



JOURNAL

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President's Message

It's 2013—Your Time—and Your Turn—is Now

By Gary Delagnes,
 SFPOA President

2012 saw the retirements of key individuals from the POA. I also will retire this year. The importance for younger members to become involved in this organization cannot be over emphasized. The challenges facing this organization in the next three years are significant. The need for qualified, experienced leadership will never be more critical.

The departures of Steve Johnson and Kevin Martin have left a void that will be difficult to fill. Kevin and Steve were the go-to guys on matters related to representation, grievances, and discipline. Their ability to run an effective system of representation gave me the time to concentrate on the daily challenges of the union, those being the community, alliances, public relations, and politics. We have temporarily re-adjusted the tasks of the executive board to cover the representation. But, it is definitely a full-time position, and we are working to fill it ASAP.

My retirement in June of 2013 is mandatory under the parameters of DROP. The POA By-Laws will also mandate my resignation from the POA presidency. My departure will present even more challenges to the current executive board.

Over the years, the POA has evolved from a simple fraternal society into one of the most powerful employee organizations in the city. The organization operates on a \$3.4 million annual budget, represents more than 2,000 members, and is the recognized bargaining agent for all ranks. Not only must we be intelligent when meeting the challenges that confront, but we must also be savvy in how we maintain our financial stability. We have close to \$12 million in assets. That has been accomplished through



wise investment strategy and spending restraints. That level of corporate organization requires sophisticated leadership.

The POA executive board must also be accomplished at negotiating contracts. Nothing is more important than maintaining or advancing the wages, benefits, and working conditions of our members. This includes researching the status of comparable police contracts up and down the state, as well as maneuvering through the complicated bureaucracy of city government. In order to accomplish our goals, we must maintain a trusting and positive relationship with the Mayor, the Board of Supervisors, and the Human Resources Division. Without positive interaction with all

three entities, a successful negotiation is unlikely.

Our strategy to fight Prop C last November allowed us to get out in front of the pension-slashing issues that most departments are still fighting. Now, we are at the precipice of a health care crisis, but we have the knowledge and experience to come up with potential solutions for this vital issue. Our voice was heard at city hall, and now there will be 18 academy classes over the next six years. I can say it unabashedly; we have drag at City Hall.

The ability to communicate effectively with the media is also an important aspect of this job. Working with the media requires mutual respect and understanding, as well as a bit of tit-for-tat.

Representation and defense of our members is always a demanding priority. When an accusation is leveled against one of our members, the first thing we must do is determine the right fit between the member and an attorney we hand pick to handle his or her case. We provide top shelf Bay Area attorneys, so we must also budget those costs pragmatically.

We also must appear at the Police Commission and maintain a positive relationship with as many commis-

sioners as possible. In addition, we represent our members at OCC, DABOR, and Chief's Hearings.

Daily interaction with the Chief is also a big part of the job. Chief Suhr and I have a respectful relationship, and I can't tell you how important that is when a brief phone conversation can settle any number of minor issues. That sort of cooperative interaction saves us time and money.

The challenges facing this organization in the coming years are many. Unfortunately, there are fewer members interested in union involvement. The days when members attending a regular monthly board meeting outnumbered the elected rep's at the table are long gone. Today, many members cannot even name the two rep's at their unit, and a sizable portion of the membership have never set foot inside the POA building.

Employee representation is a vital and important function of modern government. That is certainly true in the SFPD. Believe me, when City Hall wants a concession, they don't ask the Chief; they come to the union. Get involved and become interested in your association. We must remain smart, strong, and unified if we wish to continue our success and look to enjoy a prosperous future.

Close Encounters

The Finale

By Steve Johnson,
 SFPOA

A few weeks ago, I accompanied a young officer to an interview at the Office of Citizen Complaints. During our preparation, the officer noted that he couldn't believe the complainant could have even remembered what happened since he was so old. I made the mistake of asking about how old, and the number was a little south of the age I will be pushing next month.

It was that realization, as well as a few other things that have happened over the past few weeks, that caused me to make the decision to leave the San Francisco Police Officers' Association.

I have enjoyed a great career serving the City for 30 years as a police officer and the SFPOA for 24 years as a POA Representative, a member of the POA Executive Board, and, for the past 12 years, as your business agent. There are so many people I owe a great deal of thanks to, starting with my wife, Barbara, and our two daughters,

Christina and Lauren, for putting up with the many hours I spent at Police Commission meetings representing officers, community meetings pushing our ballot measures while, at the same time, trying to share life at home in-between working at Mission Station and the POA.

I wish to thank all of the past and present members of the SFPOA Board of Directors for your persistence in making our Association what it is today — one of the most dynamic and powerful employee organizations in the country.

But it wasn't always that way. You've heard all the horror stories of the past about what little benefits we had, so I'm not going to repeat our climb to the top. However, at the very beginning of the turn-around in our economic status, we had just taken office and met with the Mayor's representatives. We told them we wanted better guns, better cars, and radios that worked. They were more than glad to accommodate us. Afterwards, we met with a labor attorney and he called us a bunch of idiots for asking what the City should be supplying in the first place. So we went back to the Mayor's people the next day and told them, "Forget the guns, cars, and radios . . . we want money." And that was the beginning of a long and successful ride.

I especially owe a great deal of debt to Kevin Martin, Marty Halloran,

Joe Valdez, and the freshman on the team, Brian Stansbury. As well as the staff at the POA Building both past and present. Without them the place would sink.

It's pretty much like Brian Stansbury said in his article last month — unless you see the inside of the POA and how it works, you won't have a good understanding of the demands made on a daily basis and the sacrifice everyone puts forth. I'm leaving an excellent team.

And, let's face it; the new police administration with Chief Greg Suhr in charge is doing an excellent job with what few resources they have. Greg and his command staff are always willing to work with us for the benefit of the men and women the Department.

And, before I forget, there is one other person I need to thank and that's Gary Delagnes. Gary and I had a love/hate relationship. He always hated it when I was right. But we also had a special bond that we've shared over the years when the going got tough and the decisions we made were sometimes not all that popular, but it was the right thing to do.

And to all the members who proudly wear the uniform of a San Francisco police officer, putting your lives on the line 24/7. Thank you for allowing me to represent you over the years. It was a privilege.

Minutes of the December 4, 2012 Emergency Board Meeting*

1. Sergeant At Arms called the meeting to order at 1200 hours and lead the Pledge of Allegiance.
2. Secretary Montoya conducted the roll call of the Board of Directors and Executive Board
3. Vice President Halloran called for a moment of silence for Officer Cullen Cahill.
4. President Delagnes had discussion that no action other than the formation of a sub-committee took place at the November Board Meeting with regards to the re-shaping of the Board of Directors. During the November Board Meeting Vice President Halloran appointed Rep. Evans (HQ) as the chair of the sub-committee.
5. Rep. Evans provided the Board of Directors with Department staffing numbers as it relates to members assigned to various units and how many members are represented by each Board Member.
6. Rep. Evans (HQ) made the following motion, which was seconded by Rep. Breen (Co G). Eliminate the currently unfilled Rep. positions for Narcotics/Vice. Members assigned to Narcotics/Vice to be represented by Investigations. Members to be represented by 2 Reps. elected from the resulting unit. Secretary Montoya conducted a roll call vote with 30 yes votes and 1 no vote. Motion carried.
7. Rep. Evans (HQ) made the following motion, which was seconded by Rep. D'Arcy (HQ). Combine Tac with Traffic/MTA. Members to be represented by 2 Reps. elected from the resulting unit. Secretary Montoya conducted a roll call vote with 31 no votes and 0 yes votes. Motion died.

8. President Delagnes gave a historical perspective on the duties and pay of the Board of Directors. President Delagnes announced that he intends to submit a proposal to the full membership as it relates to the number of Board Members and their associated pay.
9. President Delagnes moved for adjournment at 1237 hours.

*Respectfully Submitted,
Tony Montoya
Secretary*

Minutes of the December 12, 2012 SFPOA Board Meeting*

1. Sergeant At Arms Valdez called the meeting to order at 1210 hours and lead the Pledge of Allegiance.
2. Secretary Montoya conducted the roll call of the Board of Directors and Executive Board.
3. Secretary Montoya called for a moment of silence for Office Phil Welsh and Officer Tom Westbrook. (There was a moment of silence for Officer Cullen Cahill at the POA Emergency Board Meeting on 12-4-12)
4. Treasurer Stansbury presented the 2013 budget. Treasurer Stansbury announced the 2012 budget will come in approximately \$200,000.00 under. The proposed budget for 2013 is \$3,433,950.00.
5. Vice President Halloran made a motion to accept the proposed 2013 budget. Motion was seconded by Sergeant At Arms Valdez and passed by voice vote without opposition.
6. Officer Maria Oropeza gave a presentation with regards to asking for a SFPOA endorsement. Officer Oropeza is running for the SFPCU Board.
7. Rep. D'Arcy (HQ) made a motion to endorse Officer Oropeza for the SFPCU Board. Motion was seconded by Rep. Evans (HQ). A roll call vote was taken with 28 yes and 3 no. Motion carried.

continued on next page

Emergency Board of Directors Meeting Roll Call											
December 4, 2012											
		Vote 1		Vote 2				Vote 1		Vote 2	
President	Gary Delagnes	P	N	N	Co. G	Chris Breen	P	Y	N		
Vice President	Marty Halloran	P	Y	N	Co. H	Dean Sorgie	P	Y	N		
Secretary	Tony Montoya	P	Y	N		Maris Goldsborough	P	Y	N		
Treasurer	Brian Stansbury	P	Y	N		James Trail	P	Y	N		
Sergeant-At-Arms	Joseph Valdez	P	Y	N	Co. I	Russ Gordon	E				
Editor	Ray Shine	P			Co. J	Jody Kato	E				
Co. A	Ed Browne	P	Y	N	Co. K	Kevin Lyons	P	Y	N		
	John Van Koll	P	Y	N		Brian Philpott	P	Y	N		
Co. B	Larry Bertrand	P	Y	N	Hdqtr.	Matt Gardner	P	Y	N		
	Danny Miller	P	Y	N		Steve Landi	A				
Co. C	Duncan Gilles	P	Y	N	Narcotics	Kim D'Arcy	P	Y	N		
	Chris Schaffer	P	Y	N		John Evans	P	Y	N		
Co. D	Kevin Healy	P	Y	N	Tactical	Mark Madsen	P	Y	N		
	Matt Rodgers	P	Y	N		Pete Schlegle	P	Y	N		
Co. E	Tim Flaherty	P	Y	N	Invest.	Pierre Martinez	P	Y	N		
	Jesus Peña	P	Y	N		Dean Taylor	P	Y	N		
Co. F	Peter Dacre	E			Airport	Joe Finigan	P	Y	N		
	Rob Imbellino	E				Reynaldo Serrano	P	Y	N		
					Retired	Ray Allen	P	Y	N		

San Francisco Police Officers Association Editorial Policy

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

Member Opinions and Commentary: Unsolicited Written Material

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

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

Other Submitted Material

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

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

The San Francisco Police Officers Association

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(USPS #882-320)

MANAGING EDITOR
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SPORTS EDITOR
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WEBMASTER
Cyndee Bates

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(415) 861-5060
www.sfpoa.org

SFPOA BOARD OF DIRECTORS

PRESIDENT	Gary Delagnes	Co. G	Chris Breen, Dean Sorgie
VICE PRESIDENT	Martin Halloran	Co. H	Maris Goldsborough, James Trail
SECRETARY	Tony Montoya	Co. I	Russ Gordon, Jody Kato
TREASURER	Brian Stansbury	Co. J	Kevin Lyons, Brian Philpott
SERGEANT-AT-ARMS	Joseph Valdez	Co. K	Matt Gardner, Steve Landi
Co. A	Ed Browne, John Van Koll	TAC	Mark Madsen, Pete Schlegle
Co. B	Larry Bertrand, Danny Miller	INVESTIGATIONS	Pierre Martinez, Dean Taylor
Co. C	Duncan Gilles, Chris Schaffer	HEADQUARTERS	Kim D'Arcy, John Evans
Co. D	Kevin Healy, Matt Rodgers	NARCOTICS	
Co. E	Tim Flaherty, Jesus Peña	AIRPORT BUREAU	Joe Finigan, Reynaldo Serrano
Co. F	Peter Dacre, Rob Imbellino	RETIRED	Ray Allen

ASSOCIATION OFFICE: (415) 861-5060

ADDRESS ALL CORRESPONDENCE TO: Editor, *POA Journal*, 800 Bryant St., 2nd Floor, San Francisco, CA 94103. No responsibility whatever is assumed by the *POA Journal* and/or the San Francisco Police Officers Association for unsolicited material.

The *POA Journal* is the official publication of the San Francisco Police Officers Association. However, opinions expressed in this publication are not necessarily those of the SFPOA or the San Francisco Police Department.

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

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

ADVERTISING: Contact Michael Popoff, Advertising Coordinator
(415) 515-1862 • sfpoa_ads@sbcglobal.net

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

- 8. Inspector John Cagney of the Homicide Detail gave a presentation regarding the upcoming California Homicide Investigators Association (CHIA) annual conference. Inspector Cagney was seeking financial support from the SFPOA.
- 9. Rep. Lyons (TTF) made a motion to accept the minutes from the November 2012 Board Meeting. Motion was seconded by Rep. Trail (Co H) and passed by voice vote without opposition.
- 10. Nominations for the upcoming SFPOA Board of Elections were held.

Central Station

Ed Browne
John Van Koll

Southern Station

Larry Bertrand
Danny Miller

Bayview Station

Chris Schaffer
Duncan Gillies

Mission Station

Martin Covarrubias
Kevin Healy
Matt Rodgers

Northern Station

Tim Flaherty
Jesus Pena

Park Station

Ed Hunt
Paget Mitchell
Kevin Rector

Richmond Station

Chris Breen
Dean Sorgie

Ingleside Station

Larry Chan
Crispin Jones
Frank Pereira
Jim Trail

Taraval Station

Russ Gordon
Jody Kato

TTF

Kevin Lyons

Traffic/Co K

Steve Landi
Harold Vance

HQ/Administration

John Evans
Raphael Rockwell

Tactical Company

Mark Madsen
Pete Schlegle

Investigations

Sean Frost
Dan Silver

Airport Bureau

Val Kirwan
Rey Serrano
Mark Triewieller

Retirees

Ray Allen

Only those units with more than two candidates will hold an election (Mission, Park, Ingleside and the Airport). **Reminder all voting is done online. Check with POA Office Manager Cyndee Bates if you have any concerns or questions with regards to voting.**

11. President Delagnes announced that Steve Johnson will be retiring 1-1-13. Please direct any representation issues to your Representative, OCC Defense Committee (John Van Koll and Kevin Lyons) or any Executive Board Member.

12. President Delagnes announced that once the new Board is elected, the

POA will re-address the subject of allowing DAI's to join the SFPOA.

13. The POA will be holding a series of meet and confer meetings with the Department with regards to P-1 and other transfer issues. The first meeting is scheduled for 12-17-12 at the POA.

14. President Delagnes announced that the POA recently sent out letters to non-members of the SFPOA asking them to join or rejoin. Two members accepted the invitation and are now members. Starting with the January edition of the SFPOA *Journal*, all non-members will have their names published.

15. Vice President Halloran handed out resource material compliments of the BSU.

16. Vice President Halloran emphasized for the needs of our members to respond to SFPOA Bulletin 2012-85.

17. Vice President Halloran will be inviting a representative from the Mayor's Office of Housing to address the Board of Directors at a future meeting with regards to language in the Proposition "C" Charter Amendment which ad-

resses The Housing Trust Fund.

18. Discussion was had over the MOU language that addresses mandatory chemical testing of our members.

19. President Delagnes made a motion to donate \$3000.00 to CHIA. Motion was seconded by Rep. Pena (Co E) and passed by voice vote without opposition.

20. President Delagnes thanked all outgoing Board Members for their years of dedication and service to the SFPOA.

21. President congratulated all members who were recently promoted.

22. President Delagnes adjourned the meeting at 1400 hours.

Respectfully Submitted,
Tony Montoya
Secretary

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

Board of Directors Meeting Roll Call								
December 12, 2012								
				Vote 1				Vote 1
President	Gary Delagnes	P	N	Co. G	Chris Breen	E		
Vice President	Marty Halloran	P	N	Co. H	Dean Sorgie	P	Y	
Secretary	Tony Montoya	P	N		Maris Goldsborough	P	Y	
Treasurer	Brian Stansbury	P	Y	Co. I	James Trail	P	Y	
Sergeant-At-Arms					Russ Gordon	P	Y	
	Joseph Valdez	P	Y	Co. J	Jody Kato	P	Y	
Editor	Ray Shine	P			Kevin Lyons	P	Y	
Co. A	Ed Browne	P	Y	Co. K	Brian Philpott	E		
	John Van Koll	E			Matt Gardner	P	Y	
Co. B	Larry Bertrand	P	Y	Hdqtr.	Steve Landi	P	Y	
	Danny Miller	A			Kim D'Arcy	P	Y	
Co. C	Duncan Gilles	P	Y	Narcotics	John Evans	P	Y	
	Chris Schaffer	P	Y					
Co. D	Kevin Healy	P	Y	Tactical	Mark Madsen	P	Y	
	Matt Rodgers	P	Y		Pete Schlegle	P	Y	
Co. E	Tim Flaherty	P	Y	Invest.	Pierre Martinez	E		
	Jesus Peña	P	Y		Dean Taylor	P	Y	
Co. F	Peter Dacre	P	Y	Airport	Joe Finigan	P	Y	
	Rob Imbellino	P	Y		Reynaldo Serrano	P	Y	
				Retired	Ray Allen	P	Y	

Calendar of Events

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

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
<i>Meeting,</i> Veteran Police Officers Association	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
<i>Meeting,</i> Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 1:45 pm	Joe Reilly (415) 681-3660 woaasfpolice@gmail.com
<i>Meeting,</i> American Legion SF Police-Fire Post	War Memorial Building 410 Van Ness Ave., SF	Second Tues. of Every Month, 6:00 pm	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
<i>Meeting,</i> Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 am	Reyna Kuk (415) 681-5949
<i>Retiree Range Re-qualification</i>	SFPD Pistol Range	First Fri. of each Month, 0730 – 1130	Range Staff (415) 587-2274
<i>Meeting.</i> First Responders Peer Support (Not AA)	St. Andrews Church 1600 Santa Lucia Ave., San Bruno	Tuesdays 7 – 8:30 PM	Greg Collaco 650-455-2840

Specially Scheduled Events

The POA Journal is not aware of any scheduled Special Events.

