

JOURNAL



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Official Publication Of The

SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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VOLUME 47, NUMBER 1

SAN FRANCISCO, JANUARY 2015

www.sfpoa.org

We Are Not The Enemy

By Martin Halloran
SFPOA President

I cannot remember a time when there has been more anti law enforcement sentiment circulating through our society. It is not surprising coming from the anarchist who hijack legal and lawful 1st amendment demonstrations only to vandalize, loot, and assault officers. What is particularly disturbing is the rhetoric being spewed by some media outlets, some elected politicians, and some who claim to be faith based or community leaders. Many of these organizations and these individuals are simply fanning the flames of discord and are attempting to drive a wedge between peace officers and the communities we serve.

The assassination of two NYPD uniformed officers along with the ambushed killings of officers in Florida and North Carolina coupled with the attempted ambush killings of LAPD officers have shaken our profession to the core. When did those who "serve and protect" become the enemy and when did it become open season on us simply because we wear the uniform? It is the police that are out on the streets answering the calls for help, protecting the vulnerable in our society, and protecting life and property. This is a never ending assignment, 24/7, 365 days a year. We have taken an oath to protect and serve and we shall not waiver from it.

In this edition of the *Journal* there are a number of articles related to current events surrounding law enforcement in Missouri, in New York, and here in San Francisco. There are some very relevant positions made in these articles with questions that I hope will be answered in the near future. The peace officers of this country are not the enemy.

To my brothers and sisters in the SFPD and all of law enforcement I say: stay vigilant, back each other up on the street, stay united, stay safe, but most of all stay strong and proud of your profession.

Slainte!



Martin Halloran
SFPOA President



Paul Kelly
SJPOA President Elect



Barry Donelan
OPOA President

An Open Letter to the Residents of San Francisco, San Jose and Oakland

As the presidents of the three largest police unions in the Bay Area, our overriding responsibility is to ensure that each and every police officer we represent makes it home to his or her family after every shift. Police officers must swear to uphold our constitution, and we also take seriously our responsibility to protect the First Amendment rights of the public we serve. Unfortunately, recent events threaten to bring these two great responsibilities into conflict.

Our members and their families have been shaken to the core by the brutal slayings of two New York City police officers and a Tarpon Springs, Florida police officer. All of our members are on heightened alert. In the line of duty deaths of police officers are up significantly: 120 police officers have already paid the ultimate price for protecting their communities in 2014.

The protests that followed the grand jury decisions in Missouri and New York are a legitimate expression of our First Amendment traditions. The reaction is not unexpected but the vilification of front-line public servants by some politicians and media pundits has been demoralizing and unjust. Public safety in the Bay Area and the nation will be a subject of major debate going forward and we will each participate vigorously in that debate.

But what few have acknowledged until now is that too often the legitimate expression of views has devolved into vilification and violence against this nation's front-line

public safety servants. Demonstrators in New York chanted in unison: "What do we want? Dead cops! When do we want it? Now!" That was disgraceful. So, too, was witnessing protest marches in the Bay Area degenerate into violence, destruction and mob rule. Despite the efforts of organizers, too often protests were hijacked by shameful cowards who take refuge behind the truly law abiding demonstrators while destroying property and injuring our officers.

The overwhelming majority of our members — who represent the most diverse police departments in the nation — bear such malice in dignified silence. Even following the murder of three of their own, our officers continue with their duty, answer your calls, respond to your crises, fulfill their mission, and honor their commitment to the people of San Francisco, San Jose, and Oakland.

In short, they will *always* be there when you need them. In return, as their "voices" we simply ask that you join them in a cooperative effort to keep our streets safe, and to engage in *constructive* dialogue that calls for a common sense approach to very complex issues.

May we all take this holiday season as a time to reflect and pray for one another and search for solutions together as the law enforcement community honors those who have fallen in the line of duty.

Martin Halloran SFPOA President Paul Kelly SJPOA President Elect Barry Donelan OPOA President

On average: US police fatality every 3 days

126 Law Enforcement Officer Fatalities Nationwide in 2014

Firearms-related fatalities spiked 56 percent while ambush attacks remained the leading cause of felonious deaths

Washington, DC—Law enforcement fatalities in the U.S. rose 24 percent in 2014, reversing what had been two years of dramatic declines in line of duty deaths, based on preliminary data compiled and released today by the *National Law Enforcement Officers Memorial Fund* (NLEOMF).

According to the NLEOMF report, 126 federal, state, local, tribal and territorial officers were killed in the line of duty this year, compared to 102 in 2013. The number of officers killed by firearms in 2014 (50) was 56 percent higher than the number killed by gunfire in 2013 (32). Ambush-style attacks were the number one cause of felonious officer deaths for the fifth year in a row.

Forty-nine officers were killed in traffic-related incidents this past year. Twenty-seven officers died due to other causes in 2014, including 24 who suffered from job-related illnesses—such as heart attacks—while performing their duties.

Firearms-related incidents were the number one cause of officer deaths in 2014, with 50.

Ambush attacks resulted in 15 officer deaths, the leading felonious cause of deaths among officers in 2014 and for the fifth straight year. The other leading categories of felonious deaths in 2014 were traffic stops or pursuits (8), investigating suspicious persons or activities (7), disturbance calls (6), attempting arrests (4), investigative

activities (3), accidental shootings (2), burglary in progress (2), investigating drug-related matters (1), robbery in progress (1), and tactical situations (1).

Traffic-related incidents were the second-leading cause of officer fatalities in 2014, with 49. Of these 49 officers, 35 were killed in automobile crashes, nine officers were struck and killed outside their vehicle and five officers were killed in motorcycle crashes.

During the past year, more officers were killed in California (14) than any other state; followed by Texas (11); New York (9); Florida (6) and Georgia (5).

Visit www.nleomf.org

Minutes of the December 10, 2014 SFPOA Board Meeting*

- Treasurer Joe Valdez called the meeting to order at 12:00 hours.
- Treasurer Joe Valdez led the board in the Pledge of Allegiance.
- Secretary Mike Nevin conducted roll call.
- Glenn Sylvester (ret.) made a presentation to the board regarding the current state of the SF Police Credit Union.
- President Martin Halloran announced that Kim Scurr, UCSF Medical Center, would need to reschedule her presentation.
- Rachel Murphy, co-chair of the Elections Committee, took nominations for the board of directors. She announced several nominations had been received and any others would be accepted during the meeting. The following is a list of those nominations. Only those

- units with more than 2 members will require an *election. The online election will be held from January 12 through January 16, 2015.
- ***Central:** Larry Chan, John Van Koll, Ed Carew
 - ***Southern:** Maris Goldsborough, Dan Miller, Louis Wong
 - Bayview:** Gerald Lyons, Chris Schaffer
 - ***Mission:** Greg Stechshulte, Scott Edwards, Joe Clark
 - Northern:** Matt Lobre, Jesus Pena
 - Park:** Paget Mitchell, Kenyon Bowers
 - ***Richmond:** Yulanda Williams, Kevin Lee, Damon Keeve, Phil Busalacchi
 - ***Ingleside:** Jim Trail, Crispin Jones, Rob Walker
 - Taraval:** Jody Kato, Michael Ferraresi
 - Tenderloin:** Kevin Lyons, Joe McCloskey
 - Traffic:** Mario Busalacchi, Frank Pereira

