lorin finished at 80 and took second low gross in the first flight. Rob Vernengo finished with an 82 and his net score of 74 gave him first low net in the flight. Morimoto finished with a round of 84 and a net score of 75, which gave him second low net in the first flight. John Wong was able to grab third low gross with his score of 89. Al Honniball's net score of 76 gave him 3rd low net in the first flight.

Second flight play saw Mike Biel post a 92 and finish three strokes ahead of second place finisher Dino Marcic at 95. Mike had opened with a front side score of 50, and then put his game into overdrive, picking up a birdie on the 11th hole. He would finish with a 42 on the back side. Marcic took second low gross in the flight, finishing two strokes ahead of Roy Sullivan who was at 97.

Second flight low net went to former Solo Jim O'Shea. Jim posted a net score of 76, leaving him two strokes ahead of Eric Tapang. O'Shea and Tapang were tied going into the tough 17th hole. The 17thhole figured big throughout the tournament. O

O'Shea managed a bogie 5 on the hole, but Tapang got hit with a triple bogey 7. Both players had bogies on the 18th, and O'Shea took the top spot with Tapang in second. Chuck Simpson grabbed third low net in the flight with a net score of 80. Chuck was tied with four players at net 80, but won the USGA tie breaker.

The four "Close to the Hole", first place winners were Rob Vernengo, Ken Lum, Jim O'Shea and Ed Anzore. Lum had the shot of the day when he left his shot 7 inches from the cup on the eighth hole. The four second place finishers were Armando Chang, John Wong, Ed Garcia and Ed Anzore.

The cold and damp Loons headed into the banquet room where food & beverage

manager Lindsey Pilotti provided the Loons with a hot buffet lunch. Upon the conclusion of the awards ceremony, the 34th season of Loons golf came to an end.

It has been an interesting year, including our first overseas flight which brought us to the big island of Hawaii in October. Loon travel master Ed Anzore is looking at options for our next road trip. The 2020 season will open with the Two Man Championship in February, so watch your computer for that announcement.



Vernengo ready for the storm.



Dark skies over wine country

## Loons Nest Scoreboard Holiday Classic

Player	Gross	Net
Anzore	80	77
Lorin	81	79
Vernengo	82	74
Morimoto	84	75
Honniball	87	76
Lee	89	76
Wong	89	76
Sorgie	90	82
O'Shea, John	91	79
Biel	92	78
Taylor	92	80
Siebert	94	77
Hanley	95	80
Marcic	95	75
Simpson, Chris	95	80
Sullivan	97	80
Garcia	98	79
Lum	99	83
O'Shea, Jim	99	76
Gabac	100	85
Chang	101	90
Dudley	102	85
Tapang	103	78
Wismer	103	87
Simpson, Chuck	104	80
Gillespie	106	80
Meixner	107	86
Serna	112	81
Richardson	112	80

Long Drive Winner  
Ed Anzore 262 yards

### Close to Hole Winners

#### Hole #3

1st Vernengo	27'
2nd Anzore	29'9"

#### Hole #8

1st Lum	7'
2nd Chang	15'2"

#### Hole #14

1st O'Shea, Jim	11'5"
2nd Wong	14'

#### Hole#16

1st Anzore	17'8"
2nd Garcia	29'2"



Serna, Garcia, Simpson, Vernengo Richarson & Tapang



Dito, Lorin, Morimoto & Anzore



Sorgie, Richardson, Tapang, Serna, Marcic & Gillespie



Wong, Chang, Lee & Lum



John O'Shea, Jim O'Shea, Biel, Dudley, Meixner, Sullivan & Wismer



# SFPD Hoops Update

By Steve Coleman,  
Basketball Commissioner

On Thursday, January 16th, members of the San Francisco Police and Fire Departments attended the Local Hero’s Night Community Event hosted by the Golden State Warriors at the Chase Center. The event was a benefit, with money being raised to benefit BALEAF (Bay Area Law Enforcement Assistance Fund) and the SF Fire Fighters’ Cancer Prevention Foundation.

As a part of the event, the SFPD sent two teams to play in a basketball tournament on the impressive professional floor of the Warriors. In the semi-finals, our SFPD “White” team took a two point lead with seven seconds remaining over the SFFD. A member of the Fire Team attempted a deep three pointer to win the game at the buzzer, but it wildly missed. As the horn sounded, the referee’s whistle sounded too. A “touch” shooting foul was called on our SFPD team which gave the SFFD team an automatic three points as all shooting fouls were automatically worth two or three points to speed up the games. This ultimately gave the SFFD the win under questionable circumstances.

Julian Lofton (Bayview Station) was one of the players who stood out for the SFPD White team in this game, as he connected on some long distance three

point shots along with getting fouled on one of them for a four point play. In the Finals, our SFPD “Red” team, with a few “White” team members, beat the SFFD to win the championship game played in memory of late San Francisco Firefighter Danny Armenta. Conrad Fox (Southern Station) was named the tournament’s Most Valuable Player, and Ali Austria (Southern) was named “Honorable Mention”. Congrats to those two.