WIDOWS' AND ORPHANS' AID ASSOCIATION

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

December 11, 2012

The monthly meeting of the Widows and Orphans Aid Association for December was called to order by President Mark McDonough on Tuesday, December 11, 2012 at 1:31 p.m. in Room 150 at the Hall of Justice.

Roll Call of Officers:

President Mark McDonough, Vice-President Robert Mattox, Secretary Joe Reilly, Treasurer Dean Taylor, Trustees John Keane, Al Luenow and Harold Vance were present. Trustees John Centurioni and Sally Foster were excused. President McDonough opened the meeting with the Pledge of Allegiance.

Approval of the minutes of the November meeting:

A motion made by Mattox, seconded by Keane, to approve the November minutes passed without objection.

Receiving applications for new members, suspensions and reinstatements:

Secretary Joe Reilly asked the Trustees to reinstate member Brian Kneuker after receipt of back dues and penalties. A motion by Keane seconded by Vance passed without objection.

Communications and Bills:

Dean Taylor presented the Treasurer's report and requested approval for payment of expenses, including four benefit payments. A motion

by Luenow seconded by Mattox to approve payment passed without objection. Secretary Reilly noted for the record that the Trustees had approved via e-mail on December 4th, a \$1000.00 advance on the payment to the beneficiary of Cullen Cahill. Joe Reilly reported that the Association received memorial donations in memory of Joan Liuzzi from Patricia M. Quinn (\$25.00), Dennis and Vicky Quinn (\$25.00), Julianne and Christopher Viadro (\$50.00), Shelley Peery (\$100.00), Martin and Marie Murphy (\$100.00), Joe and Mona Anand (\$100.00).

Report of the Trustees:

The Association received notices of four member deaths this past month:

Cullen P. Cahill, 38 years, 200th Academy Class, Star #4162.

Cullen was appointed to the Department in April, 2001. He completed his training at Bayview Station which was followed by a transfer to Mission Station later that same year. He returned to Bayview in 2004 and remained there until he was briefly transferred to Tactical in 2008 for Specialist Training. Cullen returned to Bayview in 2009, where he served for the duration of his career and continued his role as a member of the Department's Specialist Team.

Michael D. Nevin, Sr., 69 years, 101st Academy Class, Star #166.

Mike was appointed to the Depart-

ment in June, 1965. His first assignment was to Mission Station followed by a transfer to Southern in 1966. In 1968 Mike was transferred to the Bureau of Special Services (BSS). Two years later in 1970 he was transferred to the Bureau of Inspectors and was promoted to Assistant Inspector in 1972. He served in the Crimes Specific Task Force (CSTF) in 1976, returning to the Inspectors Bureau briefly in 1977 before being assigned to Internal Affairs (Management Control) later that same year. Mike returned to the Bureau in 1978 when he was promoted to Inspector continuing to serve there until his retirement in 1993. During his career Mike was assigned to the Mayoral Protection Detail during the administration of Mayor Joe Alioto. After he closed his law enforcement career, Mike continued in Public Service becoming a well-respected Daly City Council member and later a Mateo County Supervisor.

Philip J. Welsh, 56 years, 180th Academy Class, Star #1861.

Phil was appointed to the Department in June, 1995. He completed his training at Bayview Station and was transferred to Central Station in 1996 where he remained for the duration of his career. For the last several years, Phil served as the Co. A Permit Officer, that indispensable officer in every station to whom everyone turns when they don't know where else to go. Phil received two Police Commission Commendations, a Meritorious Conduct Award and hundreds of complimentary letters from citizens during his years of service.

Thomas F. Westbrook, 44 years, 187th Academy Class, Star #165.

Thomas was appointed to the Department in January, 1998. He completed his training at Southern Station and was then transferred to Bayview later that same year. In 2000, he transferred to the former Tenderloin Task Force where he continued to serve for the remainder of his career. In addition to two Police Commission Commendations, Thomas received a Bronze Medal of Valor in July, 2000 for his role in evacuating over 40 persons from a burning building at 225 Taylor St., which later became an arson and Homicide investigation, and a second Bronze Medal of Valor in March, 2003 for his role in capturing an armed fugitive parolee after a violent struggle over a loaded firearm that he attempted to fire at the officers.

Report of Visiting Committee:

Mark McDonough and Joe Reilly attended services for Officer Phil Welsh. Joe Reilly attended services for retired Inspector Michael D. Nevin, Sr.

Report of Special Committees:

(Mark McDonough, Harold Vance and Joe Reilly)

The subject of the Association's dues and benefit structure as well as the viability of the Association's existing Constitution and By-Laws was again addressed. After a review of typical costs for final expenses, the current benefit level appears to be adequate in the current economy to meet the stated purpose and objectives of the Association. There was no further proposal brought forward for any substantive changes at this time. President McDonough thanked the Committee members and closed the discussion.

Unfinished Business:

Nominations and Elections:

The Association did not receive any additional nominations for the offices of President, Vice President, Secretary and two Trustees beginning in January, 2013. Under Article VI, Section 2, since there are no opposed offices, a unanimous ballot was declared and the election period closed. The new officers and Trustees will be installed at the January meeting: President Bob Mattox, Vice-President Al Luenow, returning Secretary Joe Reilly and returning Trustees John Centurioni and Harold Vance.

New Business: None

Good of the Association:

If you are a Widows and Orphans member whose dues are deducted from your paycheck and are retiring soon, or if you have retired in the last year, please remember that **payroll deductions for dues stop once you are retired**. Dues payments are not deducted from retirement checks. (**Automatic payment through the credit union is not affected**) Please contact the Association for instructions on maintaining your membership. Members can contact the Association at woaasfpolice@gmail.com in addition to the Association's voice mail phone number (415) 681-3660, or speak to any one of the Association officers.

Please contact the Association in order to update your beneficiary status. The WOOA can send you the form via e-mail. In general, any change to your beneficiary designation must be notarized unless it is witnessed by one of the Association Officers or Trustees.

Adjournment:

President McDonough set the next meeting for Tuesday, January 8, 2012 at 1:45 p.m. in Room 150 at the Hall of Justice. A moment of silence was observed for all our deceased members. The meeting was adjourned at 2:44 p.m.

Fraternally,
Joe Reilly,
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Retirements

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

- Officer Eric Neff #696 from Airport Bureau, Solo M/C



Vice President's Message

Officer, Protect Thyself

By Martin Halloran
SFPOA Vice President



I'm sure at one time or another most of us have heard that biblical proverb "Physician, heal thyself." The phrase alludes to doctors being able to treat others that are suffering from illness but yet not recognizing or willing to heal themselves.

As police officers, we are faced with a myriad of issues on a daily, weekly, and yearly basis that we are forced to deal with. Many of us entered into this profession confident that we can make a difference and solve any problem presented to us. We put on the uniform, pin on the star, and strap on the gun belt. We go out on the street or we take the case assignment and tackle whatever the problem may be, leaving everything else in our lives on hold until this problem is solved. Consequentially, our personal lives sometimes take a back seat. We put off the vacation with the spouse and kids. We miss the kid's soccer games. We wait to see the doctor about that back pain. We tell ourselves "I won't let it happen again. I won't keep going on like this. I will make it up to them." We say this again and again, trying to convince ourselves that we can do it all and be everything to everyone, but yet we often fall further into this trap.

There is no way — and I mean absolutely no way — that we as law enforcement officers can serve and protect the people who count on us if we fail to protect and take care of ourselves. During the month of December 2012, the SFPD lost three active and one recently retired officer. These officers were all fine men in their own right, but I found myself asking common questions about all of them. Did we lose these officers because they gave everything they could to this department? Did they sacrifice their own health and well-being so that others may benefit from their hard work or live a better life? These are questions for which I have no answers. I wish I did. The funeral services are all over now, but the fond memories of these men will live on amongst their families, friends, and colleagues.

We have seen this happen before in our own agency and in other law enforcement agencies throughout the country. So how do we address this? One way — and by no means is this

the *only* way — is the SFPD Behavioral Science Unit (BSU). This unit offers many services to our members that are **completely confidential**. Since my recent appointment to vice president of the SFPOA, I have become more familiar with this unit and the officers who staff these vital positions. BSU has given me permission to list their contact information below. I strongly urge members to take full advantage of these services, which can be accessed 24 hours a day. We need to take care of ourselves, in both mind and body, in order to better serve our community. Part of that care must be maintaining and strengthening your relationships outside of the law enforcement circle. Our profession is an honorable one, and I know the importance of strong bonds with your co-workers, but let's not forget where we came from and our connections outside of the job.

Over the past holidays, I had a conversation with one of the SFPD chaplains. Father Mike Healy and I were discussing many things but we were focusing on the passing of these officers. At one point Fr. Mike said, "Always remember Marty, the river goes around the rock." I thought about this later, and I suppose there could be a number of interpretations of this phrase. To me it simply means that as we travel on the river of life we will come across obstacles and we can, although with difficulty sometimes, get beyond those obstacles and continue on the river of life. The only thing I can add to this analogy is that if we find ourselves floundering on the river, let's not forget there are lifelines all around us. Just reach out and grab one of them. Officer, protect thyself.

Slainte!

ATTENTION MEMBERS OF AIRPORT BUREAU, MISSION, PARK, AND INGLESIDE STATIONS

Unit Elections for SFPOA Board of Directors Representatives Will Take Place in January 2013

As per SFPOA by-laws Section 602 (C), Members can vote on-line by logging in at www.sfpoa.org, Members Page. Follow the On-line instructions and cast your vote for no more than two persons nominated to represent your unit or station. **On-line voting will commence at 0800 hours on Monday, January 14, 2013 and continuing until midnight on January 18, 2013.** Contact Cyndee Bates at the SFPOA with questions or concerns about the voting process. Nominated candidates by unit are:

Mission Station
Martin Covarrubias
Kevin Healy
Matt Rodgers

Ingleside Station
Larry Chan
Crispin Jones
Frank Pereira
Jim Trail

Park Station
Ed Hunt
Paget Mitchell
Kevin Rector

Airport Bureau
Val Kirwan
Rey Serrano
Mark Triewieller

First Responders Peer Support 12 Step Meeting (Not AA) Tuesdays 7pm - 8:30 pm

Our First Responders Peer Support Meeting is for individuals who dedicate their lives to the emergency service professions. These professions include current or retired Law Enforcement, Fire Fighters, Military, Dispatchers, and Medical Personnel.

We provide a monthly support group that meets on Tuesdays. This meeting is to help individuals who may be suffering from work-related stress, including substance abuse, and to regain a life filled with hope and serenity.

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Contact:
Greg Collaco (SF Firefighter)
650-455-2840

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273
Confidential e-mail: sfpd.bsu@sfgov.org
OIC Sgt. Mary Dunnigan (415) 806-6865

Stress Unit Alcohol/Substance Abuse Support
Off. Art Howard (415) 378-5082
24 hours answering service (415) 933-6038

Catastrophic Illness Program
Off. Pat Burley (415) 637-2328

Critical Incident Response Team (CIRT)
Contact DOC for 24 hour response (415) 553-1071
MHN: Your free outpatient mental health benefit
(800) 535-4985

Confidential e-mail:
members.mhn.com (company code SFPD)

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Helping Our Own

Welsh Family Fund

As all of you know, they have been struck with a great tragedy of losing both parents. We feel compelled to support and to help Phil's three children; William, Phil and Caroline. We are asking for donations towards this offering for the kids. No amount is too small to the San Francisco Police Credit Union college fund.

—Lisa Corry and Linda Delahunty

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

San Francisco Police Credit Union

RE: Phillip Welsh children's college fund

P.O. Box 22219

San Francisco, CA 94122-0219

Westbrook Children Fund

A fund has been established at the San Francisco Police Credit Union for Officer Thomas Westbrook's children. The account number is 1373377-S1. If you are a SFPCU member, you can transfer from your account directly into the account number listed above. Checks can be mailed to:

SF Police Credit Union

Main Office

2550 Irving Street

San Francisco, CA 94122

SF Police Credit Union

802 Bryant Street

San Francisco, CA 94103

Officer Evan Remedios

Evan has been entered into the Catastrophic Illness Program. He is in immediate need of hours. He can accept hours of SP or VA, in 8-hour increments. His recipient number is 001764. Contact the POA for forms. Forms are also on the POA website.

— Joe Valdez

Sergeant Josh Phillips

Josh has been accepted into the Catastrophic Illness Program. He is out of time and in immediate need of hours. He can accept them in 8-hour increments of SP or VA. Donation forms are available at the POA or the Behavioral Science Unit. He is CIP #001773.

—Kevin Martin

Children of CHP Officer Ken Youngstrom

Slain in the line of duty in September 2012, Officer Youngstrom was a married father of four. Two Bay Area banks have set up accounts to benefit his family:

- At any Wells Fargo Bank branch, tellers will accept donations for the Kenyon Marc Youngstrom Children's Benefit Memorial fund.
- At any Mechanics Bank branch, mention the officer's name to the teller and direct that funds be contributed to the trust account in his name. Checks payable to "For Benefit of Officer Kenyon Youngstrom" can also be mailed to Mechanics Bank, 1350 N. Main St., Walnut Creek, Calif., 94596.

The following members of our law enforcement family need our help:

Officer Mike Androvich – CIP Recipient

Mike Androvich, Ingleside Station, has been accepted into the Catastrophic Illness Program (Recipient #001765) and is in immediate need of time. He can accept donated SP or VA in 8-hour increments. Please contact BSU for donation information at (415) 837-0875.

—Kevin Martin

Frankie Shouldice

Frankie is the 12-year old son of Inspector Ronan Shouldice of CSI. Frankie is battling leukemia. A "Friends of Frankie Shouldice" account has been established at the SFPCU #1373520

— Marty Halloran

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

Daughter of Dispatcher Corie Portlock

Corie has been a dispatcher for over 18 years. Now, her 17 year old daughter, Kamani, is being treated for cancer. Corie has been in the CIP program. She is now out of time and is going without a paycheck and has asked for the Police Department's help. Her recipient number is #001711 and can accept donations of vacation time in 8-hour increments.

— Kevin Martin

Officer Michelle Alvis

Officer Alvis was accepted into the Catastrophic Illness Program-Family Member to care for her 7-year old son, Matthew, who was diagnosed with eye cancer. He must have radiation and chemotherapy for a year. She is out of time and can only accept vacation hours in 8-hour increments. Her Recipient number is 001740. You can access a donation form on our website (CIP FM Donor form) or pick up a form at the POA.

Malcolm A. Norris Trust Fund

Officer Micah Norris (Bayview Station) and his fiancée Cindy Cardoza tragically lost their two-year old son Malcolm in a terrible accident. A relief fund has been established at the SF Police Credit Union, by the POA, to assist the family with their financial needs. That fund is SF POA Community Service-Malcolm A. Norris Trust Fund with the account #1352553.

Amanda Amoroso

Amanda Amoroso, daughter of Officer Mike Amoroso of Co. E, Northern Station, is battling cancer. Officer Mike Amoroso has been accepted into the Catastrophic Illness Program FM. He is in need of hours. Only vacation hours can be donated in 8-hour increments on CIP-FM donation form, his number is 001705. Please contact the Behavioral Science Unit at (415) 837-0875 or the POA at (415) 861-5060 for donation forms.

Financial donations can be made directly to The Amanda Amoroso Relief Fund at the SF Police Credit Union, Acct #1378496

— Kevin Martin

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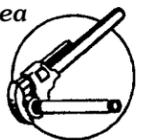
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Officers Lauded for Saving Newborn Abandoned on San Francisco Street

By Mike Aldax
 SF Examiner Staff Writer,
 Follow on Twitter @SFExMikeAldax

A newborn boy whose mother abandoned him in the Bayview early Wednesday survived the ordeal thanks to the actions of two veteran police officers.

After arriving at the scene and finding the baby unresponsive, police said, the officers knew they had precious minutes to save his life and could not wait for an ambulance.

One of the officers had previously worked as a paramedic, so he began performing CPR on the child, police spokesman Officer Carlos Manfredi said. They reportedly drove the boy to San Francisco General Hospital in their patrol car, with the ex-paramedic continuing to administer CPR.

Due to the dramatic rescue, Manfredi said, the baby is expected to survive.

"These officers are heroes," Manfredi said. "To be able to save a child's life is emotional for any officer. To find out there was a positive ending was the icing on the cake."

The incident unfolded about 2 a.m. Wednesday when, police said, the baby's mother pounded on the gate of Providence Church Shelter at Third Street and McKinnon Avenue seeking help and saying she had just delivered a baby.

The unidentified 39-year-old was bleeding but did not have the baby with her, police said.

A shelter worker who spoke with the woman went back inside to consult a co-worker, and when he returned the woman was holding the newborn. Police reportedly have no idea where

the baby was at the time or where he was actually born.

Shelter workers told the woman they were calling 911, but the mother said she did not want help and walked away down Third Street with the baby, police said.

A local man who knows the woman from the neighborhood had reportedly been driving on Third Street when he spotted her with the baby. The man told police that she had handed him the boy and then split.

The two veteran officers who were responding to the 911 call were flagged down by the man, police said. They immediately requested an ambulance, but also realized the baby was unresponsive and would likely not survive if they waited for paramedics.

Police are still investigating the relationship between the mother and the man who was carrying the baby, Manfredi said. Investigators plan to question the man further, and they said they hope witnesses will come forward.

Anyone with information about the bizarre case is asked to call Sgt. John Keane of the Police Department's special victims unit at (415) 553-9363.

Meanwhile, the baby's mother is likely facing criminal charges. She was found in the area by police shortly after the incident and also was brought to the hospital for treatment, police said. She is expected to survive.

maldax@sfoxaminer.com

Read more at the San Francisco Examiner: http://www.sfoxaminer.com/local/crime/2012/12/officers-lauded-saving-newborn-abandoned-san-francisco-street#.UMILKansYs_email#ixzz2GRmphkIP

Community Service Committee

By Martin Halloran, Chairman

In an ongoing effort to keep the membership advised of activities at the POA, I will make every attempt to provide the minutes of the Community Service Committee. The committee meets approximately every six weeks and, as always, we discuss and vote on requests for donations submitted to the POA. The majority of the requests are submitted from non-profit organizations in and around San Francisco. Many of these organizations depend greatly on associations like ours so that they may provide assistance to the sick, elderly, and the youth of our community.

The Community Service Committee Fund has been designated as a federal tax-exempt 501(c) 3 account at the S.F.P.O.A. The majority of the funds in this account are raised through our annual "Parade of Stars" that was held in October of 2012.

The Community Service Committee met on October 25, 2012 and November 30, 2012 and, although many requests are submitted, only the below listed organizations were approved for donations.