- Hdqrt/Admin:** Kevin Moylan, John Evans
- Tactical:** Mark Madsen, Brent Bradford
- Investigations:** Matt Mason, Tom Harvey
- ***Airport:** Mark Trierweiler, Rey Serrano, Jimmy Lee
- Retired:** Ray Allen
- 7. Representative Raphael Rockwell (hdqrt.) made a motion to approve the November 2014 minutes. The motion received a second from Representative Yulanda Williams (Richmond). The motion passed unanimously by voice vote.
- 8. President's Message. President Halloran requested a motion that the meeting be adjourned in memory of Officer Hope Nechuta #124 (Mission) and Judy Saunders Gluck (Butlers/Galls). Representative Yulanda Williams (Richmond)

- made the motion, and it received a second from Representative Scott Edwards (Mission). It passed unanimously by voice vote.
- 9. President Halloran said the POA was disappointed in the federal trial verdict. Sentencing is scheduled for February 23, 2015.
- 10. Supervisor John Avalos has proposed a Board of Supervisors resolution where he is attempting to gain up support to attack American law enforcement in general and the SFPD in particular. The POA is developing a strategy to respond to this ill-advised resolution.
- 11. President Halloran met with city officials regarding their response to Ebola.
- 12. President Halloran explained that a POA non-member list will be updated and distributed to board members.
- 13. President Halloran and the board discussed executive board raises for the new year, excluding the president. (Montoya, Nevin, Valdez were not present for the discussion or vote. The vote was 25 Yes and 3 No.)
- 14. Vice President's (V.P.) Message. V.P. Tony Montoya addressed a recent meeting between the POA and the department in regards to demonstrations. Several members had voiced concerns to the POA about working conditions. The Board of Directors was sent a follow up e-mail regarding this meeting and the specific issues that were addressed.
- 15. V.P. Montoya explained DB 14-258 (Physical Fitness). Members had expressed concern over language regarding SP time affecting the earning of PE time. The department is using language from a 1993 manual when the program was first introduced.
- 16. V.P. Montoya stated that POA Attorney Gregg Adam has reached out to the city seeking an opinion on DB 14-173 (Timekeeping Respon-

continued on next page

Board of Directors Meeting Roll Call Wednesday, December 10, 2014

		Vote			Vote		
		1#			#1		
President	Martin Halloran	P	Y	Co. G	Chris Breen	P	Y
Vice President	Tony Montoya	P			Yulanda Williams	P	Y
Secretary	Michael Nevin	P		Co. H	Crispin Jones	P	Y
Treasurer	Joseph Valdez	P			James Trail	P	Y
Sergeant-At-Arms	Val Kirwan	E		Co. I	Michael Ferraresi	P	Y
Editor	Ray Shine	P			Jody Kato	P	Y
Co. A	Ed Carew	P	Y	Co. J	Kevin Lyons	P	Y
	John Van Koll	P	Y		Joe McCloskey	P	Y
Co. B	Danny Miller	P	Y	Co. K	Mario Busalacchi	P	N
	Louis Wong	P	Y		Steve Landi	A	
Co. C	Gerald Lyons	P	Y	Hdqtr.	John Evans	P	N
	Chris Schaffer	E			Raphael Rockwell	P	N
Co. D	Scott Edwards	P	N	Tactical	Brent Bradford	P	Y
	Greg Stechschulte	P	Y		Mark Madsen	P	Y
Co. E	Matt Lobre	P	Y	Invest.	Thomas Harvey	P	Y
	Jesus Peña	P	Y		Matt Mason	P	Y
Co. F	Kenyon Bowers	P	Y	Airport	Reynaldo Serrano	P	Y
	Paget Mitchell	E			Mark Trierweiler	P	Y
				Retired	Ray Allen	P	Y

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

POA JOURNAL

(USPS #882-320)

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LAYOUT & PRODUCTION
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PUBLISHED MONTHLY
OFFICIAL PUBLICATION OF

THE SAN FRANCISCO POLICE OFFICERS ASSOCIATION
800 BRYANT ST., 2nd FL., SAN FRANCISCO, CA 94103
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www.sfpoa.org

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TREASURER	Joseph Valdez	Co. J	Kevin Lyons, Joe McCloskey
SERGEANT-AT-ARMS	Val Kirwan	Co. K	Mario Busalacchi, Steve Landi
Co. A	Ed Carew, John Van Koll	TAC	Brent Bradford, Mark Madsen
Co. B	Danny Miller, Louis Wong	HEADQUARTERS	John Evans, Raphael Rockwell
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Co. D	Scott Edwards, Gregory Stechschulte	AIRPORT BUREAU	Reynaldo Serrano,
Co. E	Matt Lobre, Jesus Peña	RETIRED	Ray Allen
Co. F	Kenyon Bowers, Paget Mitchell		

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

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

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

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

Minutes

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- sibilities and inadequate balances in HRMS).
17. Treasurer's report. Treasurer Joe Valdez passed out the monthly expense report. He also provided copies of the 2015 budget. A discussion followed regarding budget questions from the board. Representative Yulanda Williams (Richmond) made a motion to approve the 2015 budget. The motion received a second from Representative Mark Trierweiler (Airport). It passed unanimously by voice vote.
 18. New Business. Representative Joe McCloskey (Tenderloin) led a discussion about future POA donations.
 19. Representative Scott Edwards (Mission) suggested that board representatives get stations to sign and send cards to members found guilty in the federal trial.
 20. Secretary Nevin spoke about a pilot program being introduced next year at Metro Division for Naloxone Hydrochloride (aka Narcan) deployment. Once the proposed DB is introduced a copy will be forwarded to the executive board.
 21. Old Business. Representative John Evans (Hdqrt.) asked about body cameras. President Halloran spoke about past meeting the POA has held with the department. The POA is awaiting the latest version of the draft proposal.
 22. Financial requests. None
 23. The meeting was adjourned at 13:54 hours in memory of Officer Hope Nechuta and Judy Saunders Gluck.

Submitted by Secretary Nevin

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

Counselor's Corner

Employees' Time Undergoing Security Checks is Not Compensable Under Federal Law — But There's a Decent Chance it Would Be Under California Law

By Gregg Adam,
SFPOA Counsel



On December 9, 2014, in *Integral Staffing Solutions v. Busk*, a unanimous United States Supreme Court ruled that employees are not entitled to be compensated for time spent undergoing security checks before leaving an employer's facility. The case turned on an interpretation of the federal Fair Labor Standards Act ("the FLSA"), and specifically the Portal-to-Portal Act, which is part of the FLSA and exempts employers from paying employees for activities that are preliminary or postliminary to the employees' "principal work activity or activities."

The case could have broad implications in many states, as more and more Amazon-type employers spring up. But California law specifically rejects the application of the Portal-to-Portal Act to California wage and hour laws — meaning that, had the case been brought under California law, it may well have gone the other way.