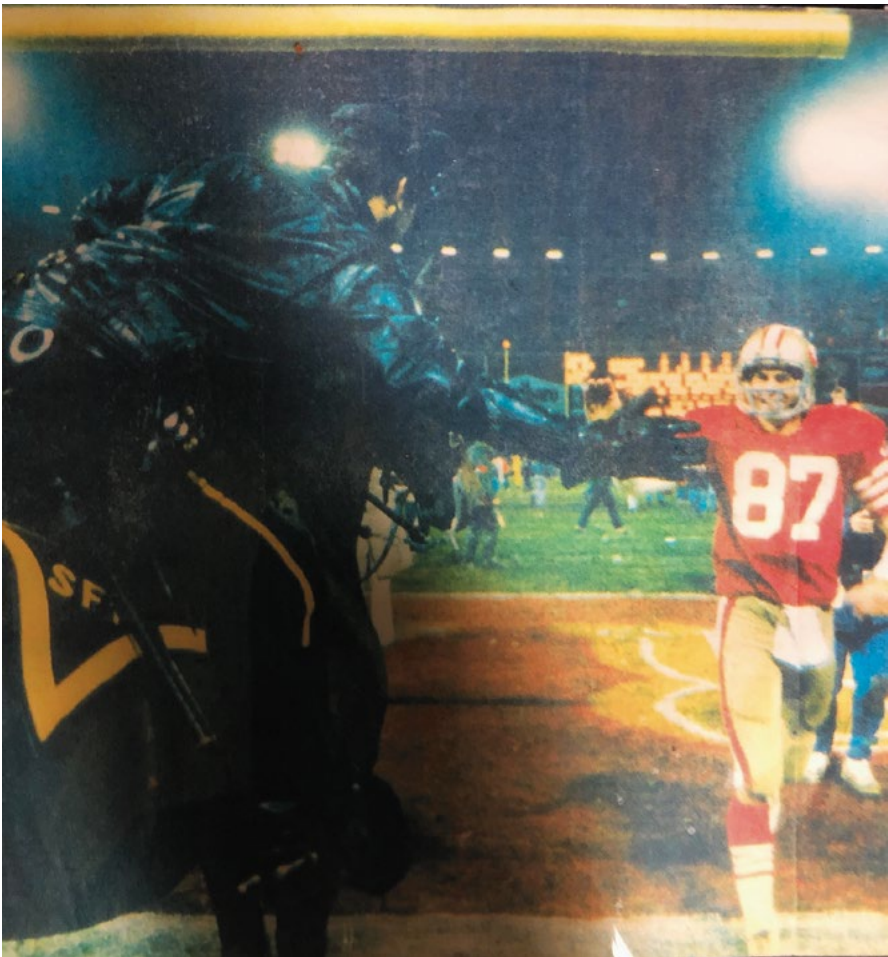
As far as the department league is concerned, games continue as teams jockey for playoff position for the post season tournament that will take place in late February. Good luck to all.

SFPD Basketball League Standings		
As of 1/27/20		
Teams	Record	GB
Southern	5-0	-
Bayview	4-1	1
Central	4-1	1
Park	3-2	2
Tenderloin	3-2	2
Ingleside	2-3	3
Cadets	2-3	3
Northern	1-4	4
The Hall	1-4	4
CHP	0-5	5



## “The Slap”

From the Archive; A 49er Moment



On January 10, 1982, in the closing seconds of the 1981 NFC Championship Game at Candlestick Park, San Francisco wide receiver Dwight Clark (#87) grabbed a high, end zone pass from Joe Montana to beat the Dallas Cowboys 28 to 27 and send the 49ers to the Super Bowl. That famous snag became known in 49er lore as simply “The Catch.”

Just moments later, game-hero Dwight Clark ran past SFPD Mounted Officer Dennis Carlomango, who was reaching down to congratulate him and “The Slap” happened. While not picked up by the national news, the “sorta famous” local gesture remains a fond memory to many of SF’s Finest.

### Behavioral Science Unit (BSU)

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Confidential e-mail: [sfpd.bsu@sfgov.org](mailto:sfpd.bsu@sfgov.org)

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# Northern Station Gym Dedication

By Tracy McCray  
Sergeant at Arms


On Wednesday, January 22, 2020, family, friends and members of the community came together to celebrate the dedication of the Northern Station Gym in the memory of Sgt. Thomas Blackwell. Officers, both past and present were in attendance and shared fond memories of Sgt. Blackwell.

We, the SFPOA, would like to thank

Kelly Blackwell-Garcia and her family for the generous donation, as well as the catered lunch that was provided. The gym will serve not only the present generation of officers, but the future generation as well. As everyone knows Kelly and her incredible work at Bay Area Law Enforcement Assistance Fund (BALEAF), and that she is a strong supporter of our police and their well-being.

SAN FRANCISCO POLICE DEPARTMENT

NORTHERN STATION GYM



DEDICATED IN HONOR OF

Sergeant Tom Blackwell #1908

January 3, 1994

*With COURAGE you WILL dare to take risks, have the STRENGTH to be COMPASSIONATE, and the WISDOM to be HUMBLE. Courage is the foundation of integrity.*



## Our Family is Very Grateful

Words can hardly express the gratitude we share and owe to Captain Joseph Engler, Retired Captain Richard Cairns, Officer Keith Murphy and the outstanding Lyndon of San Francisco Police Department's Northern Station. Joe and Rich define the word integrity and have had my family's 6 for 26 years. The re-dedication of Northern Station Gym in honor our Dad Sergeant Tom Blackwell was truly a amazing and wholehearted event. Thank you SFPOA, Tony Montoya, Marty Halloran, Val Kirwan, Lt. Tracy McCray and all members of the San Francisco Police Officers Association. We also sincerely thank Chief Scott, all members of the command staff and every member of the San Francisco Police Department for ALL that you do. A personal thank you goes out to Steve Redmond of Seattle PD and founder of Code 4 Northwest. Connection, Compassion and Caring is key.

Sincerely,  
Kelly Blackwell-Garcia



# Gung Hay Fat Choy from the SFPOA