October Meeting

JoAnne Pang Foundation (Sgt. Frank Hagan).....	\$1,000.00
Vacaville Swim Club (Sgt. Hector Jusino).....	\$250.00
SF 49ers Youth Football Program (Sergeant Tracy McCray).....	\$250.00
Manta Rays Ross Swim Team (Off. Irene & Off. Brian Michaud)	\$500.00
Analey High School Football Program (Off. Rob Royer)	\$250.00
Salesian Boys & Girls Club (Insp. Gavin McEachern).....	\$1,000.00
Immaculate Conception Academy	\$500.00
Helpers of The mentally Retarded	\$500.00
Sacred Heart Cathedral Parents Association	\$500.00
Wounded Warrior Project.....	\$500.00

November Meeting

Westmoor High School Varsity & JV Program (Off. Rob Vernengo)	\$1,500.00
Gapyear Project International Volunteer HQ (Sgt. Eric Balmy)	\$250.00
Barry O'Brien Gold Program (Lt. Joe McFadden)	\$250.00
Bay Area Rescue Mission.....	\$250.00
Institute on Aging.....	\$250.00
USO @ SFO Airport	\$500.00

The Community Service Committee also approved a \$250.00 Christmas gift to juvenile dependents of members who have died while being active POA members.

Chief's Corner



By the time you read this column, we will have closed the books on 2012. Although I could not be more appreciative of how unbelievably you all performed, especially given our staff shortages, closing the book on as tough a December as I can ever remember in the San Francisco Police Department couldn't happen soon enough.

We mourn the loss of three active members (Cullen Cahill, Phil Welsh, and Tom Westbrook) and, at least 3 retired members (Mike Nevin, Ricky Shaddox, and James Blanson). As if the loss of these fine men was not a big enough burden to bear, those of us that attended Tom Westbrook's service learned of the unimaginable tragedy in Newtown, Connecticut as we exited the church. If there was ever a time to remember to hold those you love just a little tighter, it was after a month like December 2012. Please keep all those families who lost loved ones in your thoughts and prayers.

With the above said, there were a few bright spots in December. None was brighter than when several Bayview Officers responded to a call of an abandoned child at 3rd and McKinnon. Responding officers arrived on scene and were presented with a lifeless newborn wrapped in a jacket. Without a moment to lose, they sprang into action and through their efforts and quick thinking, saved the life of the child! Another story that demonstrated the thoughtfulness and quick thinking of the SFPD was how Sgt. Kevin Healy and the officers of Mission Station came together for the kids of the senior class at St Peter's. St Peter's had spent over \$1600 on blue "Class of '13" sweatshirts. Most folks wouldn't think this to be much of a story, but most folks don't know that St. Peter's is located in an area "claimed" by Norteno gang members who wear red. Sgt Healy, realizing that this would place the kids in extreme danger were they to wear the sweatshirts out and about, brought the situation to the attention of his Captain (Bob Moser). Next thing you know, Mission Station cops put together another \$1600. (St. Peter's did not have any avenue to raise such a sum), and bought gray sweatshirts with "2013" on them for the class, and then collected the other sweatshirts for shipping to the less fortunate in the Philippines where they will be safe to wear. "San Francisco's Finest"...you bet!

The Department was seemingly everywhere this Holiday Season. Through Operation Dream and assorted Station Holiday Events, the Department handed out hundreds upon hundreds of toys to boys and

girls of all ages. It's always amazing to see year after year all the cops, parents, and children enjoying the holiday season with smiles and laughter at events across the city. It was so cool to see so many give their own time and money to the less fortunate so that they could have a better Christmas. We helped the Make-A-Wish Foundation in raising more than \$60,000 to help grant wishes for children with life threatening illnesses. The SFPD Challenge, hosted teams from District Stations attempting to see who can pull their Cable Car the fastest. Although the rain won that day, it did not deter any of the participants from plunging into the bay. Fun was had by all who attended and participated in this magnificent fund raising event.

Often times we seem to get bogged down with petty things, with some attempting to control the conversation through pre-occupation with things outside of their control. Then there are months like December that put it all in perspective. We are so much better when we focus on big things (Grand ideas!) If we could only stay in a place where we know what's important and keep those things in mind. As we move into 2013, instead of being distracted by the little things that divide us; let's try and focus on the big ideas that unite us. Someone once said: "People often say that motivation doesn't last. Well, neither does bathing — that's why we recommend doing it daily." Find your motivation daily, it'll make/keep you happy.

Once again I thank you for everything you do and I want you to know that I am honored to be the Chief of the finest Police Department, made up of the finest men and women, in the world. We have accomplished so much over the past year; I look forward to serving you as we work to accomplish more great things in the year to come.

Best Wishes to you and your families for a happy, healthy, and prosperous New Year.

*Oro en Paz, Fierro en Guerra
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 Greg Suhr
 Chief of Police,
 San Francisco Police Department*

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

'Tis the Season To be Thankful

By Captain Greg Corrales
Park Station

At 11:13 PM on Friday evening, December 7, 2012, two uniformed Park Anti-Crime Team officers were on patrol in a marked police car in the area of Haight & Stanyan Streets. At that time they saw a man lying in the middle of the street. As they approached the man to check on his well being, he suddenly leapt to his feet and savagely punched the closest officer in the face several times, knocking her to the ground before her partner could grab him. The dazed officer and her partner attempted to control the berserk brute that was violently resisting their efforts. As the officers were fighting for their lives, they were able to get a partial radio broadcast out, asking for help, but the location was garbled. Officers from Park and Northern Stations then spent agonizing moments desperately searching for the two officers they knew to be in distress. Finally they heard one of the officers say over the radio, "McDonalds," and they rushed to their aid.

The entire incident was witnessed by a security guard employed by Whole Foods Market. As the officers first started struggling with their vicious assailant, a deplorable, despicable deadbeat began to shout to a group of "street people" to help the officers' assailant, at which time the

security guard rushed to the struggle and prevented anyone else from joining the attack on the officers. At that time two security guards from UCSF were driving in the area and saw the violent struggle. They immediately rushed into the furious fray, helping to hold onto the deranged demon until backup officers finally arrived.

My initial reaction to this incident was the fervent wish that I had been there! After a somewhat calmer analysis of this incident I became very thankful. I am thankful that despite SFPD-wide staffing challenges, the lieutenant that night had the foresight to put two officers in that car, rather than run two one-officer cars. I am thankful that three security guards encountered a dangerous situation that was not on their "turf," but immediately rushed to the aid of my officers. I am thankful for the devotion of the Park and Northern Station officers who rushed to the aid of their brother and sister officer, once their location was known. Finally, although one officer had emergency surgery and will be disabled for at least three months, and the second officer suffered a concussion and still has blurred vision, I am thankful that a tragedy was averted. Both officers will eventually be back on duty, diligently working to keep the Park Police District the safest place in America!

POLICE-FIRE Post 456 NEWS

By Greg Corrales

"There is a true glory and a true honor, the glory of duty done, the honor of integrity of principle."

— General Robert E. Lee

The last month has been a very busy one for Post 456. On November 17 I was much honored to attend a memorial dinner honoring Marine Corps Captain Matthew Manoukian, who was recently murdered with two other Marines by an Afghanistan police officer. Both of Captain Manoukian's parents attended and told us about their son, who from the age of 7 years was determined to be a Marine! It was a very poignant evening and it was a very humbling evening.

On December 8, I was at San Francisco International Airport with American Legion Department Commander Ken Kramlich and Adjutant William Siler to welcome American Legion National Commander James E. Koutz to California. Members of Traffic Company, many of whom are members of San Francisco Police-Fire Post 456 then gave the National Commander a police motorcycle escort to his hotel. The next day was spent showing the National Commander and his Aide the beautiful sights of our wonderful city. Of course, the attraction which impressed them the most is located in the Park Police District. The view of the city from atop Twin Peaks knocked their socks off.

We had a nice visit at Pacifica Post 238 at lunchtime. That evening Mission City Post 564 in Santa Clara put on a fantastic dinner and program for the National Commander. The commander of Mission City Post 564, Shirley Butler, is the widow of a Medal of Honor recipient. When her husband was KIA earning the Medal of Honor, Shirley joined the Army to honor her husband and served for fourteen years. The next morning Commander Koutz met the Department of California staff at the Veterans' War Memorial Building and enjoyed brunch there. He was then escorted to the Golden Gate Bridge by an SFPD motorcycle escort, on his way to the veterans' home in Yountville.

On December 12, 2012, members of Police-Fire Post gathered for one of our most important activities, the annual Christmas visit to the patients at Fort Miley. Participating this year were Bill Parenti, Mike Edmond, Gary Gee, Jeremiah Morgan, Paul Wallace, Al Casciato, Bill Wakefield, Rich Struckman, Mark Hurley, and Peter Mellett. We give each patient a Christmas card containing \$20. Many of these old veterans have outlived their family and friends. It is amazing how much they appreciate our visit!

I recently received a note from retired Sergeant Judy Riggle. She came across some letters of appreciation to her dad in English and in Korean for his service in Korea in the 50s. Pursuant to her discovery she contacted the Korean War Vets Association. She learned that the Association is working toward building a museum (the Korean War in veteran's circles is known as



"the Forgotten War"), and conducting many activities in support of Korean War veterans. To learn more, or better yet, to make a donation, please go to kwva.org.

Senator Patty Murray, D-Wash., has been "an extraordinary advocate for new veterans and their families," said Paul Rieckhoff, founder and chief executive officer of Iraq and Afghanistan Veterans of America, in a statement issued after Murray said she would step down at the end of the year as chairwoman of the Senate Veterans' Affairs Committee. "As the daughter of a disabled WWII veteran, Senator Murray has fought for our country's veterans. She is a strong and vocal leader, steadfastly committed to supporting our vets through the challenges of transitioning home. We are incredibly grateful for her service over the last two years."

Murray, in line to become chairwoman of the Senate Budget Committee, will be replaced on the veterans' panel by Senator Bernie Sanders, an independent from Vermont who helped get the Post-9/11 GI Bill passed and has been active in expanding eligibility of Iraq and Afghanistan veterans with post-traumatic stress and traumatic brain injuries.

When Phil Lennon graduated, cum laude, from Florida State University, his academic regalia differed from most of the other students. He wore a red, white, and blue cord signifying his military service. Lennon served in the Marine Corps from 2004 to 2008. Florida State is among the first universities in the country to recognize graduating students who are also military veterans.

The cord is a symbol of double achievement," Lennon said. "I served my country and reintegrated in the civilian community. It is intrinsically gratifying that Florida State has given us a chance to be recognized for these achievements."

The San Francisco Police-Fire Post is anxious to increase its membership. We are under-represented by female veterans, Fire Department veterans, Sheriff's Department veterans. There are numerous young veterans in the SFPD that seem reluctant to support the Police-Fire Post of the American Legion. If you have any questions regarding the Legion, contact me at gc1207@comcast.net.

I would be remiss if I did not mention Sandy Hook. Tragedy is an inadequate word to describe the catastrophe that occurred. Please remember to pray for the families and loved ones of the innocent children and heroic staff that were senselessly murdered. Please do not forget to pray for the first responders. As police officers we are constantly reminded of the inhumanity of some people. Combat veterans have experienced the horrors of war. Few of us, I suspect, would have been prepared to cope with the carnage that will haunt the first responders to Sandy Hook School for the rest of their lives.

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*The Lawyer's Briefing***Auld Lang Syne**

By Gregg Adam,
SFPOA Counsel

At this time of year, the words of the old Scots poem, written by Robert Burns in the late 18th Century, and sung aplenty at New Years events worldwide—or Hogmanay as it is known in the Old Country—often come to mind. They speak to the greeting and toasting of long-standing friendships and acquaintances. So here's a raised glass to all the friends and acquaintances of this column. "Lang may yer lum reek."

2012 has been the latest in a series of difficult years for working men and women in the public sector here in California. Concession bargaining remains the norm, pension attacks continue and those who devote their professional livelihoods to the public good too often remain a political football.

But 2013 promises to be a transition year. The latest Legislative Analyst's Report (<http://lao.ca.gov/reports/2012/bud/fiscal-outlook/fiscal-outlook-2012.aspx>) suggests a dramatic improvement in California's budget situation:

"The state's economic recovery, prior budget cuts, and the additional, temporary taxes provided by Proposition 30 have combined to bring California to a promising moment: the possible end of a decade of acute state budget challenges. Our economic and budgetary forecast indicates that California's leaders face a dramatically smaller budget problem in 2013-14 compared to recent years. Furthermore, assuming steady economic growth and restraint in augmenting current program funding levels, there is a strong possibility of multibillion-dollar operating surpluses within a few years."

(Executive Summary, California Legislative Analyst's Report "The 2013-14 Budget: California's Fiscal Outlook," November 14, 2012.) The Bay Area and Silicon Valley economies are expanding robustly. And the housing market appears well into a turnaround. Obviously there are plenty of uncertainties out there, but hopefully this is the year we collectively turn a corner.

On the legal front, pensions remain a hot item. At the printing deadline for this article, CalPERS issued a new, December 27, 2012 Circular Letter arguing for a more expansive view on what should be treated as compensation earnable for new employees under the Governor's new retirement law, PEPR. (<http://www.calpers.ca.gov/eip-docs/employer/cir-ltrs/2012/200-062-12.pdf>) Prior to this Letter, numerous County Retirement Associations (under the so-called '37 Act) had been taking a very narrow view of the new definition of "compensation earnable" under sections of PEPR, and CalPERS had yet to weigh in. Many argued that PEPR contemplated only base salary



Edwin M. Lee
Mayor

being pensionable for new employees. CalPERS, however, is taking a more expansive view, recognizing the long-standing history of including regular service and skills based compensation in pension calculations. It is to be hoped that CalPERS' view—which takes a balanced view of the new act—is given due consideration by retirement associations throughout the state.

The Public Employment Relations Board finished the year with a slew of new decisions. One of note came in *International Association of Machinists v. City of Long Beach*, PERB Decision No. 2296-M, December 4, 2012. The decision involved an issue we have seen in multiple jurisdictions in recent years—namely the efforts of public agencies to unilaterally implement furloughs or other cost-saving efforts notwithstanding closed collective bargaining agreements or bargaining obligations, usually asserting fiscal emergencies or managerial prerogative. The decision is a strong repudiation of the argument that public agencies have a fundamental managerial right to furlough. They do not. PERB reaffirms that public entities are obligated to bargain fully about such issues and may not "end run" bargaining through direct city council action.

And speaking of fiscal emergencies, in 2013 we will all be keeping a close eye on how matters play out in San Bernardino and Stockton where heavy litigation of municipal bankruptcy is expected. In San Bernardino, the City has refused to pay CalPERS for outstanding and prospective pension obligations, prompting the Retirement System to move quickly to intervene in the City's bankruptcy proceedings in order to protect the rights of members.

Your columnist was struck by recent back-to-back stories on NPR's "California Report." The first involved PG&E's intention to try to raise \$300 million through increased rates to consumers to fund system upgrades deemed necessary as a result of the systematic problems that contributed towards the San Bruno gas explosion. The next story highlighted San Bernardino's unwillingness to consider any revenue measures to address its plight.

Best wishes to all for a healthy and prosperous 2013: "we'll tak a cup o' kindness yet, for auld lang syne."

SF Dispatcher of the Month**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



Date: November 28, 2012

To: **Corinina Cruz**, Public Safety Dispatcher

From: Florian Taylor, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month — December 2012

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month** for December 2012. You were selected based on a commendation received acknowledging your excellence during a critical incident.

On November 26, 2012 while operating a radio channel you received a call from a father reporting his son was suicidal, armed with a gun, and driving a stolen vehicle. As the officers arrived on scene they could see the subject leaving in a vehicle. The officers began following the vehicle and soon after the subject fired his weapon. The chase began on City streets, taking the freeway, and eventually ending on Treasure Island.

During the chase the armed subject held a gun to his head while driving. He exited the vehicle on Treasure Island, and continued to pose threats to police officers and himself. A hostage negotiator was summoned to the scene. Following numerous hours of negotiations the armed subject shot himself and ended his own life.

This was a very volatile incident that had potential risk to the lives of many. You handled every aspect professionally, while remaining calm and poised during this unstable and unpredictable scene. You were partnered with newly released PSD King Lee who did a great job assisting and making notifications. Your teamwork was nothing short of remarkable.

Cori, for being selected Dispatcher of the Month we are able to offer the following:

- Parking in the "Employee of the Month" space for the month of December 2012
- One-hour off, with Shift Manager approval
- Employee of the Month" engraved pen and key chain
- See's Candy Gift Card

cc: Cecile Solo — Operations Manager
Lisa Hoffmann — Deputy Director,
Division of Emergency Communications
DEM Everyone —via email
Personnel File

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BALEAF President's Report**BALEAF Busy Year**

By Jo-Ellen Radetich
BALEAF President

On behalf of the entire Bay Area Law Enforcement Assistance Fund (BALEAF) Board of Directors, we extend our best wishes for a happy, healthy, safe and prosperous New Year.

It was another busy year for BALEAF, and, because of the unequivocal support and recommendation from San Francisco Police Chief Greg Suhr, BALEAF was charged with overseeing the content of the memorial poem that will be displayed in the new Public Safety Building. With the extraordinary artistic skills and talent of poet Margo Perin, we successfully completed this heartwarming and sentimental task. The BALEAF Board of Directors worked arduously to make sure that the poem



reflected the sentiments of the public, sworn officers, and survivors of line of duty deaths. It would be our sincerest pleasure for you to read the final rendition of the poem.

Once again on behalf of the BALEAF Board of Directors, we thank Chief Greg Suhr, San Francisco's finest men and women who are part of the San Francisco Police Department, and all others who have been a huge support to BALEAF. Without the support from all of you, BALEAF would not be the effective not-for profit organization that strives to help those of the law enforcement community during a catastrophic event.

Check out our new (still under construction) website at www.baleaf.org.

Public Safety Building Police Memorial Artwork Poem

Final Draft, November 13, 2012
By Margo Perin, Writer

Let us turn together in this circle of remembrance as the light shines through our words.
And we lift our gaze toward the sky to honor the men and women who risk their lives in the line of duty.
See their courage gleaming through the glass, spilling through the words of our love.
Band with us to celebrate the beloved behind every star.
Draw on their courage, their strength, their honesty.
Let us raise our heads together into this spiral of memory to honor the sacrifice that ripples through time, through the generations.
Never do we have the gift of goodbye.
The only choice is to carry on, make our peace.
An object in motion keeps moving forward.
The voices of the fallen echo everyday,
their reflection mirrored in the warmth of a smile,
the glint of an eye, the tilt of a head.
The time spent together was too short
and the missing long.
They are the fallen
and we must not fall.
We can move back or forward, upwards or down, but we can't remain still.
We must rise to protect, as they did.
In their honor we must persist,
turn our pain into compassion,
never forget the man, woman, child they were,
and lift our heads as we ascend toward the light.