The case involved employees of Amazon, the behemoth online retailer. Employers at manufacturing and retail sales facilities typically set up security checkpoints before employees can leave the facilities. The employers do not want their employees to steal merchandise and so will search the employees and their bags and jackets before allowing the employees to leave the facility. The employees in this case retrieved and packaged products in a warehouse to send to Amazon customers. In their lawsuit, several former employees claimed that they spent up to 25 minutes per day lining up and going through the security check-

points. They argued that they were entitled to be paid for this time under federal law.

The case was filed in federal court in Nevada. The federal district court rejected the claims, ruling that, under the FLSA, the time was "postliminary" and un-compensable. But the appellate court concluded that postliminary

activities become compensable if they are required and performed for the employer's benefit. The Supreme Court reversed, holding that the time spent in security screenings was not compensable under the FLSA.

The Court recited prior decisions that recognize that only "principal activity or activities" are compensable, including activities that are an "integral and indispensable part of the principal activities." An activity is considered "integral and indispensable to the principal activities" if it is an "intrinsic element of those activities and one with which the employee cannot dispense if he is to perform his principal activities." The Supreme Court concluded that security screenings were not the employees' principal activity, because (1) they had not been hired to undergo security screenings, and equally (2) could do their actual jobs without security screenings.

California law is significantly more protective of employees than is federal law. It rejects the Portal-to-Portal Act—meaning the entire rationale of the *Integral Staffing* decision would not apply in a case under California law. And instead of using the "principal activity" test, California law uses the "control test," generally making time in which employees are subject to the employer's control compensable.

A good example of how protective this standard can be involved police officers employed by the City of Madera who were represented in the 1984 California Supreme Court case by one of my mentors — and former Carroll Burdick partner — Chris Burdick. (See *Madera Police Officers Assn. v. City of Madera*.)

The case involved "Code 7" meal breaks for police officers. During those breaks, officers could eat a meal, but they were required to keep their radios on, respond to calls, stay in uniform and be responsive to inquiries from members of the public. In interpreting California law, the California Supreme Court considered different inquiries than did the United States Supreme Court in *Integral Staffing*. The California court had a two-fold analysis of whether the time was compensable: (1) whether the restrictions on employees are "primarily directed toward the fulfillment of the employer's requirements and policies," and (2) whether employees are "substantially restricted during Code 7 time, so as to be unable to attend to private pursuits." Taking into account the restrictions placed on the police officers by the employer, the Supreme Court concluded that "constraints placed on the activities and conduct of the concerned employees during their mealtime are so restrictive that the employees are at work and are thus entitled to ... compensation."

Turning back to *Integral Staffing*, the reason the Amazon employees can be required to be subject to a security screening is because they are completely under the control of their employer. Under California law, that may well be enough to ensure compensability.

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	Mark McDonough 415-681-3660 woasfpolice@gmail.com
<i>Meeting,</i> American Legion SF Police-Fire Post	Park Station Community Room 1899 Waller St., SF	Second Tues. of Every Month, 4:00 PM	Greg Corrales 415- 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office 415-861-5060
<i>Meeting,</i> Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 10:15 AM	Reyna Kuuk 415-681-5949
<i>Retiree Range Re-qualification</i>	SFPD Pistol Range	First Fri. of each Month, 7:30 – 11:30 AM	Range Staff 415-587-2274

Specialty Scheduled Events

<i>Peninsula Retiree Luncheon</i>	Basque Cultural Center 599 Railroad Ave, S. SF	Wednesday, January 14, 2015 11:30 AM	(See notice on page 15)
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POA Dramatic Defeat of Feinstein Anti-Police Measures in 1985-1986 Mirror December 2014 POA City Hall Fight

By Paul Chignell,
POA Legal Defense Administrator,
Former POA President

From the Archive: *The Policeman*, August 1985

FEINSTEIN MOVES AGAINST POLICE

By Paul Chignell
Opinion Correspondent

As Mayor Dianne Feinstein increasingly moves toward lame duck status as Chief Executive of the City and County of San Francisco, she has emerged as a strongly anti-police advocate. Feinstein most recently displayed her stripes by promoting Charter amendments that would turn the clock back prior to 1971.

POA INVOLVED IN INTENSE LOBBYING

Feinstein has introduced Charter amendments eliminating the civil service merit system for exempt positions above the rank of Captain and also a Charter amendment that would increase the Chief's disciplinary powers. Over the past several weeks the POA has been intensively lobbying members of the Board of Supervisors asking them to reject the Charter amendments and not place them before the electorate for a vote.

FEINSTEIN PRINCIPLES OUT THE WINDOW

The most galling aspect of Feinstein's push to allow the Chief the authority to appoint any member of the Department to the ranks of Commander and Deputy Chief is that she was a main sponsor of the historic Proposition E of 1971 which instilled civil service protections in the San Francisco Police Department. Prior to Proposition E, any member regardless of rank could supervise the other members and the ludicrous situation of sergeants supervising Captains existed. Feinstein wants to turn back the clock. In her memorandum to the Board of Supervisors, she states, "...changes proposed removes language prohibiting a member with a lower civil service rank supervising one with a higher rank..." Madame Mayor goes on "...the intention here is to expand the pool of candidates available for appointment to non-civil service positions by eliminating requirement (sic) that only captains can be considered for appointment to non-civil service positions above captain..." There is no necessity to "expand the pool of candidates"

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They assembled cogent arguments that emphasized due process and civil service merit protections. They then assembled a lobbying team that included Ron Parenti, Reno Rapagnani, Leanna Dawydiak, Mike Hebel and others to make the arguments to the individual members of the Board of Supervisors.

The measures in the summer of 1985 were defeated. Supervisors Nelder, Quentin Kopp, and Willie Kennedy were key votes in agreeing with the POA positions. Long hours of research and lobbying paid off.

But the Mayor was not to be deterred. She came back in March of 1986 with the same provision to increase the Chief's power to suspend and to demote police officers beyond the decades old standard of ten (10) days. A team of Mayoral aides worked the issue aggressively. Both San Francisco newspapers editorialized for the measure, and on March 10, 1986 she had her six (6) votes. It appeared that the POA had lost.

But the measure required a second reading at the Board of Supervisors before it went to the City ballot. The POA leaders established a war room at our old building, 510 7th Street. Intense lobbying began with political friends of the Board members contacted to express their opinions that the Feinstein measure to give more power to the Chief was wrong. POA strategists performed an analysis of prior punishments of police officers that showed disparate treatment. The POA learned that the Mayor was insistent that her cadre of staffers keep the six (6) votes

to ensure her victory. But two members of the Board of Supervisors appeared to switch their votes to the POA side.

As the members of the Board of Supervisors filed in slowly to the ornate chambers of City Hall to take their seats and vote the Mayoral staffers were at the rail talking to the individual elected officials. The Barry-Linehan team were in the chambers as well, and anxiously optimistic that six (6) votes were with the POA.

One of the Mayor's top aides was smiling and chatting with a member of the Board of Supervisors who he thought was with the Mayor. Yours truly looked across the Hall and gave a cupped wave of the hand to the aide with a smile on my face. The aide hurried over to speak with one of the Police Chief's staff and their look of aghast was priceless. The vote was taken and six (6) members, Supervisors Harry Britt, Wendy Nelder, Jack Molinari, Nancy Walker, Willie Kennedy, and Doris Ward voted to kill the charter amendment.

This was political action in the finest hour. The membership had been protected and an anti-police Mayor

FEINSTEIN MOVES AGAINST POLICE

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as the Chief currently has the authority to choose from permanent lieutenants and above (ninety people) to exempt positions. With the current frustrating civil service debacle we can ill afford a dismantling of the Charter for specious reasons. If the motivation is to allow a patrol officer or a sergeant to become a Commander or Deputy Chief, then that motivation is wrong.

DISCIPLINE SHAM

In addition, Feinstein proposes an increase in the chief's power to suspend from ten to thirty days and other procedural changes that act against officers' rights. Again, the ten day suspension power with stronger discipline to be imposed by the Police Commission is wholly appropriate. Chief Murphy has utilized his present power more than any Chief of Police in modern SFPD history and no justification exists for change except to act punitively against our members.

LACK OF SUPPORT BY FEINSTEIN

Lame duck Mayor Feinstein's lack of support for members of the San Francisco Police Department and her reversal on key civil service protections has been ongoing since her election in 1979. She was endorsed by the POA in 1979 while engaged in a close race with Supervisor Quentin Kopp. Since then she has consistently opposed our economic well-being but continues to send requests for us to contribute to her birthday parties. It appears quite apparent that we will not be attending any birthday parties for some time.

NIGHT DIFFERENTIAL

Most police officers in Bay Area police departments receive premium pay for working nights. **THE POA PLACED A CHARTER AMENDMENT ON THE BALLOT WHICH THE PEOPLE VOTED FOR DESPITE FEINSTEIN'S OPPOSITION.**

TIME AND ONE-HALF FOR OVERTIME

Most police officers in Bay Area police departments receive time and one-half for working overtime. **THE POA PLACED A CHARTER AMENDMENT ON THE BALLOT WHICH THE PEOPLE VOTED FOR DESPITE FEINSTEIN'S OPPOSITION.**

PENSION UPGRADE

The POA placed a Charter amendment on the ballot to upgrade officers appointed after 1975 so that their retirement would be consistent with officers working with them who were appointed prior to 1976. Feinstein opposed that Charter amendment and it was defeated.

BINDING ARBITRATION

The POA placed a Charter amendment on the ballot calling for binding arbitration for economic conditions and it was defeated with strong Feinstein opposition.

FEINSTEIN'S PUBLIC STATEMENTS

Lame duck Mayor Feinstein has consistently made public statements about conduct in the Police Department prior to hearings thereby jeopardizing officers' due process rights while members of her administration commit indiscretions and she waits for the verdict to come in. It appears that her support for the San Francisco Police Department is intensely political and relates to support for the Chief and not the rank and file.

had been rudely defeated in her attack on our due process rights.

Over the years, expert political action to protect the membership since the victories in 1985 and 1986 has been repeated over and over again.

Chief amongst those actions was the defeat of Public Defender Jeff Adachi's attempt to dismantle our pension protections.

Past President Gary Delagnes was instrumental in assembling a POA team that linked up with labor groups and community leaders to quash Adachi's attempt to limit our hard fought pension benefits.

December 2014 Fight Against Ideologies

The struggle to fend off political opportunists occurred again with

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remarkable distinction in December of 2014.

In the wake of the Ferguson and New York controversies, members of the Board of Supervisors, led by Supervisor John Avalos, attempted to fan the flames of anti-police sentiment with a Resolution that was filled with innuendos and false assertions about San Francisco Police contacts with persons of color. The Resolution contained language that appeared to paint law enforcement officers as racist and military occupiers.

Just as Bob Barry and Dan Linehan did in 1985-1986, President Marty Halloran and Past President Gary Delagnes assembled a team of POA Board members and supporters to construct a strategy to defeat this divisive and unwarranted attack on all members of the San Francisco Police Department.

They contacted our allies on the Board and professionally described why the Resolution was inaccurate and not reflective of how we as police officers serve the many communities of San Francisco.

President Halloran sent a letter to Supervisor Avalos with copies to every member of the Board of Supervisors including some of the values and initiatives of the SFPOA. Below are some of those concepts:

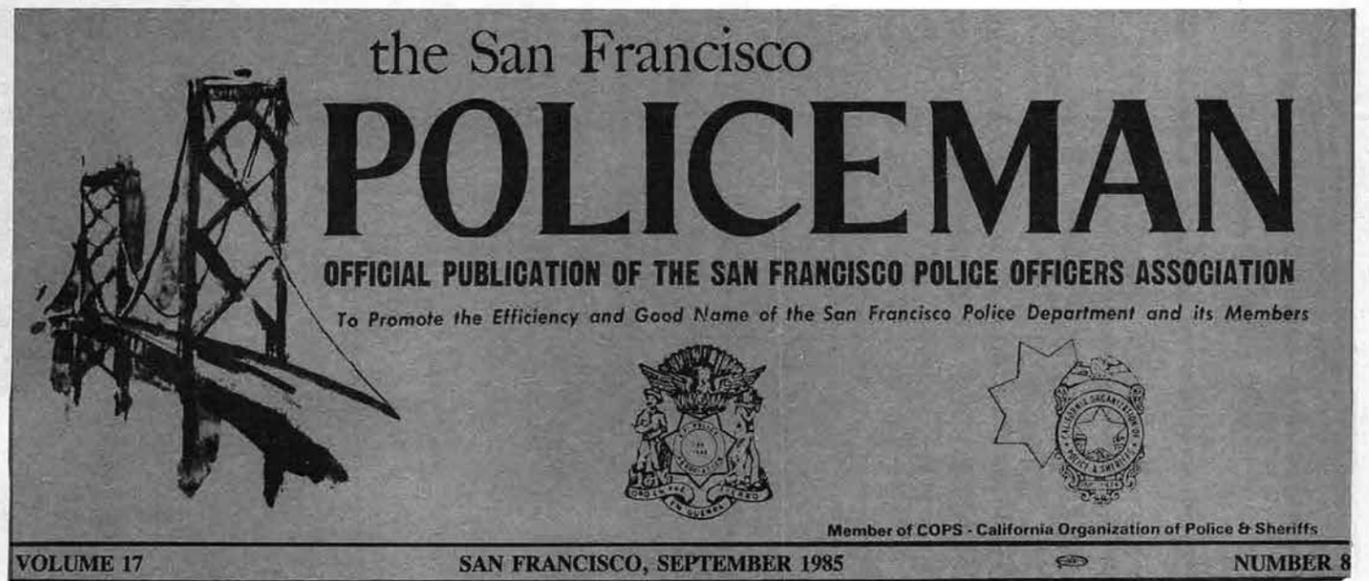
- The SFPD is diverse, culturally enlightened, well trained and well educated.
- Our outreach to the community is legendary in the law enforcement profession.
- Our dialog with all San Francisco communities is proactive.
- The SFPOA contributes almost \$200,000 annually to city non-profits that assist the needy, the hungry, and terminally ill.
- The POA is a major sponsor for Operation Dream, which gives toys to poor youth during the holidays.
- The SFPOA sponsored a trip to Africa to expose inner city youth to African heritage.
- The SFPOA has contributed huge resources to inner city sports programs.
- Our sponsorship of the SFPD Wilderness Program for at risk and low-income youth goes back decades.
- We sponsor resources to the Omega Boys Club, which provides opportunities for young African-American men.
- The SFPOA has working subcommittees to address issues of female and LGBT members.