Photo courtesy of Insp. Matt Perez

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Technology Corner

By Susan Giffin
Chief Information Officer

Happy Holidays to all. I would like to take this opportunity to thank all of you who participated in our Technology initiatives in 2012. It was a great year for Technology!

Crime Data Warehouse, Cal Photo rollout to vehicles, Mobile Laptop pilot, Single Sign on pilot. All the work you are doing and the feedback you are providing is helping to form the vision and the future for technology in the department.

We are quickly moving from laggard to leader in technology thanks to the vision and support of our leadership combined with the efforts of many, many individuals at all levels from all bureaus, departments and stations. So, my sincere thanks and please keep the momentum going this year!

Cal Photo in all Vehicles

It has come to my attention that many officers are not aware that Cal Photo is now available in all vehicles through Level 2. There is a new "button" within the Level 2 software which says "Cal Photo." If you cannot find it or if we have missed your vehicle, please contact Gary.Price@sfgov for assistance.

What's New in Technology? Crime Data Warehouse

The current phase of the Crime Data Warehouse includes many features and functions you have requested, as follows:

- automatic CopLogic feed
 - geo-coding of addresses
 - case tracking
 - mapping
 - predictive policing
 - a new and better search capability
- ...And much more. These capabilities are already complete and in test mode. Our challenge now is how to introduce all the change without requiring another major training. We are working on that now.

Mobile Computing

We conducted a pilot of mobile computing this year. 60 laptops were rolled out to recruits and special operations. We learned a great deal from this pilot. On the plus side the laptops were a very well received and saved officers much time and effort in driving back to stations to enter reports. On the challenge side the laptop security



Susan Giffin

controls made the laptops a bit difficult to use at times.

We are working now with the DOJ, NCRIC, and several vendors to try for a radical simplification of the security and sign on process. Also, we will be re-evaluating mobile devices and for that we are speaking to officers at District Stations. Northern was first - thanks, Captain Mannix and Northern Station, for your feedback on this topic.

What other technology projects are planned?

Here are other projects in the works:

1. **Run Suspect in Crime Data Warehouse** — a major simplification of the front end of running a suspect.
2. **Upgrade to Wireless Data Access in Police vehicles** — we hope to make the vehicle computers much more functional by upgrading both the modems and the software used for access to our intranet.
3. **Mobile version of Crime Data Warehouse** — ability to access the system on a mobile device.
4. **Compstat and UCR Reporting** — move to Crime Data Warehouse as single source of truth for reporting.

Please let us hear from you!

If you have used the Crime Data Warehouse to help solve a case or Cal Photo to identify a wanted person - please let me know. It is those "stories" about the use of technology that help illustrate the value of technology as we request further funding and support. Thank you.

Once again, thanks for a great 2012. Here's to an even better 2013.

Susan.giffin@sfgov.org

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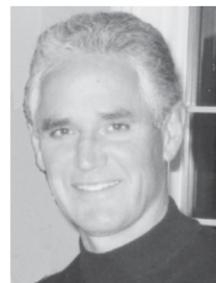
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Reviewing Use-of-Force Practices

By David J. Spotts, Esq., Chief of Police, Mechanicsburg, Pennsylvania, Police Department
Forwarded to the Journal
by Michael Nevin, Co. J

The basic rule of law regarding the use of force is that any use of force must be objectively reasonable under the totality of the circumstances in which it is employed. This has not changed. However, what the courts are willing to consider when determining reasonableness appears to be expanding. With this in mind, police agencies must be cognizant of what factors to consider when using, documenting, and investigating force. Assuming officers should or will receive the benefit of the doubt in a use-of-force encounter is no longer a sound strategy, if it ever was. The spectrum of circumstances that could impact a use-of-force incident are far too numerous for one article. Hence, this column reviews some general factors to help frame a review of agencies' current practices.

The first step is to understand the nature of the contact officers have with individuals. Is the contact

- a mere encounter,
- a reasonable suspicion to believe that criminal activity is afoot or the person is armed, or
- probable cause to make an arrest or otherwise take the person into legal custody?

If it is a mere encounter, then the person has every right to terminate the contact and leave the officer's presence; an officer cannot use force to prevent this.

If it is reasonable suspicion, then the officer can detain the person for a short period of time to investigate the matter.

If the officer has probable cause, then reasonable objective force can be used to make the arrest. Also, remember that contacts are generally not static in nature and that what started as an encounter may develop quickly into reasonable suspicion or probable cause. Understanding the nature of the contact at each point in the entirety of that encounter will help to guide decisions about the reasonable use of force.

If officers do make a decision to use force, they need to understand why the force is being employed. Generally, force can be used to affect an arrest,

- prevent escape,
- defend oneself or others,
- restrain individuals for their own safety, or
- protect property.

Take notice that "contempt of cop" and "street justice" are not on the list. As much as officers do not like to be disrespected, it is not a crime for someone to be rude. Showing contempt to an officer is not grounds to justify the use of force. Also remember that in life — just like policing — respect is earned by your actions. If officers want people to think of them as the good guys, then they need to act like the good guys. Officers are a part of the criminal justice system, not all of it. The courts decide a guilty individual's punishment.

Even when using force is appropriate, officers still need to consider the specific facts of the encounter. The prime factors are

- the seriousness of the offense,

- the immediacy of the threat, and the level of resistance.

For example, it is clear that the courts will review passive resistance in a much different context than active resistance. The underlying reasons that initiate the use of force will affect the options available to officers, so it is important to understand why the force is being used.

Next to consider is the characteristics and actions of the subject as well as any special knowledge the officer might have. Characteristics and actions to consider include

- physical condition;
- weapons displayed or in the immediate area;
- the number of subjects and the number of officers on the scene;
- diminished capacity (for example, impairment caused by drugs or alcohol or medical, physical, or psychological impairment);
- verbally abusive;
- making threats;
- pacing;
- clenching fists;
- refusing to show hands;
- assuming a fighting stance; and
- targeting or blank stares.

Specialized knowledge can include

- a known history of violence, weapons, or resistance;
- prior knowledge of fighting skills;
- drug or alcohol abuse;
- mental or other cognitive impairment; and
- prior knowledge of crimes at the location.

The above factors are only samples of what should be considered. Agencies may want to make available a checklist that includes all appropriate factors to help officers capture these data.

Notice that officer safety is not on the list. This is because the actions of the violator in noncompliance or resistance justify the level and amount of force used. Using force for officer safety will be unjustified without being able to show the underlying characteristics of the situation and the actions of the violator combined with verifiable special knowledge the officer possesses. These articulable facts help convey to the judge or the jury why force was used in a reasonably objective manner in the interest of officer safety. Do not take the shortcut of using officer safety in an attempt to validate your actions. There is no definitive rule that controls the level of force permitted in any given situation. It is case specific and fact specific and requires documentation.

Assume that a decision to use force was made during an encounter. An officer started with an empty-hand hold, then an open-hand strike or several, and finally used an electronic control device.

It would be inadvisable to consider this encounter as one application of the use of force. Each and every use of force should be treated as a separate use-of-force application. It should include separate documentation that explains why additional force was used after the initial application of force was employed. The review of the use of force should treat each and every application of force as requiring independent justification. What occurred before can be used as a foundation. But, as in the

example above, officers must be able to articulate and document the change in circumstances that led them to move from a hold to a strike and then from a strike to an electronic control device. The changes may be subtle, but they must be present.

Likewise, continuing to employ a force option that is not successful in de-escalating the encounter should require explanation to why that particular force option continued to be used. Courts are more open to considering not just whether a specific option was employed but what other options should have been reasonably available and how many times a particular option was employed. This is a somewhat commonsense approach to analyzing the use of force. If an officer hits someone several times or sprays or stuns subjects to no avail, then the officer should select another force option. As in the example above, striking someone one, two, or three times is important and does make a difference. If Plan A does not work, go to Plan B. Overreliance on one particular option could be problematic. Instead, a toolbox approach is recommended where there are multiple options for the use of force and the choices can best be calibrated to the actual situation at hand. While courts have not definitively ruled that multiple force options are required for law enforcement, it seems clear that they are moving in that direction.

From a risk management perspective, an agency's toolbox options should include other options besides just hands-on treatment and firearms. As well as common tools such as oleoresin capicum (OC) spray or electronic control devices, some critical components to consider include

- interpersonal communication skills to gain voluntary compliance;
- de-escalation and disengagement techniques; and
- tactical retreat (for example, for use with a known actor for a nonviolent crime who does not pose a continuing danger).

While a police officer is not required to retreat, cease, or delay efforts to make an immediate, lawful arrest, this may be the best course of action and, thus, a legitimate approach to consider. Having multiple options provides the best opportunity to reasonably employ force. Choices are good. This holds true for use-of-force situations.

Finally, the investigation into the use of force must be real and not a rubber-stamped or cursory review. The appropriate factors, such as those discussed above, need to be documented in the report. The reviewer needs to be aware of them and determine through independent analysis if the use of force was or was not within policy. Many times, the problem is not that the use of force was inappropriate but that the documentation or supervisory review of the situation was inadequate. A legitimate use of force may appear unreasonable because of poor documentation or review. An example of this is not documenting adverse environmental conditions such as an icy area that caused a strike targeting the thigh to hit the knee because an officer or a subject slipped during the use of force. Also, shortcut descriptors such as officer safety or stating that the subject acted aggressively are not adequate and should not be tolerated. Likewise, an officer who repeatedly documents that subjects were inadvertently hit, bumped, and so forth, or who defaults to force for passive resistance should be a cause for concern.

The bottom line is that most people will make decisions about the use of force based on a review of the documentation, not the actual event. To maximize agencies' efficiency in use-of-force situations, there must be consistency among performance, policy, training, supervision, investigation, and discipline. If officers do not include all appropriate factors, defending their actions will be more difficult. Even if they remember and testify to facts or actions not in the original reports, they leave an open door for the other side to attack credibility, competency, or both. Reviewers should look at use-of-force reports with documentation of the details in mind. If adequate details are not present, additional work needs to be done. Whether this results in additional reporting of legitimate facts or discipline of an officer for unreasonable use of force is irrelevant. Disclosing the truth is the goal. The result is better policing.

David J. Spotts, Esq., is the chief of police of the Mechanicsburg, Pennsylvania, Police Department and has been in law enforcement for more than 35 years. He became an attorney in 1993 and is an advocate for the police profession. Currently, he is a member of the Executive Board of the IACP's Legal Officers Section.

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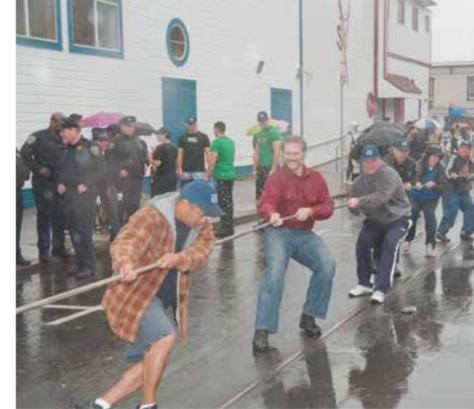
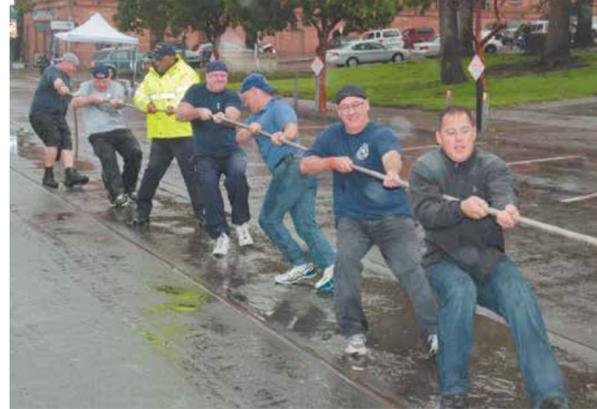
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2012 SFPD Challenge Delivers.....

By Ray Padmore, Chief's Office

It was a cold rainy day at Aquatic Park with the water temperature about 45 degrees! That would deter most, but not for many members of the Department and supporters of this very worthy cause. This year's event was an overwhelming success, with the Department raising over \$60,000 to grant wishes to children with life threatening illnesses.

For those who are unfamiliar with this event and were not able to attend, hopefully the following synopsis will motivate you to come out next year and participate. The SFPD Challenge is an event sponsored by the Department to raise much needed funds for the Make A Wish foundation. It consists of three elements: "Cops and Coffee" at the Buena Vista Café, a Santa Plunge into the frigid San Francisco Bay, and lastly, the face-off of numerous teams pulling against each other to see who can pull a cable car the fastest across a designated finish line. It should be noted that this year, we had teams from numerous District Stations, the U.S. Coastguard, and several Corporate sponsored teams.

If this sounds like fun, well it certainly was! At the "Cops and Coffee" event, we donned seasonal aprons and went to work, serving up water and soft drinks, busing tables, and seating patrons. Although the work was hard, I believe the highlight for the Officers and Cadets who volunteered, was talking to SF residents and visitors from around the world. In addition, it gave us the opportunity to share with them why officers from the SFPD were volunteering to help in such a meaningful way.

Traditionally, prior to the Santa Plunge, we conduct opening ceremonies at the water's edge. This year however, because of the heavy rain, we were forced to conduct opening ceremonies indoors. Many thanks to one of our own, recently retired Kevin Martin who granted us the opportunity to do just that. While a magnificent rendition of the National Anthem was sung by Briana Oakley (daughter of Inspector Nelly Gordon), our PAL Cadets (under the tutelage and

watchful eye of Officer Annie Valenzuela) presented the colors in the midst of an awe struck crowd. This moment was a sight to behold, a memory to cherish, and the embodiment of a great organization doing what we do best — shining! Following this memorable opening, Chief Suhr took the opportunity to thank the officers who attended, as well as all the corporate teams, family members, and spectators. The Chief expressed how touched he was to see the outpouring of support for the annual SFPD Challenge benefiting the Make A Wish Foundation.

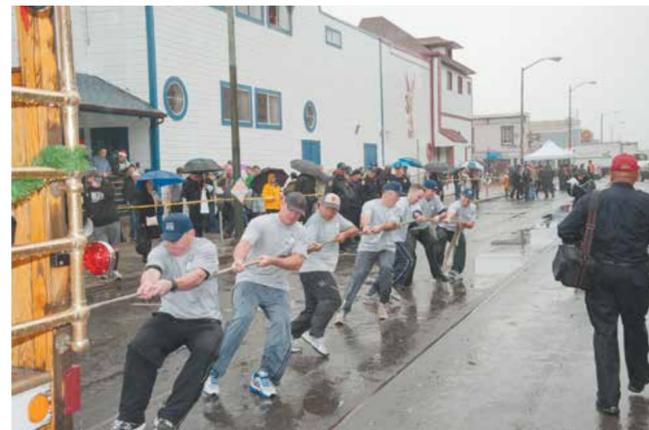
Immediately following the amazing opening ceremony, I challenged everyone (those who came to plunge and those who didn't) to march together with Chief Suhr, down to the water's edge. Within a few minutes following our short stroll down Jefferson Street, we were finally at the water's edge. You could feel the intensity and the anticipation in the air, as everyone positioned themselves to take the ultimate plunge — and then from the bullhorn it came "let's go!" Seconds later, we were all united by a common bond — the frigid waters of the San Francisco Bay!

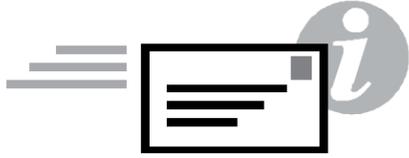
The final element of the SFPD Challenge was the much awaited, Cable Car Pull. This event challenges the ability of a six person team to pull the massive tonnage of a stationary cable car over 200 feet, as quickly as possible. On this day however, it was not to be! The rain was relentless, not letting up long enough for teams to demonstrate their winning form. "We came to win!" chanted one team, "we did too", echoed another. Little did we all realize, that in the end, we were all winners — for we accomplished our goal "making wishes come true!"

In closing, I would like to express my deepest and sincere appreciation to all the members of the SFPD, the volunteers, sponsors and participants for your support. In the words of the founder of the SFPD Challenge, Sergeant Bob Guinan (retired): "you are truly the heart and soul of the San Francisco Police Department and the City of San Francisco!"

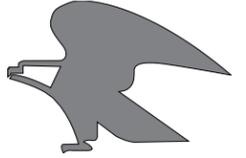
On behalf of the planning committee, I extend best wishes for a Happy, healthy, and prosperous New Year. I look forward to seeing you all next year for the 2013 SFPD Challenge.

PHOTOS COURTESY OF MATT PEREZ AND MAKE A WISH FOUNDATION





POA MAIL



Editor — SF Police Credit Union Election

Our Credit Union's supervisory committee has an important election coming on January 15 – February 15, 2013. I along with other Credit Union board and supervisory committee members have endorsed incumbent Frank Hedley. The SF Veteran Police Officers Association supports Frank's re-election.

For the past three years Frank has volunteered and contributed countless hours as a member of the supervisory committee. He currently serves as the chairperson of this most important committee which is responsible to our 32,000+ members to monitor and evaluate the quality of the credit union's finances, operations, and decisions. The supervisory committee is an independent body, elected by the members, to insure that the credit union is soundly managed and that member's assets are safeguarded. Our credit union now has assets exceeding \$720,000,000.

Frank has an extensive law enforcement background. He served as a bay area police officer, police chief and city manager in addition to serving as the president of the California Peace Officers Association. His prior service in credit unions and private banking makes him uniquely qualified to serve on our Credit Union's supervisory committee. His previous credit union service includes holding voluntary positions on the board of directors, supervisory committee and audit committee of the San Bruno Employees Credit Union.

I urge you to vote for incumbent supervisory committee member Frank Hedley. Why? (1) as current chair of the supervisory committee Frank has demonstrated his ability to watch out for and protect our assets; (2) he is uniquely qualified with much experience in private banking and credit unions, (3) he has the support of former board member's Willie Frazier and Dave Mayer – the only two individuals who have served our credit union as volunteers for over 40 years, and (4) his personal commitment to our credit union has earned him the support of a majority of our Credit Union's current Board of Directors including myself.