After lengthy consultation and discussion with our elected officials, the Avalos Resolution was referred to committee, and not approved by the Board of Supervisors. Of particular note was that POA friend, Supervisor Malia Cohen, offered an alternative Resolution that eschewed the falsehoods and inflammatory rhetoric of the Avalos missive.

In these days of controversy concerning police-minority relations, the leadership of Marty Halloran and Gary Delagnes, along with their team, defused a vicious attack on San Francisco working police officers.

The examples from the 1985-1986 drama and the 2014 fight both personify the need for political action, for calm and constructive initiative, and the need for strong leadership within the SFPOA.

We have had that leadership in the past and have it today. We are blessed.



BARRY AND LINEHAN DEFEAT MAYOR'S CHARTER AMENDMENTS



by Paul Chignell
Opinion Correspondent

On July 29, 1985, the Board of Supervisors rejected Charter amendments proposed for the November ballot lame duck Mayor Dianne Feinstein despite all-out efforts by her top aides and by Chief Cornelius P. Murphy of the San Francisco Police Department.

Emasculation of Police Department

As reported in the July issue of the *San Francisco Policeman*, the Mayor was intent on removing the last vestige of civil service from the San Francisco Police Department and also intent on giving the Chief unprecedented power to engage in discipline against our members. Her valiant effort included a desire to allow a member of any rank to be eligible for the position of Commander or the position of Deputy Chief.

Feinstein Aides in Full Court Press

The *San Francisco Policeman* has learned that, at a staff meeting prior to the vote at the Board of Supervisors, Feinstein emphatically directed her aides to secure the necessary votes to defeat the POA on both Charter amendments. She also dispatched Deputy Mayor and Police Inspector Rotea Gilford to lobby members of the Board of Supervisors on behalf of both amendments.

Chicanery at the Board of Supervisors

At the time of the vote on the issues, Deputy Mayor James

Lazarus appeared at the Board of Supervisors and advised Supervisor John L. Molinari that the Registrar of Voters would be willing to delay one week the deadline for submission of matters to the electorate. Lazarus knew at the time that sufficient votes were not available for the lame duck Mayor's amendments. Despite the urgings of emissary Lazarus, the Board of Supervisors defeated the amendments.

Hypocrisy in Action

The most galling aspect of the sorry episode of these Charter amendments was the flip flop by San Francisco's Chief Executive. In 1971 then Supervisor Feinstein advocated the present system and preached that politics must be banished from the Police Department. She supported Proposition "E" which directed the exempt positions must come from the rank of Captain. In one fell swoop, the lame duck Mayor threw those principles out the window and advocated "a larger pool of candidates for the exempt positions" including patrol officers. Thankfully, members of the Board of Supervisors showed wisdom in defeating the inimical amendments.

Barry and Linehan Lobby Board Vigorously

Against an array of aides to Feinstein and the support of the amendments by Chief Cornelius P. Murphy, President Bob Barry and Secretary Dan Linehan headed the POA lobbying team that constructed a strategy to defeat the Mayor and her allies. Persuasive arguments were presented

to individual Supervisors and the POA followed closely the timing of the vote so that our efforts would be successful. When the votes were tallied, three Supervisors supported and three opposed the amendment that would have allowed any person of any rank to be appointed to an exempt position. Six votes were required for submission. The vote on the Chief's power went four to two against the Mayor and the amendments had been defeated.

Molinari and Britt Support POA 100%

Board of Supervisors President John Molinari and Supervisor Harry Britt supported the POA position on both amendments, thereby rejecting the Mayor's aides. Both Supervisors should be commended for their political courage and support of our organization. Both of these Supervisors have been particularly helpful in recent years on a variety of economic and non-economic issues that affect our members.

Nelder, Kopp and Kennedy Support POA

Supervisors Wendy Nelder, Quentin Kopp and Willie Kennedy voted with the POA on one of the two amendments. Kennedy and Nelder rejected an increase in the Chief's power, while Kopp voted against allowing a patrol officer to be appointed Deputy Chief. Supervisor Nelder must be thanked for rejecting an increase in the Chief's power after she agreed to author the amendment in question.

Where were the Captains of the SFPD?

A question that needs an answer concerns the lack of attendance by Captains on the lame duck Mayor's Charter

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[Affirming the Board of Supervisors Commitment to Equal Justice and the Right to Protest and Urging Reforms in National Policing and Judicial Practices]

Resolution affirming the San Francisco Board of Supervisors commitment to equal justice under the law and the First Amendment right to protest, recognizing the United States' broken and racially biased police and justice systems, and urging the Department of Justice, Congress, and President Obama to review national policing and judicial practices to truly bring equal justice under the law.

WHEREAS, The Fourteenth Amendment to the United States Constitution states that no state shall "deny to any person within its jurisdiction the equal protection of the laws;" and

WHEREAS, The report, Operation Ghetto Storm, authored by the Malcolm X Grassroots Movement, documents 313 Black people in the United States who were killed by "police, security guards, and vigilantes" in 2012, or one every 28 hours; and

WHEREAS, A recent analysis by the news organization ProPublica found that the risk of young Black males being shot and killed by police is twenty-one times greater than the risk for young white males; and

WHEREAS, The recent incidents of officer involved killings of people of color, overwhelmingly impacting young Black and Brown men, has led to sustained, large-scale protests across the country and underscored the United States' centuries old, failed promise of racial equality; and

WHEREAS, Despite strong and overwhelming evidence, recent grand juries in St. Louis, Missouri and Staten Island, New York have failed to indict officers Darren Wilson and Daniel Pantaleo in the killings of Michael Brown and Eric Garner, respectively, two unarmed Black men, showing that even the most egregious acts of police brutality are afforded impunity by our justice system; and

WHEREAS, Effective public safety efforts rely on good community-police relations based on mutual trust, transparency, and accountability; and

WHEREAS, At times San Francisco has shown a stronger commitment to community-police relations, as evidenced in our Sanctuary City and Due Process for All ordinances; however, San Francisco is not immune to tensions between communities and police after incidents involving the use of force, including officer-involved killings; and

WHEREAS, In May of 2014, the San Francisco Examiner reported that since 2000, 97 San Francisco Police Department (SFPD) officer-involved shootings have occurred, resulting in 33 deaths and 35 people being injured, and

WHEREAS, The Examiner reports that in every case where someone was killed in an SFPD office-involved shooting, the officers were found to have acted within policy; however, a number of cases created controversy and tensions

between communities and the police; and

WHEREAS, The Anti-Eviction Mapping Project has identified the race of 90 of the 94 people killed by SFPD since 1985, and found that 71% of those killed were people of color, and 41% were black; and