Mike Hebel

Board member, SF Police Credit Union

Editor —

I am writing this letter to urge all SF Police Credit Union members to vote to continue Frank Hedley in his role on the Supervisory Committee in the election coming on January 15 - February 15, 2013. Frank has law enforcement experience, financial management experience,

and gives of his time freely for your benefit. There is no question that Frank has demonstrated his commitment to the SFPCU by volunteering for countless hours, and is the best qualified person on the ballot, but it is also important to note that Frank is the only candidate who has volunteered with the SFPCU. Someone like Frank, who has invested his time for the benefit of members like you, should be rewarded with your vote.

When you receive your SF Police Credit Union ballot in the mail, please join me, and others, voting for Frank Hedley (incumbent) for Supervisory Committee!

Thank you,

Jim Hennessy

*SFPD Retired, Board Member,
SF Police Credit Union*

Hello SFPOA —

Thank for your donation to help fund my volunteer project at Nova Chance, a community development center in Rio de Janeiro, Brazil. I have been volunteering here for about four weeks now, teaching English as a second language. I teach a class of about twenty children ranging in age from 5 to 13 years old. Daily life in the favela (shanty town) of Sao Cristovao is quite harsh as one might imagine. Often there is no running water and the faulty infrastructure provides inadequate protection from the elements as well as insufficient accommodations for the typical large families. Medical and school supplies are extremely limited. Drugs and associated violence plague the streets. Despite these formidable conditions, the people- and especially the children- of this community maintain and high degree of positiveness. It is testament to their resilience and perseverance and it has reaffirmed for me that happiness is truly born of spirit not substance. The people of Sao Cristovao want to improve their situation, but simply lack the resources to do so. Your donation of \$250 will go far by providing much needed school and medical supplies for the community center. On behalf of myself and the community I say: Muito Obrigado SFPOA for you help!

Sincerely,

Ian Balmy

Dear SFPOA —

Thank you so much for the scholarship! I am putting it to good use at California Polytechnic State University. I'm thankful to be part of the SFPD for their support and loving community.

Thanks!

Stephanie Lee

Dear SFPOA —

Thank you very much for the scholarship you awarded me, the op-

portunity of scholarship awards that yourself and the entire SFPOA gives to graduating high school students is extremely generous. My family and I truly appreciate it as it will greatly help with my tuition costs.

Sincerely,

Samantha Buono

Dear SFPOA —

We were so surprised to get those beautiful flowers. It feels so good to know our extended police family is always there for us in good times and bad. Thank you so much for the thoughtfulness. The baby is great!

Rachel and Mike Mitchell

Dear SFPOA —

It was truly my pleasure and honor to address the board of directors about the Fishing program. Thanks for letting me do that.

And on behalf of the San Francisco Police/Youth Fishing Program, thank you so much for your generous contribution to our effort. Your financial support will go a long way in helping us continue a program started by officers in 1968 and still operating today. Every year since then, thousands of kids have been introduced to deep-sea fishing and been assisted in the learning process by rank and file police officers. It's something that benefits kids who in turn see cops with a new appreciation and respect. So, thanks again for your support.

Mike Gannon

President, SFPYFP

Dear POA —

Thank you for your contribution of \$5,000 to Make-A-Wish® Greater Bay Area through your support of the 2012 SFPD Challenge event on December 1st! Your generosity resulted in \$60,480 raised - a SFPD Challenge record, which will grant eight magical wishes!

Make-A-Wish grants the wishes of children with life-threatening medical conditions to enrich the human experience with hope, strength, and joy - and we are honored to partner with the San Francisco Police Department on this effort. Proceeds from this year's SFPD Challenge event will impact the lives of local children for many months to come. This winter, 5-year old Blixa will visit Sea World San Diego, 12-year old Jesus will travel to Rome to meet Pope Benedict XVI, 17-year old Shelbi will come face to face with her idol, Justin Bieber, and many more children and their families will feel the thrill of a wish come true.

Thank you for helping make wishes come true!

With Gratitude,

Patricia Wilson

Executive Director,

Make-A-Wish® Greater Bay Area

Dear SFPOA —

Thank you so much for your generous gift of \$500 to Wounded Warrior Project (WWP). I cannot thank you enough for your support of the thousands of truly deserving servicemen and women who have been wounded in our current military conflicts.

Our work begins at the bedsides of injured warriors as they undergo rehabilitation and return to civilian life, but it certainly doesn't stop there. As a result of their injuries, these brave heroes will face greater challenges today finding assistance and jobs that will enable them to provide for their families. Their battle against the long-term effects of combat will continue throughout their lives.

Only with your continued support is WWP able to reach these wounded service members. Through your generosity, WWP provides them with the assistance they need in order to regain their independence and begin rebuilding their lives. You give these injured warriors and their families hope for a brighter future.

Wounded Warrior Project is dedicated to assisting this new generation of injured heroes. These men and women who have served with honor deserve our respect and support. Again, I cannot thank you enough for your partnership with WWP.

Sincerely,

Steven Nardizzi

Executive Director

Wounded Warrior Project

Dear SFPOA —

Thank you for sponsoring the Thirteenth Annual San Francisco International Airport Charity Golf Tournament held at the Green Hills Country Club in Millbrae.

Your generous donation to support the tournament made possible for the three charities benefiting from the proceeds of this year's tournament to provide services to thousands of individuals in the San Francisco Bay Area. They are: San Francisco Police Department Wilderness Adventure Youth Program, American Diabetes Association of the San Francisco Bay Area; and United Airlines Foundation for Fantasy Flight.

With your participation and generous contribution to this year's tournament, you have helped to improve the lives of thousands of individuals and families who greatly appreciate it. We could not have done this without your help. From the bottom of our hearts, thank you again!

Sincerely,

Bob Massola

Chairperson

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
James Blanson	Dexember 2012	Unk	Retired SFPD	G. Suhr
Ricky Shaddox	Dexember 2012	Unk	Retired SFPD	G. Suhr
Philip James Welsh	Dexember 3, 2012	56	Active SFPD	C. Bates
Thomas F. Westbrook	December, 2012	44	Active SFPD	R. Laprevotte

**Notifications are made by a POA member, family member, or other reliable source.*

The POA Journal believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

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

Remembering Mike Nevin

Police Officer, POA Activist, Local Elected Leader, Devoted Family Man

My father, Mike Nevin, died after a short battle with cancer on December 1st. His untimely death was a tough blow to all of his family and friends. My dad worked for 27 years in this Department and retired in 1993 but his heart never really left. Since the early 1940's, a Nevin has worked in the SFPD. My dad had lifelong friendships from his days in the Department. He was a dedicated public servant and a proud native. My father was an active member of the POA. Later in his political career, the POA was one of his most ardent supporters.

On December 7 we had funeral services at St. Ignatius Church. Led by Chief Suhr and the command staff, my dad was provided with full honors. It was an extraordinary display of San Francisco's finest. Words are insufficient to describe my appreciation.

The people most impressed by the SFPD were my dad's grandkids. They were simply awestruck. Seeing their Nonni presented with the flag and then being personally greeted by Chief Suhr was very special for them. The only drawback is that my 5-year-old now thinks we should have a solo motorcade every time we leave the house.

The men and women of this Department have always been there for my family and me. My dad's services were no exception. You all lifted us up when we really needed it. From the bottom of my heart, I thank you.



My son Jack and I saying our final goodbye.

Sincerely,
Mike Nevin, Jr.
Tenderloin Station

Inspector Mike Nevin: The Great Influence of a Police Officer

Upon hearing the news of the passing of retired Inspector Mike Nevin, my sadness was soon overcome by a great sense of appreciation as I realized that I was truly blessed for having Mike come into my family's life. As I reflected upon Mike and the positive influence he provided me and so many others throughout his life, I can honestly say that Mike Nevin is the reason that I am where I am today as a proud member of the San Francisco Police Department. I want to take the opportunity to share with you the tremendous influence we have as police officers in the success of others if we take the time to invest in them, just like Mike Nevin did for so many.

In 1975, Inspector Mike Nevin, of the SFPD Burglary Detail, responded to a routine burglary follow up and turned what could have been a basic, just-the-facts, investigation into a life changing moment in time for a 13-year old kid and his family. At the time, I was a shy 8th grader and was the oldest of five kids in a single parent home. I also didn't realize the significance of being burglarized and how unsafe this violation

of our home had made my mom feel. I remember that Mike had a calm and reassuring demeanor that helped place us all at ease and feel safe. Knowing my mom, I'm sure that she must have offered to make a pot of tea for Mike and his partner. I remember Mike taking off his jacket and sitting at our dining room table with his holstered gun and star showing. I was so enamored by the sight of his gold star, gun and the silver bullets on his belt. After they left, I must have talked a lot about those silver bullets because my brother, Big Al, jokes with me to this day about Mike's silver bullets!

We learned during the "investigation" that Inspector Nevin was on the Board of Directors for the Catholic Youth Organization, and he told us about their summer camp. That summer, my three brothers and I attended CYO Camp in Occidental and had a blast. I enjoyed it so much that the next year I applied for a staff position and was hired as a member of the maintenance crew. Through my association with CYO, I met the Hamiltons, the Clearys, the Falzons and other future police officers. I

didn't realize it at the time, but as I connect the dots now, the foundation of my career path had been firmly established.

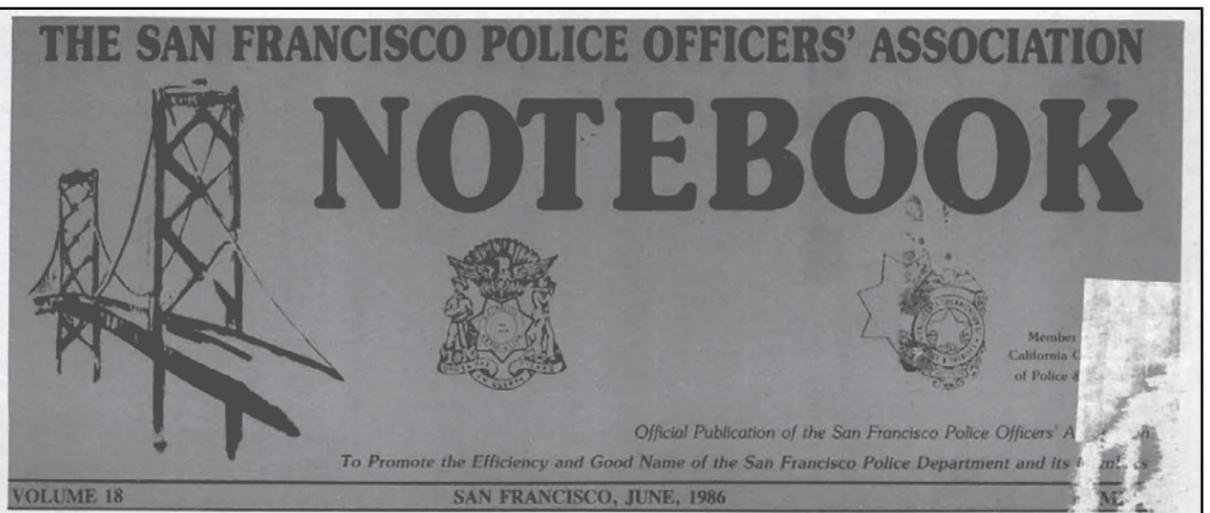
I have been extremely fortunate during my SFPD career. I am now in my 27th year and have been lucky enough to have been promoted a few times. The old adage that crime doesn't pay still holds true, but who would have thought that as a result of our home being burglarized that I would be as privileged as I have become. Inspector Mike Nevin did. He turned a "routine" burglary investigation into an opportunity to influence the life of a shy 8th grader from a single parent home, and for that I will forever be grateful.

As police officers, our influence is substantial in more ways than we sometimes realize. Whether we meet a young person at the scene of a crime, at their school, or at a community event, taking the time to say hello, answer a question, or give them a sticker can impact their future choices in life. I am sure that many of you have similar stories of how you were influenced by a cop on the beat, or of the police officer

who showed up to school for career day. For many of us, our path in life was set when we first met them and chose to be one of San Francisco's finest. We must be ever mindful that the youth of our community continue to see us often as bigger than life, and that we have big shoes to fill. It is during these opportunities that we must exceed a young person's expectations and be all that we can be, and more, as you never know the impact you will have on their future. I am extremely fortunate that Mike Nevin did that for me and others whose lives he touched.

Thank you Inspector Mike Nevin for being that positive influence I needed at that time in my life. My family and I will be forever grateful that you came into our lives that day in 1975, regardless of the circumstances. I shall continue to strive to share the gift that you provided me with. I will always smile and think of you when Big Al asks me about your silver bullets! May you rest in peace.

Sincerely,
Captain John J. Feeney
Crime Information Services Division



MIKE NEVIN: POLICING THE ASSEMBLY CHAMBERS

By Paul Chignell, Journalist

It will be the first time a rank and file police officer represents us in the California State Assembly in Sacramento.

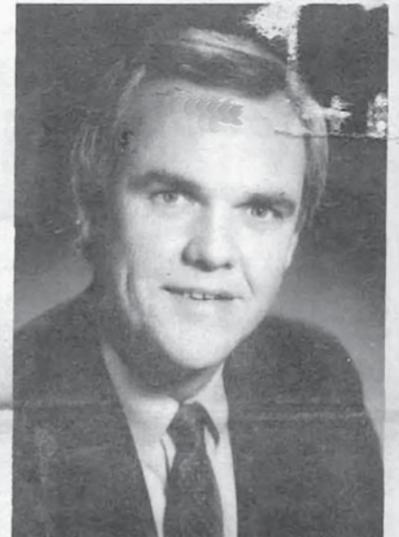
Mike Nevin knows law enforcement issues well. He is a twenty-one (21) year veteran of the San Francisco Police Department and a former member of the Board of Directors of the POA.

Mike Nevin is currently a City Council member in Daly City and a former Mayor. He has consistently supported police benefit packages and fought for workers' compen-

sation fairness for both San Francisco and San Mateo County law enforcement officers.

The Nevin campaign is roaring along with the support of COPS, PORAC, the International Union of Police Associations, the State Park Police Association, San Francisco Labor Council, San Francisco Building Trades, Operating Engineers, California Teachers Association, Daly City Police Officers' Association, the San Francisco Police Officers' Association and many more.

Mike Nevin is running the largest grass roots campaign that the voters of the 19th Assembly district have ever seen. The district encompasses most of the Sunset district of San



Mike Nevin

Francisco, the West Portal area, most of St. Francis Woods, Lakeside and Parkside. The district then moves down the Peninsula including South San Francisco, San Bruno, Brisbane, Colma, Broadmoor, Millbrae and Pacifica. Mike Nevin's home turf, Daly City, is also a part of this district.

Mike Nevin has made sure that his strong law enforcement views are known throughout the district as 6,500 "Law Enforcement Supports Mike Nevin" signs have already been placed in front windows and on lawns in the Assembly district.

The Nevin campaign is a family affair. Every night Mike's mother, Mazie and wife Kathleen have been calling voters and thanking them for their support. Both of Mike's Sons, Mike Jr. and Tim are working with their sister Michelle to help get the Nevin message to the voters. Mike's brothers and sisters (and there are plenty of them) together with nieces and nephews are joining hundreds of neighbors and friends to help Mike achieve victory on June 3rd.

One of Mike's strongest supporters and most knowledgeable mentors is Edward Nevin, Sr. Ed spent thirty-two (32) years with the SFPD that culminated in being the first Chief of the San Francisco International Airport Police.

Mike Nevin was born into a family of "service to people"

continued on page 11

Support Mike Nevin

continued from page 1

ple" and he intends to bring that spirit to Sacramento. Mike has served his community in so many ways over the years and would make an excellent lawmaker.

Mike Nevin believes in our issues: he supports the death penalty, he supports mandatory sentencing laws, he supports crime prevention programs for our youth and seniors and he supports our economic benefits.

In only a few days, voters will decide who will represent the 19th Assembly district. Let's make sure that Mike Nevin is successful on June 3rd. Please join Mike's campaign by calling 992-0800 or drop by his campaign office at 375 South Mayfair #225 in Daly City.

Let's select one of our own to the State Assembly. VOTE AND SUPPORT MIKE NEVIN ON JUNE 3RD!

Mike Nevin, Mrs. Kathy Nevin, Tim, Michelle and Mike Jr. A strong family behind a strong candidate.

From The San Francisco Police Officers Association Notebook, June 1986

California Homeowner Bill of Rights Takes Effect January 1, 2013

By Keith Rockmael
POA Supporter and
Real Estate Advocate

For police officers and other first responders, New Year's Day not only brings a new year of celebrating with the usual festivities but January 1st also marked an important date for California homeowners. Up until now Bay Area distressed and underwater homeowners lacked protection and fairness in dealing with servicers and banks. That all changed on January 1 when the California Homeowner Bill of Rights took effect to ensure fair lending and borrowing practices for California homeowners.

Even with the recent upswing in the Bay Area real estate market, many first responders still find themselves in an underwater property or unsustainable situation. Many find themselves frustrated by the process of trying to obtain a loan modification, re-finance their property or feel that the bank has not dealt fairly with them. Many police officers and other first responders who seek to do the right thing in regard to paying their mortgage often seem to be the ones stuck in a bad situation.

California lawmakers designed the California Homeowner Bill of Rights to guarantee basic fairness and transparency for homeowners seeking clarification and answers in the pre-foreclosure process.

The law offers several key provisions which include:

- **Restriction on dual track foreclosure:** The law restricts mortgage servicers from advancing the foreclosure process if the homeowner is working on securing a loan

modification. When a homeowner completes an application for a loan modification, the foreclosure process essentially "freezes" until the complete application has been fully reviewed.

- **Guaranteed single point of contact:** The law guarantees homeowners a single point of contact as they navigate the system and try to keep their homes – a person or team at the bank who knows the facts of their case, has their paperwork and can get them a decision about their application for a loan modification.
- **Verification of documents:** Lenders that record and file multiple unverified documents will be subject to a civil penalty of up to \$7,500 per loan in an action brought by a civil prosecutor. Lenders who are in violation are also subject to enforcement by licensing agencies, including the Department of Corporations, the Department of Real Estate and the Department of Financial Institutions.
- **Enforceability:** Borrowers will have authority to seek damages of "material" violations of the new foreclosure process protections. Homeowners can seek a legal injunction prior to a foreclosure sale and may be able to seek recovery of damages following a sale.
- **Tenant rights:** Purchasers of foreclosed homes will be required to give tenants at least 90 days before starting eviction proceedings. If the tenant has a fixed-term lease entered into before transfer of title at the foreclosure sale, the owner must honor the lease unless the owner can prove that exceptions intended to prevent fraudulent leases apply.