WHEREAS, All ten victims of officer-involved shootings in Northern California this year have been people of color; and

WHEREAS, Activists in Ferguson, Missouri have asked protesters across the nation to connect the killing of Michael Brown to local police killings, resulting in many Bay Area protesters focusing on the killings of Oscar Grant and Alex Nieto in addition to that of Michael Brown; and

WHEREAS, Alex Nieto was killed by SFPD officers on March 21, 2014 when he was shot at least ten times, and nearly nine months after the shooting, none of the names of the officers involved in his killing have been released, seriously undermining trust between some members of the community and police, and leading to nearly nine months of peaceful protests about racial profiling, the police's use of force, lack of transparency and accountability in police investigations, and demands for justice; and

WHEREAS, The police killings of Michael Brown, Eric Garner, Oscar Grant, and Alex Nieto, and far too many other young people of color have generated protests across the country from community members frustrated by police brutality, impunity, and lack of transparency; and

WHEREAS, Many local and state law enforcement agencies, but not the SFPD, have responded to the protests with an overwhelming show of force, including military-grade weapons and equipment; and

WHEREAS, These military tactics have deepened the divided between protesters and police, but have not quelled the powerful voices calling for fundamental change and social justice in our police and judicial systems; now, therefore, be it

RESOLVED, That the Board of Supervisors extends its deepest condolences to the families of victims of police killings; and, be it

FURTHER RESOLVED, That the Board of Supervisors affirms its commitment to equal justice under the law and pledges to work with the community and public safety departments to review local ordinances, officer training, and policies to address racial profiling and the use of excessive force and to ensure transparency and accountability within public safety departments; and

FURTHER RESOLVED, That the Board of Supervisors affirms the First Amendment right of the public to engage in nonviolent peaceful protest, free from excessive use of force and intimidation through military tactics and equipment; and

FURTHER RESOLVED, That the Board of Supervisors commends the SFPD for not deploying military-grade equipment in response to recent protest; and

FURTHER RESOLVED, That the Board of Supervisors endorses the national demands of the Ferguson Action coalition, including:

- Urging the Department of Justice to conduct a comprehensive review of local policing practices to develop standards for community involvement and oversight strategies, use of force standards, and standards for independent investigatory/disciplinary mechanisms;
- Urging the Department of Justice to create grants to implement community oversight mechanisms and to withhold federal funds for police departments that engage in discriminatory policing practices or fail to implement standards for community involvement and oversight strategies, use of force standards, and standards for independent investigatory/disciplinary mechanisms;
- Urging San Francisco's representatives in Congress to pass the "Stop Militarizing Law Enforcement Act" and the "Stop Racial Profiling Act;"
- Urging San Francisco's representatives in Congress to hold hearings to investigate racial profiling and police use of force, particularly in communities of color;
- Urging President Barack Obama to enact a National Plan of Action for Racial Justice that sets concrete targets for reducing racial disparities; and, be it

FURTHER RESOLVED, That the Board of Supervisors directs the Clerk of the Board to transmit copies of this resolution to the San Francisco Police Commission, San Francisco's representatives in Congress and the United States Senate, to Attorney General Eric Holder, and to President Barack Obama.

Campos and Halloran Spar at Board of Supes over Inflammatory Resolution

Visit the links below, or scan the QR codes, to watch the videos.



http://sfpoa.org/Campos_Remarks_12_16_14

http://sfpoa.org/Halloran_Remarks_12_16_14



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Sergeant At Arms

Editor —

Every police officer in America has been or soon will be affected by recent events in Ferguson, Missouri, Staten Island, New York, and elsewhere around the country. The national debate and media focus will result in wholesale changes in police recruitment, training, community relations, and accountability. No agency in this country will be immune from the impact or the subsequent fallout that the death of Michael Brown has had, and will continue to have, in our communities and cities.

That said, the notion that there exists in this nation's law enforcement community a pervasive culture of antagonistic racism is pure fiction. Never before in the history of the United States of America has there been such progressive strides made in the professionalism, diversity, scrutiny, and accountability of the men and women who serve and protect our communities.

We can listen all day long to the analysts and pundits talking about all types of changes in law enforcement, but the truth of the matter is this: 24 hours a day, 365 days a year, men and women of all colors, and ages, and backgrounds, from coast to coast, are donning bullet-proof vests, first-aid kits, and duty belts to walk our sidewalks, patrol our alleys, and climb our darkest stairways to respond to our call, to this nation's need, to our follies and to our desperations, and they are doing so unsung and without hesitation. None of those persons desires to harm anyone. None expects ever to do so. But, it will happen, because it is the unexpected that engenders harm, and it is that unexpected harm for which it is most difficult to avoid by training, by practice, through dialog, or by federal mandate.

We can assure you that the last thing any police officer desires is to take the life of another human being. The violent demonstrations and protests that have followed, resulting in serious injuries to many police officers and then culminated by the grandstanding of some politicians has further fanned the flames of discord and further increased tensions between police officers and the communities we serve. We would hope that all of us could take a deep breath and confront the many factors involved in incidents such as those that occurred in elsewhere. No good comes from the destruction of property and further violence.

We all hope for a constructive debate in this country regarding policing and race, and the mutual understanding, and mutual appreciation of each.

Martin Halloran

Martin Halloran
President
San Francisco Police Officers Association



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December 12, 2014

Supervisor John Avalos

San Francisco Board of Supervisors City Hall, Room 244

1 Dr. Carlton B. Goodlett Place San Francisco, CA 94102-4689

Supervisor Avalos:

It was with great dismay and deep disappointment that I learned of the Commitment to Equal Justice resolution that you proposed before the Board of Supervisors. I am also outraged. You are usurping the legitimate debate developing in this country about law enforcement and race relations in order to inflame a local issue that you have deliberately obscured with innuendos and false assertions.

The San Francisco Police Officers Association (SFPOA) understands that it is a legitimate function of an elected body to express concerns about perceived inequality. Our organization agrees that debate on sensitive issues is a vital facet of a democratic society.

Nonetheless, you are seeking to derail this process before it has earnestly begun. Dissatisfied with simply condemning the Ferguson and Staten Island incidents, you have instead used a very broad brush to paint all of America's law enforcement professionals as racist, militaristic occupiers. That is particularly unfair to the dedicated men and women of the San Francisco Police Department, of whom all but a dozen are also members of the SFPOA. You used specious facts and exaggerated rhetoric in an effort to make your flimsy case.

I cannot allow your inflammatory rhetoric to go unchallenged. The good people of this city deserve to know truth and should expect balance from their elected officials and public servants. It will be, after all, their shops, their streets that suddenly erupt into the predictable violence that your language will likely instigate.