- **Tools to prosecute mortgage fraud:** The law extends the statute of limitations to prosecute mortgage-related crimes from one to three years, allowing the Attorney General's office to investigate and prosecute complex mortgage fraud crimes. Additionally, the Attorney General's office can use a statewide grand jury to investigate and indict the perpetrators of financial crimes involving victims in multiple counties.
- **Tools to curb blight:** Local governments and receivers have additional tools to fight blight caused by multiple vacant homes in their neigh-

borhoods. The measures include more time to allow homeowners to remedy code violations to a means to compel the owners of foreclosed property to pay for upkeep.

Bay Area Resource has worked with the various first responders groups including the San Francisco Police Officers Association will continue educating homeowners with its upcoming series of panel events in the Bay Area and online. Topics including the California Homeowner Bill of Rights will be addressed. For more information about the upcoming panel events visit Bayarearesource.com under "Register for Panel" or feel free to contact me at Keith@Resourcerock.com.

SFPD Participates in Safe Medicine Disposal Program

By Ryan Jackson
Residential Toxics Reduction
San Francisco Department of
Environment

With your support, San Francisco's Safe Medicine Disposal Program has collected well over 5 tons of expired or unwanted medicine since the Program began in April. While residents in most jurisdictions have to wait for semi-annual DEA take-back events to dispose of waste medicine, San Franciscans can stop by their neighborhood pharmacy or police station. For this, we have you to thank!

Why bother collecting all of this waste medicine? The public safety implications are obvious, as many are familiar with the rapid growth of the prescription drug abuse epidemic. Since 2003, more drug overdoses occur annually from prescription medicines than cocaine and heroin combined. Collecting medicine at police stations prevents these controlled substances from falling into the hands of our youth or into the illicit market in our communities. The environmental challenges that result from improper disposal are lesser known. When medicine is flushed or trashed, it can

pollute our waterways. For example, antidepressants have been shown to disrupt fish reproductive cycles.

To avoid both of these consequences, we should all be properly disposing of this medicine at collection sites throughout the City. There are 23 volunteer collection sites in total: 13 independent pharmacies and all 10 police stations.

SFPD has been a valuable program partner from the start, collecting over 800 pounds to date! The San Francisco Department of the Environment is grateful for all of the officers who receive medicine from residents at the window. We appreciate your commitment to keeping controlled substances out of the wrong hands and applaud your efforts to maintain clean Bay Area waterways. Our program wouldn't be possible without your time and energy.

See DB 12-033 or contact Lt. William Roualdes (william.roualdes@sfgov.org) with questions about how to properly receive and process medicine at your station. Visit sfenvironment.org/medicinedisposal or contact the Residential Toxics Reduction Program (ryan.c.jackson@sfgov.org) to learn more about this environmental and public health issue.



Injured On Duty

By A Negligent Motorist Or DUI Driver?

"It's Not Just A Workers Comp Case!"

Former Prosecutor **Todd P. Emanuel** Can Help!

Myth #1: My only remedy is filing a worker's compensation claim.

Myth #2: I can't bring a claim against the negligent driver.

Myth #3: I can't file a claim with my own auto insurance company.

FACT: If you've been injured on the job by a third party such as a negligent motorist or drunk driver, **YOU CAN** (and should!) recover substantial personal injury damages (tax free) in addition to worker compensation benefits.

DO NOT leave money on the table by limiting your remedy to workers compensation! I have helped police officers throughout the counties of San Francisco, San Mateo, and Santa Clara.

Call for a **FREE** consultation!

Police Officer references
available on request.

T **Todd P. Emanuel**
ATTORNEY AT LAW



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Long-Term Investing

Aging Baby Boomers 1946-1964: Who Will Take Care of You in the Long Term?

By Edwin K. Stephens,
The Stephens Group

An old man is twice a child.
— Shakespeare, Hamlet Act II. Scene 2

To know how to grow old is the master work of wisdom, and one of the most difficult chapters in the great art of living.
— Amiel



Will Medicare and/or Medicaid be able to take care of the long-term quality of life needs and/or expenses of the growing 65 year old and older population in the United States?

Answer: Probably not. On September 17, 2012, on Constitution Day, the United States Population reached 314,395,013. As the U.S. celebrated its 225th birthday in 2010, there were approximately 40 million people age 65 and over accounting for 13 percent of the total population. By 2030, the "baby boomers" will grow to 72 million and represent nearly 20 percent of the total U.S. population.

Growing Old in America

In June 1999, the Alliance for Aging Research wrote a report entitled, "Independence for Older Americans: An Investment for Our Nation's Future." This report outlines the staggering cost to the United States of lost independence of older Americans due to chronic illnesses that are often unrecognized and under-treated.

Surprisingly, it is not the big killer diseases like cancer and heart disease that predominately rob people of their ability to live independently and pose the biggest threat

to our nation's health and economic well-being, but rather the unrecognized and under-treated chronic conditions of aging — such as visual and mental impairment, incontinence, and physical immobility.

The Alliance for Aging Research produces The Silver Book: Chronic Disease and Medical Innovation in an Aging Nation. The Silver Book lists statistics for an Aging American population as follows;

- During the twentieth century, life expectancy at birth increased from 48 to 74 years for men, and from 51 to almost 80 years for women. Centers for Disease Control and Prevention, National Center for Health Statistics.
- On 1/01/11, as the baby boomers begin to celebrate their 65th birthdays, 10,000 people will turn 65 every day—this will continue for 20 years.
- By 2045, the number of centenarians (age 100) in the U.S. is projected to reach 757,000. United States Census Bureau.
- The 65 and older population will increase to 40 million in 2010, and

- then to 55 million in 2020.
- By 2029, all of the baby boomers will be age 65 and older.
- The number of people age 85 and older is projected to be 6.1 million in 2010, and increase to 7.3 million in 2020.
- By 2050, the 65 and older population is projected to be close to 87 million. The 75 and older population is projected to be close to 49 million

On 6/29/09, The Pew Research Center produced a report entitled, "Growing Old in America: Expectations vs. Reality." In that study, **the upside of getting old**, seven-in-ten respondents ages 65 and older said that they are enjoying more time with their family. About two-thirds cite more time for hobbies, more financial security and not having to work.

The benefits of growing older also included about six-in-ten people say they get more respect and feel less stress than when they were younger. Just over half cite more time to travel and to do volunteer work.

However, on **the downside of getting old**, about one-in-four of those ages 65 and older report experiencing memory loss. About one-in-five said that they have a serious illness, are not sexually active, or often feel sad or depressed. About one-in-six report they are lonely or have trouble paying bills. One-in-seven cannot drive. And, one-in-ten say that they feel they are not needed or that they are a burden to others. Moreover, these problems are not equally shared by all groups of older adults. Those with low incomes are more likely than those with high incomes to face these challenges. The only exception to this pattern has to do with sexual inactivity; the likelihood of older adults reporting a problem in this realm of life is not correlated with income.

What is

Long-Term Care Insurance?

Long-term care insurance is an insurance product sold in the United States, United Kingdom and Canada. It helps provide for the cost of long-term care beyond a predetermined period. Long-term care insurance covers care generally not covered by health insurance, Medicare, or Medicaid.

Individuals who require long-term care are generally not sick in the traditional sense, but instead, are unable to perform the basic activities of daily living (ADLs) such as dressing, bathing, eating, toileting, continence, transferring (getting in and out of bed or a chair), and walking.

Age is not a determining factor in needing long-term care. About 60 percent of individuals over age 65 will require at least some type of long-term care services during their lifetime. About 40 percent of those receiving long-term care today are between 18 and 64. Once a change of health occurs long-term care insurance may not be available. Early onset (before age 65) Alzheimer's and Parkinson's disease are rare but do occur.

Long-term care insurance generally covers home care, assisted living, adult daycare, respite care, hospice care, nursing home and Alzheimer's facilities. If home care coverage is purchased, long-term care insurance can pay for home care, often from the first day it is needed. It will pay for a visiting or live-in caregiver, companion, housekeeper, therapist or private duty nurse up to seven days a week, 24 hours a day (up to the policy benefit maximum).

The 2012 MetLife Market Survey of Long-Term Care Costs

I will include a few bullet points on the 2012 MetLife market survey of nursing home, assisted living, adult day services, and home care costs.

- The national average daily rate for a private room in a nursing home is \$248, while a semi-private room is \$222 up from \$239 and \$214 respectively in 2011.
- The national average monthly base rate in an assisted living community rose from \$3,477 in 2011 to \$3,550 in 2012.
- The national average daily rate for adult day services remained unchanged from 2011 at \$70 in 2012.
- The national average: hourly rates for home health aides (\$21) remained unchanged, while the homemaker hourly rate increased by 5.3% from \$19 in 2011 to \$20 in 2012.

Long-Term Care Insurance Policy Costs, Values

The American Association for Long-Term Care Insurance says people should expect to pay an average of **\$3,335 per year** to cover a couple of healthy **60-year-olds** on a plan that pays out a **\$150 daily benefit** for up to three years. But prices can vary dramatically, depending upon factors such as the purchasers' age, the level of inflation-adjustment protection and whether the daily benefit will be **\$100**, or some larger amount, say, **\$150 or \$200**.

Please go to: www.CommodoreEds.com. For more sound investment advice, visit Edwin Stephens' web site at www.policeone.com/columnists/Edwin-Stephens/. Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.

Compare the costs and coverage offered in a sampling of long-term care insurance policies.

Age	Yearly Cost (1)	Immediate value (2)	Value at age 80 (3)	Value at age 85 (3)
Age 55 (single)	\$1,720 Range; \$1,428-\$2,552	\$170,000)	\$354,000	\$418,000
Preferred health				
Age 55 (couple)	\$2,700 Range; \$2,027-\$3,574	\$340,000)	\$708,000	\$836,000
Preferred health with shared care option				
Age 60 (couple)	\$3,335 Range; \$2,700-\$4,204	\$340,000	\$611,000	\$708,000
Preferred health with shared care option				
Age 65 (couple)	\$4,433 Range; \$3,815-\$7,129	\$340,000	\$533,000	\$611,000
Preferred health with shared care option				

Notes

Calculations based on: \$150 daily benefit selected at inception of plan, 3-year benefit period, 90-day elimination period, 100 percent home care benefit and 3 percent inflation compounded annually. Includes spousal discount (where applicable) and preferred health discount (when indicated). This equals available cash value of benefits that would be paid for claim starting at present age (an almost immediate claim). Policies ranged from \$162,000 to \$200,000 in initial benefits. This equals available cash value of benefits that would be paid based on 3 percent annual compound growth of policy benefits. Shared care options vary from company to company. For illustration purposes, this example assumes access to a combined, total pool of funds.

Source: 2012 Long-Term Care Insurance Price Index, American Association for Long-Term Care Insurance.

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NOTE: Seth Merrick is our firm's primary workers' compensation attorney.

SAN FRANCISCO ■ PLEASANT HILL ■ SACRAMENTO ■ SAN JOSE ■ SANTA ROSA

Officer fatalities declined 23% compared to 2011

127 Law Enforcement Officers Killed Nationwide in 2012

Washington, DC — Law enforcement officer fatalities nationwide decreased by 23 percent during 2012, with 127 federal, state and local officers killed in the line of duty, according to preliminary data compiled and released today by the National Law Enforcement Officers Memorial Fund (NLEOMF).

The number one cause of officer fatalities in 2012 was traffic-related incidents, which claimed 50 lives, followed closely by 49 officers who were killed by gunfire this past year. Twenty-eight officers died due to other causes.

This year's significant drop in law enforcement fatalities follows a two-year period when the number of officer deaths had seen an alarming increase. There were 154 officer fatalities in 2010, and 165 in 2011.

The statistics released by the NLEOMF and Concerns of Police Survivors (C.O.P.S.) are based on preliminary data compiled and do not represent a final or complete list of individual officers who will be added to the National Law Enforcement Officers Memorial in 2013.

For a complete copy of the preliminary report on 2012 law enforcement fatalities, go to: www.LawMemorial.org/ResearchBulletin.

Key Data as of December 26, 2012:

- Traffic-related incidents declined 17 percent in 2012 (50) compared to 2011 (60). Of these 50 officers, 30 were killed in auto crashes, 14 were struck outside their vehicle, and six were killed in motorcycle crashes.
- After a two-year increase, firearms-related fatalities declined by 32 percent in 2012 (49) compared to 2011 (72). Of the 49 officers, 15 were killed in ambushes; nine were killed during traffic stops or while in pursuit; five were killed in drug-related incidents; five were killed responding to a robbery; four were killed while investigating suspicious persons or circumstances; three were killed responding to domestic disturbance calls; and two each were killed while attempting an arrest, responding to a disturbance call, or from accidental shootings. One officer was killed responding to a burglary in progress and one was killed during an investigative activity.
- Of the 28 officers who died due to other causes, 14 were caused by job-

related illnesses; five officers were stabbed; three officers fell to their death; two officers each were killed in helicopter crashes and beatings; and one officer was killed in an aircraft crash; and one officer was killed in a boating incident.

- During the past year, more officers were killed in Texas (10) than any other state; followed by Georgia (eight); Colorado and Maryland (six); and Florida, Louisiana, North Carolina, and Pennsylvania (five).
- Nine officers killed in 2012 served with federal law enforcement agencies. Seven of the officers who died during the past year served with correctional agencies. Thirteen of the 127 fatalities were female. On average, the officers who died in 2012 were 41 years old and had served for 12 years.

Supporting Quotes:

"The loss of any officer is unacceptable and devastating to their family, their community and our nation. However, I am encouraged to see a significant decrease in the number of law enforcement officers killed in 2012 after two years of alarming increases in the number of fatalities. The law enforcement community has banded together with laser-like focus on peace officer safety at the federal, state and local levels and I believe these numbers are reflective of those combined efforts. By continuing to work together in this fashion we can make great strides to ensure that each officer returns home safely at the end of his or her shift," stated Craig W. Floyd, the Memorial Fund's Chairman and Chief Executive Officer.

"As 2012 comes to a close, I rejoice because line-of-duty deaths for the past year are down by more than 20 percent! We are closer to being below 100 peace officer fatalities than we have been for many years. But I am still painfully aware that 127 families will celebrate the New Year without their officer. I find comfort knowing that these families will be embraced by the law enforcement community and given the support and love they will need as they embark on their journey through grief. Through the efforts of the NLEOMF and C.O.P.S., they know they do not walk this path alone," said Madeline Neumann, National President of Concerns of Police Survivors.

Vote for Maria Oropeza for the Police Credit Union Supervisory Committee

Election: January 15 – February 15, 2013



Maria Oropeza

I am a candidate for the Supervisory Committee of the San Francisco Police Credit Union and I am asking for your vote. Ballots will be mailed out soon and the election will take place from January 15th through February 15th, 2013. Here are a few facts about me:

- Native San Franciscan
- Graduated Lowell High School
- Member of the Police Credit Union for 28 years
- Member of the SFPD for 28 years
 - Taraval Station
 - Vice
 - Narcotics
 - Mission Station
 - Media Relations
 - Academy
 - Chief's Office
 - Member of the SFPD Hostage Negotiator Team, Critical Incident Response Team and a Peer Counselor
- Past President of the LPOA (National Latino Peace Officers Association SF Chapter)
- Extensive volunteer work in the community

I am the only candidate that is a member of the San Francisco Police Department. And of our ten elected positions, there is only one currently active SFPD member. The Credit Union was founded by San Francisco Police Officers for San Francisco Police Officers back in 1953, but over the years we have grown a lot and now serve all first responders and their families.

To this position, I bring leadership skills from other positions I have held, both inside and outside the Department and from my work experiences. Those of you who know me well know that I am committed to what I do, I always do my best and I will do what is right.

I am being endorsed by the **San Francisco Police Officers Association, Veteran Police Officers Association, National Non-Partisan Latino Peace Officers Association, Officers for Justice, Asian Police Officers Association and Pride Alliance**. I hope you will join some of my other endorsers listed below by voting for me.

- | | | |
|-------------------------|-----------------------|-------------------------|
| Anthony Ribera | Gabe Harp | John Centurioni |
| Bill Dyer | Greg Corrales | Judie Pursell |
| Bob Guinan | Greg Suhr | Lea Militello |
| Charles Hoenisch | James Drago | Mario Delgadillo |
| Chris Cunnie | James Molinari | Mark McDonough |
| Don Woolard | James Petrie | Matt Gardner |
| Ed Anzore | Joaquin Santos | Rene LaPrevotte |

Thank you in advance for supporting my candidacy for the Supervisory Committee.

Maria J. Oropeza

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Book Reviews

— by Dennis Bianchi

The Round House

By Louise Erdrich
Reviewed by Dennis Bianchi

Louise Erdrich is the author of thirteen novels, many volumes of poetry, some children's books, and a memoir of early motherhood. Her debut novel, *Love Medicine*, won the National Book Critics Circle Award. *The Last Report on the Miracles at Little No Horse* was a finalist for the National Book Award. Her novel, *The Plague of Doves*, received high praise from Philip Roth, who wrote, "Louise Erdrich's imaginative freedom has reached its zenith--*The Plague of Doves* is her dazzling masterpiece." That book was a finalist for the Pulitzer Prize. And now Ms. Erdrich has won The National Book Award for *The Round House*. She is a member of the Turtle Mountain Band of Chippewa. She lives in Minnesota with her daughters and is the owner of Birchbark Books, a small independent bookstore. She is a successful writer because she is so skillful. She has conjured up a plot that keeps the reader thinking, worrying and wondering how the novel will resolve itself. She does this with beautiful prose and an ability to touch the reader's conscience as well as one's heart. Some reviewers have compared this novel to Harper Lee's masterpiece, *To Kill a Mockingbird*. I can't say that I completely agree but only because *To Kill a Mockingbird* was and remains a classic. Perhaps with time *The Round House* will prove to be as well, but whatever becomes of it I found it a mesmerizing powerful story. At times it is depressing and sad, at other moments hilarious.

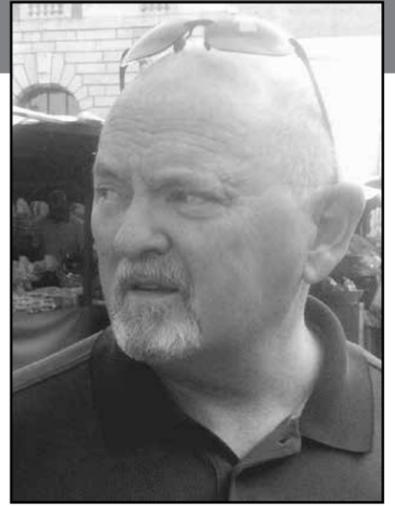
The story revolves around a Native American family on a reservation: The Coutts. The father, Basil, is the judge

of the reservation and married to Geraldine. They have a thirteen-year old son, Joe. Geraldine returns home one day bloodied and in pain. She has been raped and her attacker had attempted to murder her. Geraldine is so traumatized she is unable to describe to her family or the police who did this and she slowly withdraws into herself, complicating matters even more so. Basil can't seem to find a way to help his wife with this horrific crime and he becomes confused. Thirteen-year old Joe, disappointed with the adults in his life not repairing his mother or arresting the culprit, sets out, with the help of a few friends, to see what he can learn and possibly do to make right this horrible wrong. In a scene following the rape Joe begins to realize not only had his mother changed, but he had to grow up: "I'd thought she was the same mother only with a hollow face, jutting elbows, spiky legs. But I was beginning to notice that she was someone different from the before-mother. The one I thought of as my real mother. I had believed that my real mother would emerge at some point. I would get my before mom back. But now it entered my head that this might not happen. The damned carcass had stolen from her. Some warm part of her was gone and might not return. This new formidable woman would take getting to know, and I was thirteen. I didn't have the time." The descriptive term for books such as this has often been, "a coming of age novel." That only partially describes this novel.

This is a work of fine literature in its search for justice in an unjust world. It describes not only Joe and his friends at work on the case or at play in a lake,

it reminds the reader of the inequities of our nation. At the end of the book Ms. Erdrich has included an afterword where she quotes a 2009 report by Amnesty International that stated, "one in three Native women will be raped in her lifetime (and that figure is certainly higher as Native women often do not report rape): 86 percent of rapes and sexual assaults upon Native women are perpetrated by non-Native men; few are prosecuted."

There are so many directions in which Ms. Erdrich takes the reader that some reviewers complain she was writing two books at once. I didn't find this to be true. I believe it was an attempt to make Native Americans who live on reservations come alive as any group of people living elsewhere in the United States. There is a short narrative when Basil tells Joe of an ancient story from Herodotus and concerns the near loss of life of Arion, "the famous harp player and inventor of the dithyrambic measure. This Arion got a notion to travel to Corinth and hired a boat sailed by Corinthians, his own people, whom he thought trustworthy, which just goes to show about your own people, said my father, as the Corinthians were not long out to sea when they decided to throw Arion overboard and seize his wealth." Arion convinces the thieves to allow him to play his harp for them. But the beauty of his music stirred a dolphin, who, when Arion was flung into the sea, put him on his back and



Dennis Bianchi

saved him. Joe makes the observation that the loss of the life of a musician in those ancient times was more devastating than the loss of other artists' lives such as painters, sculptors, poets or novelists. They had left something behind but the musician took his art to the grave. Joe relates that reverence, or perhaps it is fear, to Native American beliefs of avoiding modern recording methods of their music.

Ms. Erdrich does include a sizeable amount of Native American lore, and the daily struggles faced by those Native Americans who are striving to keep their cultural values and lifestyles intact. The title comes from the building that is used for tribal sacred ceremonies. There are several pages describing dreams that a member of the tribe conveys to young Joe. This is a novel worth discussing for years to come.

At the Fights American Writers on Boxing

Edited by George Kimball
and John Schulian
Reviewed by Dennis Bianchi

I have always had a keen interest in boxing. As a junior high school kid in West Jordan, Utah, I became friends with a classmate named Ray Jensen. Ray's father was Marv Jensen who was the manager of the World Middleweight Champion Gene Fullmer. I would go to Ray's home which was adjacent to Fullmer's training facility. I often watched The Champ spar and work out at the facility. One winter Ray and I boxed on television! How could that happen? We were the entertainment at half-time of the basketball game between the University of Utah and Utah State University. Although there were no judges present I would have to say I lost as I needed several stitches to close a cut over my left eye. I was so pumped I never knew I was bleeding. And Ray and I remained friends until I moved away.

My father enjoyed boxing. As in Italian-American he particularly enjoyed fights involving Rocky Graziano, Rocky Marciano and Carmen Basilio. I remember listening to Marciano's fights on the radio and how excited everyone would be when there was a World Heavyweight Championship fight about to happen.

From 1971 to 1973 I had the good fortune of being radio car partners and friends with Dan Hance. Dan had just recently won the California Golden Gloves Light-Heavyweight Championship on a knockout. He was a true fan and student of the art. I spent several hours at his home watching films of fights from years past. This book brought back a lot of those memories, all pleasant.

At The Fights, was named a "Best

Book of 2011" by the San Francisco Chronicle. It is almost 500 pages long in paperback but, as a collection of many writers' musings or newspaper columns, one can read as little or as much as one chooses. The list of writers is very impressive and includes but is not limited to: Jack London, H. L. Mencken and Heywood Brown: Bob Considine, Red Smith, Jimmy Cannon, James Baldwin, Larry Merchant, even Joyce Carol Oates from more recent times.

There are many great articles in this collection but one you might find very interesting is "My Fights with Jack Dempsey," written by Gene Tunney, a World Heavyweight Champion and fine journalist. It is written in clear clean prose and gives the reader a true insider's view of what goes into boxing at the professional level and a new respect for the fact that there have been some very intelligent and educated fellows who have boxed.

The majority of the fights described are from past eras, but one article covers at least one woman boxer in 1998, Lucia Rijker. I had always heard the term that described boxing as "the sweet science." I learned that the term went back to approximately the 1820s in England and was originally written as "the sweet science of bruising," before A.J. Liebling made the shorter version more popular. Liebling is present in the collection with his descriptions of two great fights: one involving Sugar Ray Robinson and Joey Maxim and the other when Rocky Marciano fought Archie Moore, a match I remember quite clearly.

The subject of boxing is somewhat controversial but this book is about good sports writing as much as it is a fondness for watching brave folks do battle in the ring.

The Tender Bar

By J.R. Moehringer
Reviewed by Dennis Bianchi

This book, a memoir, was published in 2006. It was recommended to me by a friend who grew up in New York and attended Columbia University before moving to San Francisco. I have always valued his friendship but now even more so. It is the kind of book you never give away and likely not loan out unless you get a written promise for it to be returned.

It was written by J. R. Moehringer, a Pulitzer Prize winning journalist for the Los Angeles Times. He grew up in Manhasset, Long Island, an only child who was abandoned by his father. As he states early in the book, "I needed a family, a home, and men. Especially men. I needed men as mentors, heroes role models, and as a kind of masculine counterweight to my mother, grandmother, aunt and five female cousins with whom I lived. " He found those role models at a bar named "Dickens," later re-named "The Publican." The author continues, "The bar provided me with all the men I needed, and one or two men who were the last thing I needed....Long before it legally served me, the bar saved me."

As a memoir the territory covered is extensive. It is hard to say if the focus is upon growing up without a father, how difficult it is to be a single mother, or how alcohol seems to be a magnet everywhere in society. It might be how bars have always had an allure for writ-

ers or how many writers' careers were thwarted because of bars and alcohol.

Mr. Moehringer throws in a few places of importance in addition to the bar he began frequenting at fourteen-years of age. He worked at a bookstore with two unusual bibliophiles who directed his reading as he began to think about attending Yale University. There is a paragraph that spoke directly to me when one of them says to young Mr. Moehringer, " 'Every book is a miracle', Bill said, 'Every book represents a moment when someone sat quietly — and that quiet is part of the miracle, make no mistake — and tried to tell the rest of us a story.' " The author continues, " My days were controlled by teachers, my future was in the hands of heredity and luck. Bill and Bud promised, however, that my brain was my own and always would be. They said that by choosing books, the right books, and reading them slowly, carefully, I could always retain control of at least that one thing."

Towards the end of the book Mr. Moehringer discusses the terrorist murders of September 11, 2001. Fifty people from Manhasset died in the attack, including a cousin and a bartender/friend of the author.

Rather than go on with more detail I'll leave you with those few sentences as they convey for me why I both love reading and highly recommend this book. But you will have to buy your own, because my copy is staying at our house.

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GOP Defends Right-To-Work Exclusion of Police, Fire Unions

LANSING, MI — As the capital prepares for thousands of demonstrators Tuesday on the right-to-work bills in the Legislature, their rallies and demonstrations will fall under the watch of union members of one profession that is being exempted from the legislation.

Gov. Rick Snyder and Republican legislative leaders say they've exempted 6,000 police and 5,000 firefighter union members from having a choice whether to financially support their union because of special collective bargaining rights in state law and the constitution.

They also expressed concerns about creating divisions within the paramilitary ranks of first responders who rely on each other in life-and-death situations.

As this epic political showdown nears, the motivating factors for what Snyder called a "carve out" for police and firefighters appear murky.

Some rank-and-file GOP lawmakers said there are other reasons why police and firefighters are getting a better deal than their union brethren who work in other dangerous jobs in prisons, construction and utilities.

"They behave more like value-adding trade associations than unions," said state Rep. Mike Shirkey, R-Clarklake, the leading advocate for the drive to make Michigan the 24th right-to-work state.

Another reason cited: Republican legislators get fewer complaints about the political activities of police and firefighter union leadership than others who, for instance, represent unions with ties to the Democratic Party.

"I know a lot of people in both organizations, and they're happy with how their unions treat them. They're not clamoring for choice," said state Rep. Jeff Farrington, R-Utica.

"Police and firefighters seem to focus on what their membership is looking for as a whole and advocating for and that's the role of a union."

A political force

Police and firefighters make up less than 2 percent of the state's 671,000 unionized workers.

Bill Ballenger, publisher of the Lansing newsletter Inside Michigan Politics, said the nature of their work can be a powerful political force in individual legislative districts, and their political action committees make campaign contributions to Democrat and Republican politicians alike.

In order to prevent strikes that could hinder public safety, police and firefighter unions have binding arbitration rights under Public Act 312 of 1969 that allows an independent arbitrator to settle contract disputes between workers and municipalities. Snyder, House Speaker Jase Bolger and Senate Majority Leader Randy Richardville each cited P.A. 312 as a legal impediment to putting police and firefighters under a right-to-work umbrella.

But labor attorneys say the way police and firefighter unions negotiate contracts is unrelated to whether union membership or fees are optional as envisioned under a right-to-work law.

"Act 312 is completely separate from anything these bills deal with," said labor attorney Andrew Nickelhoff of the Detroit law firm Sachs Waldman, which has represented unions since the modern labor movement began in the mid-1920s.

Fear of divisions

Bolger, R-Marshall, said another reason for the exemption is the Michigan State Police have constitutional collective bargaining protections that could trump a right-to-work law. Labor attorneys agree the state police are untouchable, barring a constitutional amendment.

In arguing for a right-to-work law, Snyder and GOP leaders acknowledged it could create divisions in firehouses and police departments if union membership or fees was optional — as will become the case for all other unionized workplaces when Snyder signs the bill.

"These are men and women who must respond and rely on each other in ways no other union must," said Speaker Pro-tem John Walsh, R-Livonia.

But other unionized workers who work on utility poles, high-rise steel construction and in county jails and state prisons also rely on co-workers to stay alive, Nickelhoff said.

"If that were really the reason, they would at least include corrections officers," said Nickelhoff, general counsel of the Michigan State AFL-CIO. Despite the exemption, police and firefighter unions remain opposed to the bills, some officials said.

"We're happy they are doing it, but they shouldn't do it at all," said Capt. Kevin Tomaszewski of the Wayne-Westland Fire Department.

NYPBA President Calls for Ban on Assault Weapons

NEW YORK, NY — The head of the NYPD's largest police union yesterday called for an "absolute ban" on assault weapons — except for cops and members of the military.

"There is no legitimate reason for an assault weapon with their high capacity magazines to ever be in the hands of a private citizen," said Pat Lynch, head of the Patrolmen's Benevolent Association. "We've said it before, when police officers were shot or where armor piercing bullets were used.

"There's no reason for anybody to have those type of weapons," he added.

Lynch's comments echoed those of Police Commissioner Raymond Kelly.

Lynch said the mass shooting at Connecticut's Sandy Hook Elementary School could — and should — prove to be the watershed incident that prompts an assault weapons ban and tighter gun restrictions.

"Will it happen?" he asked. "Time will tell. This is about life and death, for the children obviously, and for police officers."

From The New York Daily News
The post NYPBA President Calls For Ban On Assault Weapons appeared first on Labor Relations Information System.

Police Union Seeks More Help for Newtown Officers

HARTFORD, CT — Some of the police officers who responded to the school shooting in Newtown are so traumatized they haven't been working, but they have to use sick time and could soon be at risk of going without a paycheck, a union official said Wednesday.

The union, Council 15 of the American Federation of State, County and Municipal Employees, is seeking more generous assistance in talks with the town's insurer. It is also reaching out to lawmakers and the governor's office with proposals to modify state law and expand workers' compensation benefits for officers who witness horrific crime scenes.

"The insurer for the town has taken a position that these officers are entitled to only what the statute allows. Unfortunately for these officers, the statute doesn't allow any benefits," said Eric Brown, an attorney for the union, which represents nearly 4,000 officers around Connecticut.

A gunman shot his way into Sandy Hook Elementary School on Dec. 14 and slaughtered 20 first-graders and six educators. The gunman, who had also killed his mother that morning, committed suicide as police arrived.

Brown said that the number of officers "critically affected" by the tragedy is below 15 and that a small number of them are not currently working.

A spokesman for Newtown police, Lt. George Sinko, said the officers are generally holding up well.

"A couple of them are taking it harder than some of the other ones," he said. "The things that the officers had to experience underscores the need to support them in every way possible."

Officials with the town's insurer, the Connecticut Interlocal Risk Management Agency, did not immediately respond to requests for comment.

Authorities say the victims were shot with a high-powered, military-style rifle loaded with ammunition designed to inflict maximum damage. All the victims had been shot at least twice, the medical examiner said, and as many as 11 times. Two victims were pronounced dead at a hospital, while all others died in the school.

In the past, advocates have pushed to change the statutes on workers' compensation, which currently include provisions for officers who suf-

fer mental impairment as the result of using or being subjected to deadly force — but not for those who witness crime scenes with mass casualties.

Concerns about the potential cost to cities and towns have been an obstacle, but the issue is likely to resurface in the next legislation session, said state Rep. Stephen Dargan, a West Haven Democrat who is co-chairman of the legislature's public safety committee.

"We don't want it to be used in an abusive way, but the circumstances are so horrific in Newtown. We need to protect those first responders and give them all the help we can give them," he said.

Firefighters who responded to the scene at Sandy Hook also have described struggling with feelings of frustration and anguish, but said they were grateful they were spared from witnessing the scene that greeted police inside the school.

Brown said outside agencies have been meeting demands for counseling services, but it will be important to ensure support is in place over the long term. The officers who are not working also could use up available sick time by early January, he said.

"The emotional loads they're carrying far exceed anything they could imagine," Brown said.

Police have yet to offer a possible motive for gunman Adam Lanza's rampage.

Expansive memorials throughout the small New England town have become gathering points for residents and visitors alike. A steady stream of well-wishers have taken pictures, dropped off toys and fought back tears at a huge sidewalk memorial in the center of Newtown's Sandy Hook section that is filled with stuffed animals, poems, flowers, posters and cards.

Newtown officials plan to convert into a memorial the countless mementos paying tribute to the schoolhouse victims. Thousands of flowers, letters, signs, photos, candles, teddy bears and other items at sites around town will be turned into soil and blocks to be used in a memorial, The News Times in nearby Danbury reported.

From The San Francisco Chronicle
The post Police Union Seeks More Help For Newtown Officers appeared first on Labor Relations Information System.



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Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Bowling News

CHECK IT OUT: Yes, the above caption does say "bowling" as I heard some exciting news about one of our own from the Airport Bureau when it comes to this sport that doesn't get enough attention. On Thur., Dec. 13th at Sea Bowl in Pacifica, **Bob Massola** rolled a perfect 300 in his first game of the night representing the Lodge 5's bowling team in the Pacifica Bowling League sponsored by Kenny's Cafe. He wasn't finished though, as he went on to bowl an impressive 232 in his second game and an even more impressive 268 in the third. Massola :knocked down" a total of 800 pins for the series which doesn't happen



very often even among professional bowlers. For his tremendous accomplishment, not only did Bob get mentioned in this month's Nick's Notes, he received a ring, a league jacket, and of course a trophy commemorating the event. Congrats to Bob Massola on his "once in a lifetime" feat on a very exciting night not only for him, but

for whoever happened to be on hand to witness it.

Hoops Update

Speaking to league Commissioner **Steve Coleman** (Bayview), SF Police Basketball has been going on for approximately two weeks at the writing of this column. According to Coleman: "In the early going of the department basketball league, an upset included Bayview Pitbulls defeating the Northern Bull Dogs (defending champs) in a slaughter by a score of 45-26. Bayview would then go on to have a tough contest vs the Task Force team (guys like **Kevin Murray, Danny Manning, and Ruben Reyes**) who only had 5 players but still hung very strong up until the end despite losing by a score of 44-42. Bayview had a full ten player squad that day with the likes of: **Tommy Fong, John Pigsford, and AZ Castro** leading the way.

The Mission Diablos defeated Ingleside Station recently by a score of 51-49

on a 'back door' lay up at the buzzer when **Jake Fegan** fed **Ricky Guerrero** on a well timed pass. VRT, keyed by **Wil Eiliff and Steve Palma**, played Northern strong in a game where the score was tied at 14 at the half; but, the Bull Dogs went on a 16-0 run to start the 2nd half and never looked back on their way to an easy victory 44-20. Northern has good ball players such as **Tommy Moran, Chris Knight, and Kevin Coleman**, and they look to repeat this season."

Also according to Commish Coleman: "the early look at the league shows many members looking out of shape and you know who you are; so, I advise you to hit the treadmill in between games." He also wishes everyone a Happy New Year and he'll include the league standings in next month's sports section.

That's all I have for now....Stay well and safe in the new year and So See Ya next month....

POA Sports Hall of Fame 2012 Inductee Dinner

By Nick Shihadeh
Journal Sports Editor

The 2012 SFPOA Hall of Fame Awards Dinner took place on Thursday, November 15th at San Francisco's Paragon Restaurant. It was a great night as long-time department athletes (present and past) were honored for their many athletic accomplishments while representing the SFPD. POA President Gary Delagnes hosted the event organized by retiree Bob Del Torre. A good-natured crowd was on hand to show their appreciation for the eleven inductees honored that night. Delagnes would be the master of ceremony, and he did a great job as usual as he recounted the successes that each athlete enjoyed in his or her particular sport(s). Each of the inductees rose to applause before receiving an etched-glass trophy. Those inductees were:

Angelo Spagnoli was inducted for Marksmanship. He has excelled not just in pistol shooting but in the rifle as well. With world championships to go along with many national championships under his belt, "Spag" is well known throughout the shooting world; and, he is among the best that this department has ever seen (or likely will see) when it comes to shooting firearms.