Accordingly, I challenge you and those who would lend a voice to your maligned message to instead promulgate to the people of San Francisco and this nation the following truths:

- That there is no more diverse, culturally enlightened, better trained, and better educated urban law enforcement agency than is the SFPD.
- That not a single law enforcement agency in this nation has done more outreach to the community it serves than has the SFPD.
- That there is no more proactive police association than the SFPOA that has done more to seek fair and relevant dialog with the communities served by its members.
- That the SFPOA annually contributes between \$150,000 to \$200,000 of its resources to the communities and non-profits of this city, and through them to many of this city's most needy, hungriest, shelter less, and terminally ill residents.
- That the SFPOA is a major sponsor of Operation Dream, which provides a Christmas toy drive for young residents of the city's public housing.
- That the SFPOA has sponsored a trip to the continent of Africa to expose inner city youth, with San Francisco police officers from their neighborhoods, to the core of their cultural heritage.
- That the SFPOA has donated much to youth sports in San Francisco, and that its members active and retired have given much of themselves to the counseling and coaching of those kids.
- That the SFPOA is a major sponsor of the SFPD Wilderness Program, bringing San Francisco's at-risk and low-income city youth together with police officers to guide trust and positive relationships.
- That the SFPOA that has provided continuous sponsorship to Dr. Joe Marshall's Omega Boys Club, which provides opportunities for predominately African-American young men.
- That the SFPOA that has established working sub-committees to address the issues of its women and LGBT members.
- That the SFPOA that has proactively sought accord with other employee groups in the SFPD in an effort to ensure that each employee is treated equitably, regardless of ethnicity or belief.

Supervisor Avalos you have chosen a path of divisiveness and confrontation, rather than seeking understanding and harmony. By using any reference to the dedicated, benevolent, and empathetic men and women of the San Francisco Police Department, and the SFPOA, in a resolution decrying unresolved incidents still under investigation, and denouncing police tactics, culture, institutionalism, racism, and affinity for violence against any group of Americans, you demean them all, and disrespect them each.

As the elected president of the San Francisco Police Officers Association, a proud member of the SFPD, and a native resident of this city, I have the utmost respect for and faith in the commitment of the members of the SFPD to all the people of San Francisco, regardless of ethnicity or sexual preference. My members are among the most scrutinized law enforcement professionals in the world.

With all due respect but forthright determination, I request that you amend the current language of this irresponsible and cynical resolution, especially any and all reference to the SFPD, and/or the SFPOA.

Sincerely,

Martin Halloran
President, SFPOA

P.S.-I've included a video of the West Africa trip so you appreciate what true dedication to improving the lives of our inner-city youth as opposed to the political posturing of Supervisor Avalos.

The Big Lie

By Michael Nevin
SFPOA Secretary

"There is no greater responsibility placed on members of law enforcement than the authority to use lethal force in the line of duty."

— S.F. Assistant Chief Morris Tabak

This quote, taken from a 2009 study examining S.F.P.D. officer-involved shootings, is a responsibility and weight every officer carries with them when they go to work. Every time a San Francisco police officer confronts a suspect and uses deadly force, or the suspect dies in the course of the interaction, multiple internal units and outside agencies immediately initiate investigations into the incident. These investigations are thorough and independent of one another. No officer finding themselves in the middle of one of these deadly force encounters is given a free ride, as every such incident is examined in close detail. The public demands and deserves accountability. It is truly the only way for law enforcement to gain the trust of those they serve.

he described "centuries of racism" in America following a grand jury decision not to indict police officers. He also shared a personal story when he felt the need to warn his bi-racial son about potentially violent interactions with cops in his own police department. As the mayor walked through the hospital corridors where the two NYPD lay dead, officers let it be known they felt betrayed and turned their backs on the mayor. The NYPD union made it quite clear that it was Mayor de Blasio who first turned his back on the NYPD and the city of New York at a time when they desperately needed leadership and a calming voice.

Not to be left out of the national "movement," San Francisco Supervisor John Avalos authored a truly reprehensible resolution condemning police officers all around the country, including San Francisco. The stream of consciousness manifesto was nothing more than a radical diatribe intended to fan the flames of divisiveness and conflict. In stark contrast, POA President Marty Halloran recently met with San Francisco Mayor Ed Lee and an anonymous benefactor who offered to

"Instead, the nationwide civil strife has been constructed upon a false narrative, suggesting that officers use deadly force as a matter of racial animus."

Yet, in the din of recent months, you have hardly heard a word about the process or the level of scrutiny to which officers using deadly force are subjected. Instead, the nationwide civil strife has been constructed upon a false narrative, suggesting that officers use deadly force as a matter of racial animus. Although not a shred of evidence has been produced in the spotlighted cases in Missouri (Michael Brown) and New York (Eric Garner) to support such a pernicious accusation, this mythology is pushed forward by the reckless media, profiteering activists, and exploitative politicians. The first clue that things are not what they seem should be when the likes of an Al Sharpton is called upon to lead a "national conversation" on race. Unfortunately as Winston Churchill famously said, "A lie gets halfway around the world before the truth has a chance to get its pants on."

The culmination of this troubling discord occurred on December 20 when a lone assassin killed NYPD Officers Rafael Ramos and Wenjian Liu while they were parked in a patrol car in Brooklyn. Instagram postings the day of the murders suggested the assailant's depraved motivation came from the Brown and Garner officer-involved deaths as he planned to put "wings on pigs." New York Mayor Bill de Blasio quickly learned that he could not escape his own offensive and racially charged rhetoric after

help offset the personal cost any SFPD officer incurred while attending the NYPD funerals.

The right to protest and peacefully assemble is constitutionally guaranteed. In fact, San Francisco has seen more peace and less rioting than neighboring jurisdictions. And members of all police departments have a duty to defend the rights of those whom wish to voice their grievances. But it is quite unfortunate that police officers, most born after the launch of the civil rights movement, suddenly find themselves the target of anti-cop activists set on promoting a storyline that benefits their misconceived agenda.

Most of the professional protesters—and the politicians who support them—claim to be defending the rights of young urban minorities. Yet very few of them are willing to walk alone on those same streets after dark. It's the ultimate irony that it is the young cop and seasoned veteran, still looking to make a positive difference in the world, who are the ones patrolling those dangerous streets and housing projects. And I would wage a hefty bet that the average urban street cop has done more good for society in a single 40-hour work week than any of their critics have done in an entire lifetime. Let's hope one day soon that true narrative takes shape, and the big lie gets put to rest.

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President Halloran Denounces SEIU



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December 12, 2014

Mr. Canham,

Your "Call To Action" flyer that was sent to your members on December 11, 2014 is just another example of how your organization is out of touch with reality and conveniently glosses over the truth when it tends to serve the politicalization of your organization.

There is in the United States system of justice the "Rule of Law" and the concept of "Due Process." The cases in Missouri and New York were both subject to these tenets of law. Each case was heard by a separate and diverse grand jury. It is interesting that your organization, and others, seem to know more about the facts of the case than the citizens that actually participated in the process, reviewed volumes of evidence, interviewed dozens of witnesses, and spent many hours examining the testimony.

We are dismayed and disappointed that you have once again decided to turn your back on your brother and sister union members, but we are also not surprised as it has become a common occurrence for your union to shun the Rule of Law and marginalize Due Process.

Martin Halloran
President, SFPOA

Every Cop in America Knows One Thing...

Forwarded to the Journal
by Rene LaPrevotte

Every cop in America knows one thing –It could have been him or her, instead of Darren Wilson, who pulled that trigger on Michael Brown.