Mike Simmons (Southern) and his good friend **Ed Marchand** (Taraval) were honored for their years of awesome Track and Field performances. Not only did each of these two athletes win a combined 250 medals in California Police/Fire Games over the years, each has also won medals in national and international competitions.

Steve Collins (Northern) was honored for being one of the best softball players this department has ever seen. Having played minor league baseball before entering into law enforcement, he was on the SFPD All Star Softball Team for many years leading them to numerous medals and tournaments. Don't forget that Collins also played successfully for Northern Station in the department softball league for most of his career. **Matt Hanley** (Northern SIT) has also played on the All Star softball team as well as in department softball over his 30



Left to right, John Greenwood and Gaetano Caltagirone join Bob Del Torre at the POA Sports HOF Dinner

years in the SFPD. For Hanley, you would have to include basketball in his athletic repertoire, as he was just as good in that demanding sport. Pound for pound, Matt is one of the best all around athletes this department has ever seen.

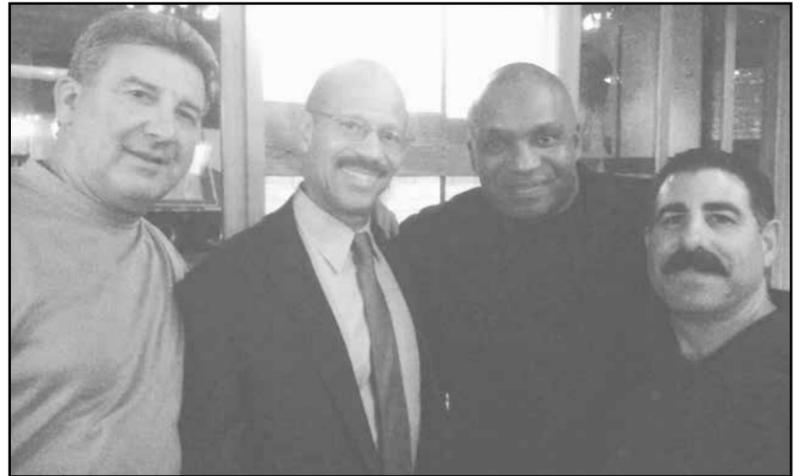
Nick Eterovich (retired) was also one of those very, very gifted baseball and softball players for the SFPD. He played on the department All Star Softball Team, in addition to playing in the department league for many years. He was already established as one of the best on the ball field when Collins and Hanley first entered the department way back when. Eterovich looked in great shape the night of the banquet, and continues to play senior softball in Lincoln, California.

Ray Canepa (retired) was another gem on the diamond, a real force in SFPD baseball in the 50s and 60s, and he ranks up there as one of the best this department has ever seen. Ray's love of the game is legendary, and he still travels to Scottsdale each year to watch his beloved Giants work out at spring training.

Pat Mullins (Airport Bureau) was inducted for his many years as the anchor of the SF Police Soccer Club. He annually competed throughout his almost 30-year career and won many, many gold, silver, and bronze medals in not just California and Arizona, but in Canada as well. A big man on the soccer "pitch," Mullins had the big heart and intense determination to give it 110 percent at all times while playing. He continues to play for the department soccer league even though he is in his 50s.

Bob Brady (deceased) was inducted posthumously for his great success as a handball player as a member of the SFPD and as a retiree. He enjoyed renown and success nationally and internationally. Brady is considered a legend in the handball community.

Ed Anzore (retiree) was hon-

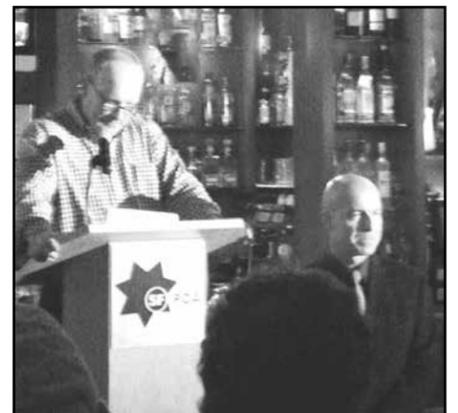


Bob Del Torre, Ed Marchand, Mike Simmons, Nick Shihadeh

ored at the dinner for his golf prowess over the years while representing the department in the California Police Olympics, in the California Police/Fire Games, and in the Western States Games as well. He also competed within the department as a long and successful member of the Loons Nest Golf Club, and it appears that Anzore has gotten even better since he retired a year-and-a-half ago.

Dave Maron, Sr. (retired) was awarded a POA Lifetime Achievement Award for competing in department softball as a member and as a retiree for over 45 years. He was as successful in the outfield as he was as a pitcher. Dave is still playing and is expected back next season to pitch for Ingleside Station.

The night was a grand success with a great showing to support all the athletes. The staff at Paragon Restaurant did a great job in addition to the great jobs by Delagnes and Del Torre. Once again, congratulations are in order for all the above athletes on this great honor and on their many past successes as well.



World Class Shooter Angelo Spagnoli being honored by Gary Delagnes at the podium

LDAFitness.com

LDA Fitness SF Donates to Bayview Station

Staff Report

Local fitness equipment company, LDA Fitness SF, has worked with the Police Academy, Central, and Bayview Stations. In early December, the fitness sales company week we donated a fair amount of funds (for them being a small business) to the Bayview Station for a much needed upgraded treadmill.

The company regularly donates to the Northern California Special Olympics (NCSO), but selects other

organizations to donate to as needed. Recently, one such selection was to the Bayview Station. What it really comes down to is their business thanking San Francisco Police Officers. Owner Jim Currie's grandfather and father wore SFPD star #423 for more than a combined 60 years. Furthermore, Jim's father did a lot of fundraising for the (NCSO) while a part of the old SFPD Centurians Football Team.

The company is noted for personalized attention and outfitting the customer with the right piece of equipment for the desired activities. They sell everything from rowing machines and home gym equipment to barbells and dumbbells. They also specialize in ellipticals, rowers, treadmills, and spinning bikes.



LDAFitness SF
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SFO Golf Tournament Raises \$63,000 for Local Charities

San Francisco Police Department Wilderness Adventure Youth Program, American Diabetes Association of the San Francisco Bay Area and United Airlines Foundation for Fantasy Flight



SAN FRANCISCO AIRPORT — Three local charities, the San Francisco Police Department Wilderness Adventure Youth Program, the American Diabetes Association of the San Francisco Bay Area and United Airlines Foundation for Fantasy Flight; all received \$21,000 each for a total of \$63,000 raised by the recent San Francisco International Airport Charity Golf Tournament.

The checks were formally presented to representatives of the respective charities on Thursday, November 29, 2012 at the San Francisco International Airport Aviation Museum.

The 13th Annual San Francisco International Airport Charity Golf Tournament was held on October 1, 2012 at the Green Hills Country Club in Millbrae. The San Francisco International Airport Charity Golf Tournament Committee is comprised

of representatives of the San Francisco Airport community. Members of the tournament committee include representatives of the San Francisco International Airport, the San Francisco Police Department — Airport Bureau, the San Francisco Fire Department — Airport Division, United Airlines, Virgin America Airways, Cathay Pacific Airways, Signature Flight Support, AvAirPros, and ING Financial Partners. Honorary Chairpersons for the event were San Francisco Airport Director John L. Martin, San Francisco Police Chief Greg Suhr, and San Francisco Fire Chief Joanne Hayes-White.

For more information regarding the tournament, please contact Tournament Chairperson, Officer Bob Massola of SFPD-Airport Bureau, (650) 821-7032, or e-mail at Bob.Massola@flysfo.com.

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Classified Ads

Automobile For Sale

1989 560SL MERCEDES. Beautiful Red Convertible with hard and soft tops, Excellent Condition runs beautifully; includes ceiling mount electric hydraulic lift for removing hardtop; has Sirius radio with high end Pioneer sound system and speakers, Automatic Transmission, Air Conditioning, Air Bags, 110K miles, All maintenance records, Tan interior with Leather and Wood. Priced at \$11,000.00. For additional details contact Linda Bartlett at (415) 505-0466.

2008 BMW 128i automatic, black with light interior, less than 24,000 miles, excellent condition, great luxury commuter with 28 MPG highway. Full warranty through 2012, maintenance coverage (oil changes, wipers and brakes) through 2014, BMW assist through 2012. \$24,500 OBO. Contact Rob Kobold at (408) 310-0618

FOR SALE

8' BRUNSWICK POOL TABLE. 6 yrs old. Excellent condition. Dark Mahogany stain. Felt color: Wine. Tapered legs w/ carved detail. Soft leather pockets w/ suede fringes. Diamond shaped, mother of pearl rail sites. Includes cover, 4 cues, pool balls, cue stick wall rack, 2 ball racks, table brush & cue chalk. \$3,200. Contact Patrick Butherus (415) 987-3523. Pick up in Livermore.

HANDICAP RAMP - 7' Solid metal ramp with handrails. Make \$\$\$ donation to SFVPO. Contact Ginny at (650) 593-0805.

BALDWIN HAMILTON UPRIGHT STUDIO PIANO for sale: yr.1967; 46" tall, Ser.# 234808. \$1800, OBO. Contact: (415) 298-9686.

House for Rent

2 BEDROOM, 1½ bath, living room, dining room, garage, small yard. Owner will be updating with new flooring and fresh paint inside and out. \$2875, plus utilities. No pets. Perfect for 1 or 2 officers. Location: Louisburg/Geneva Ave (Ingleside District). Owned by SFPD Retired Sgt. Contact: rlavezzo@yahoo.com. House available April 2013.

Hunting Trips

COLORADO DEER/ELK HUNTS. Private ranches, Tresspass Fee Only. Contact Bob Brodnik, (415) 320-0628.

Motorcycle For Sale

2006 HARLEY - Iron Horse Outlaw - Must Sell! 124 Inch Motor; 6-speed right side drive; 250 rear tire; hydraulic clutch; LED lighting; digital dash; custom black/red paint; lots of chrome; less than 2K miles; reg fees current; negotiable price; sold for \$25K new; asking \$16,750 or b/o. Contact Mitch @ (415) 987-6738

Speaker For Sale (auto)

ONE-12" SUPER WOOFER SPEAKER (Auto) Case size-13"x14"x18 \$200 OBO (415) 566-6734

Vacation Rental

4TH OF JULY WEEK Lake Tahoe (North Shore) 3 bedroom 2 bath condo (sleeps 8) property is on the lake, has pool, spa, pier and beach available. Unit has a full kitchen. You can watch the Fireworks from Kings Beach without leaving the property. Price: \$1475.00 (total). Call or email for more information: Dates: June 29th till July 6th Mike 530-265-9199 or mike2200@hotmail.com

LAKE TAHOE (NORTH SHORE) 2 bedroom 2 bath condos property is right on the lake, have pool, spa, pier and beach available. Unit has a full kitchen. For rent two units side by side starting on July 5th for seven nights Price: \$1275.00 (total). each or both for \$2425 Call or email for more information: Mike 530-265-9199 or mike2200@hotmail.com

SOUTH LAKE TAHOE CABIN for rent located near the Y. Sleeps 12 comfortably. Hot Tub and large deck. Walking distance to several Bars/Restaurants. Contact John Andrews Park Station for details and photos, 415 254 7860

RELAX IN CARSON VALLEY! Carson Valley Golfers Retreat Vacation Home Rental. Gorgeous Views of the Sierra Mountains, 4 Bed, 2.5 Baths, 2300 s.f. SFPD/SFFD Member Rates: \$150 night or \$900 Week Call Vince at (415) 302-2500

Vacation Rental

MAUI CONDO-SUMMER RENTAL- Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/info at www.flipkey.com/kihei-condo-rentals/p317667or www.VRBO.com/221566. SFPD discount. Contact Alan (925) 672-0578.

SOUTH LAKE TAHOE CABIN. Sleeping for up to 10, a large living room with 50' TV and dining area. Located just 4 miles to the casinos and less to the beaches and Heavenly Ski Resort. This home features 3 bedroom, 2 baths with 1600 square feet of room Weekends: \$200 a nt, Weekdays: \$100 a nt (except Holidays) website: www.casadelaketahoe.bravehost.com Maricela (415) 260-3484

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

VACATION RENTAL HOME Ocean view Hot-tub on your deck in the redwoods. 2+ bedrooms /2 bath, large great room for entertaining eight - minute walk to Anchor Bay Beach, five- minute walk to Mariachi Restaurant, bakery and grocery store. Excellent for diving and fishing, hiking and relaxing; five-minute drive to town of Gualala and its great river for kayaking and canoeing adventures. Enjoy the Northern California Coastal Banana Belt's warm weather. E-mail me for more info at John.webb1@hotmail.com

Vacation Rental

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

ENJOY THIS 2 BEDROOM, 2 BATH CONDO in sunny old town Scottsdale AZ. Just steps away from the Giants Spring training stadium. This gated community offers 2 swimming pools, 2 spas, large fitness room and is next to the community golf course with bike/walking paths. ENJOY, NBA, PGA, NASCAR, NFL SUPER BOWL, NHL. Washer/dryer in unit, with plenty of storage. Pictures available on Scottsdalesprings.com. Contact Patti and Gary (650) 355-7770. SFPD OWNED

Wanted

I AM INTERESTED IN PURCHASING POA Notebook issues August of 1990, January, February, May, and June of 1989, November of 1988 and any issues prior to January of 1988. Please contact Greg Corrales at (415) 759-1076 or at gc1207@comcast.net.

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

S&W CENTENNIAL SERIES, Model 40, blue steel; Model 60, Stainless. Contact retired #1771 (415) 648-4332

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. Buy, sell, or trade in the Journal and reach 5500 readers each month. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.
- 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

Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

This month's Word Find consists of five letter words. Once you figure out the sequence, you'll probably find the remainder of the 'hidden words' in less than one minute! Enjoy and Happy New Year to all!

- | | | | |
|-------|-------|-------|-------|
| ADOPT | GIANT | NOBLE | USHER |
| BASED | HERBS | OPTIC | VIOLA |
| CLOAK | ISSUE | PASTA | WHALE |
| DOLCE | JUMBO | QUAIL | XEROX |
| ELDER | KINGS | REACH | YEARS |
| FAUNA | LAWNS | SAVOR | ZEROS |
| FERNS | MYLAR | TORSO | |

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



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Operation Dream 2012

Two Reports from the Line

Santa Smiles

A picture is indeed worth a thousand words, but only one comes to mind at this moment. Tradition. This has become my inherited way of celebrating the season with Operation Dream for the last three years. It has shaped my heart in such a way that I may one day share this special part of my world with my own children. Not many of us do things regularly that we can say definitively we can't wait to come back and do again next year. However, the giving from this organization to it's community isn't at all a hand-out but a hand up to the parents and grandparents of the children who needed that soft reminder of the reason why we celebrate at all. The season of hope is all some have, but to be a part of a team of people who

dedicate so much of themselves, just to see a little child gaze into Santa's eyes and find a friend, is truly the greatest gift that will never break, tarnish nor end.

Emily Cheatham,
Santa's Viola-Playing Elf

Special Thanks

A Special Thank You this year to all the Operation Dream Board Members, SFPD, PSI World, FALEO, Warehouse Elves, Collection Volunteers and participating community groups. As always, I've seen "it takes a village," and we could not do it without the invaluable support of the SFPOA, SFICA, the SF 49ers, and Mayor Ed Lee.

Bev Immendorf,
SFPD Operation Dream Board

By Raphael Rockwell

*'Twas the Holiday Season,
in the city of San Francisco,
When all through the districts a
distinct sound was heard,
SFPD vehicles filled with toys coming
down the road...'*

This scene repeated itself over and over as members of the San Francisco Police Department Operation Dream distributed over 15,000 toys to kids and families in need at many locations around the city.

This year was an amazing year for Operation Dream as we were able to surpass our past years performance. Many thanks go out to the officers, cadets, family members,

friends of our department, and those very generous members of our community. Through your selfless efforts, Operation Dream was able to collect, purchase, and distribute numerous toys to benefit the less fortunate in our city. Without you, we could not have accomplished so much in making this holiday season a joyful one for so many families of our great city.

I would be remiss if I didn't thank Chief Suhr and the entire command staff for their support, presence, and participation at many of these events and venues where we distributed toys. Thanks as well to all the city agencies that assisted in this very memorable annual event.



Emily Cheatham, Santa's Viola-Playing Elf, entertaining onboard the San Francisco Belle for the SFICA holiday collection



Mayor Ed Lee joins Shanelle (holding sign) (Daughter of Sgt Michelle Craig) and members of the command staff in helping to raise donations for Operation Dream



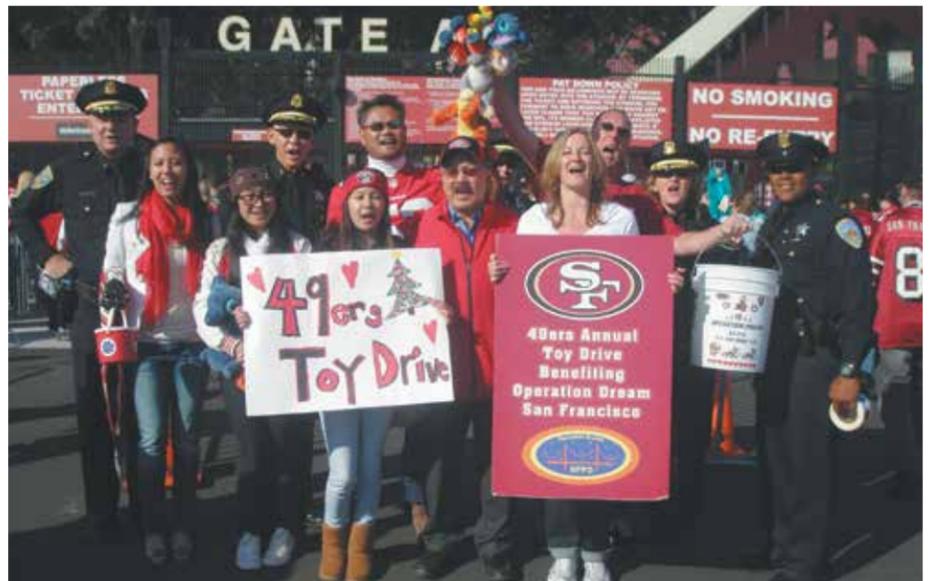
Santa at the Ella Hill Hutch Community Center for the SFPD Metro Division Toy Party



Officer Raphael Rockwell shares the message of Operation Dream to eager SF 49er fans at Candlestick Park



Operation Dream kids participating in the Mayor's snow days in the Civic Center Plaza



The Mayor and SFPD thanking volunteers at the 49ers Toy Collection