Or some such similar young man.

Every cop in America knows that, in return for choosing a career in law enforcement, the rules of the road are now that, at any minute, it all could be over and you could become hated and condemned all across the country.

No one would have your back, even the president could denounce you.

Because you defended yourself.

In a twist on biting the hand that feeds you, we are instead tying the hand that defends us. We are sending them out, and waiting for the first chance to gut them.

It is an incomprehensible act of ingratitude.

All across American law enforcement, officers know that the new reality facing them when they pull their guns is: By defending myself, I could be condemning myself.

Take Darren Wilson.

A good cop on routine patrol. He's coming back from a call and has brief contact with two individuals. Nothing comes of it until he moves a ways down the block and gets a radio description of a wanted individual matching one of the young men he's just seen.

Rolling back up on the two individuals, the larger of them – Michael Brown – lunges into the driver's window of the squad car and begins assaulting Darren Wilson. Michael Brown then tries to take away the officer's gun.

The officer gets off a round, Michael Brown attempts to flee, and then charges at the officer, twice, before being shot to death.

In the mind of witnesses and Darren Wilson, Michael Brown was set to attack and was an immediate threat to the life of Officer Wilson.

So, Officer Wilson did what his training taught him to do. He did what instinct, morality and the laws of men command him to do – he defended himself.

And his life is ruined.

His career is over, his family is threatened, his name is destroyed, he has been vilified across the country and by the nation's most prominent voices.

People have rioted demanding imprisonment for him, and there have been countless threats on his life.

His life, as he knew it, is over.

Because he was a cop and he defended himself.

An entire society has forgotten that Darren Wilson is not the perpetrator of a crime, he is the victim of a crime.

Likewise, it has been forgotten that Darren Wilson was an officer of the law with a duty to act, and that he was on patrol that day in the name and service of the people.

And it is dispiriting to see how instantly the people have turned on him and his profession.

You get up in the morning and put on a uniform that carries with it the obligation to potentially die in the service of your community, to put yourself between the good people and whatever species of hell pops up, and then, when you are literally fighting

for your life and the community's protection, nobody has your back.

Everybody curses your name.

Millions hate you.

Much of the nation turns against you.

In the matter of some 20 seconds.

Damned if you do, dead if you don't. Every cop in America wakes up every day knowing that that could be his fate. By the happenstance of random probability, the unpredictability of criminality, some wild hare seizing upon who knows what thug, and that could be you.

And it wouldn't matter who you were, or what good you had done, or how many years you had served, or what you had made of your life and to what good cause you had dedicated it.

Al Sharpton would be yelling your name, mobs would be burning your effigy, and the president would be undercutting your profession.

And who wants that?

What kind of person, having seen on the nation's newscasts the destruction of Darren Wilson, wants to risk that?

How many law enforcement officers will think of the danger associated with their thankless job, see the risk facing themselves and their family, recognize that it is completely unfair and wrong, and quit?

How many will lay down their badge and their career and walk away?

Probably none.

Because that's the kind of people most of them are. They press on. They do their duty. They don't quit.

That's who they are.

More at issue is: Who are we?

Are we the kind of society that looks on and does nothing, or are we the kind of society that values law enforcement and what it does, and has its back?

Are we the kind of society that can look at the matter in Ferguson and push back the anti-cop prejudices and honestly consider the situation of Darren Wilson? Can we recognize the injustice of his situation?

Not that he wasn't prosecuted, but that he was ever suspected. That an officer of the law, the victim of a violent and felonious attack, can be forced into a fight for his life, and then be condemned for winning.

Would society have preferred he die?

We all know that if the cop had died, instead of the guy who attacked him, that none of us would have ever heard of this. The president wouldn't have commented, the nation wouldn't have noticed, nobody would have given a damn.

Dead cop, no problem.

Dead thug, raise holy hell.

And every cop knows that.

And carries that sad realization 24 hours a day.

The president said we need to train our police better. Maybe we need to train our society better.

Maybe we should train the Michael Browns of the world to respect the law, and maybe we should train the rest of us to respect the law enforcers.

And have their backs.

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The Cop Mind

David Brooks,
The New York Times
Forwarded to the Journal
by Bob Rogers, Retired SFPD

Dec. 8, 2014

Like a lot of people in journalism, I began my career, briefly, as a police reporter. As the Michael Brown and Eric Garner cases have unfolded, I've found myself thinking back to those days. Nothing excuses specific acts of police brutality, especially in the Garner case, but not enough attention is being paid to the emotional and psychological challenges of being a cop.

Early on, I learned that there is an amazing variety of police officers, even compared to other professions. Most cops are conscientious, and some, especially among detectives, are brilliant.

They spend much of their time in the chaotic and depressing nether-reaches of society: busting up domestic violence disputes, dealing with drunks and drug addicts, coming upon fatal car crashes, managing conflicts large and small.

They ride an emotional and biochemical roller coaster. They experience moments of intense action and alertness, followed by emotional crashes marked by exhaustion, and isolation. They become hypervigilant. Surrounded by crime all day, some come to perceive that society is more threatening than it really is.

To cope, they emotionally armor up. Many of the cops I was around developed a cynical, dehumanizing and hard-edged sense of humor that was an attempt to insulate themselves from the pain of seeing a dead child or the extinguished life of a young girl they arrived too late to save.

Many of us see cops as relatively invulnerable as they patrol the streets. The cops themselves do not perceive their situation that way. As criminologist George Kelling wrote in City Journal in 1993, "It is a common myth that police officers approach conflicts with a feeling of power — after all, they are armed, they represent the state, they are specially trained and backed by an 'army.' In reality, an officer's gun is almost always a liability... because a suspect may grab it in a scuffle. Officers are usually at a disadvantage because they have to intervene in unfamiliar terrain, on someone else's territory. They worry that bystanders might become involved, either by helping somebody the officer has to confront or, after the fact, by second-guessing an officer's conduct."

Even though most situations are not dangerous, danger is always an out-of-the-blue possibility, often in the back of the mind.

In many places, a self-supporting and insular police culture develops: In this culture no one understands police work except fellow officers; the training in the academy is useless; to do the job you've got to bend the rules and understand the law of the jungle; the world is divided into two sorts of people — cops and a — holes.

This is a life of both boredom and stress. Life expectancy for cops is lower than for the general population. Cops suffer disproportionately from peptic ulcers, back disorders and heart disease. In one study, suicide rates were three times higher among cops than among other municipal workers. Other studies have found that somewhere between 7 percent and 19 percent of

cops suffer from post-traumatic stress disorder. The effect is especially harsh on those who have been involved in shootings. Two-thirds of the officers who have been involved in shootings suffer moderate or severe emotional problems. Seventy percent leave the police force within seven years of the incident.

Most cops know they walk a dangerous line, between necessary and excessive force. According to a 2000 National Institute of Justice study, more than 90 percent of the police officers surveyed said that it is wrong to respond to verbal abuse with force. Nonetheless, 15 percent of the cops surveyed were aware that officers in their own department sometimes or often did so.

And through the years, departments have worked to humanize the profession. Over all, police use of force is on the decline, along with the crime rate generally. According to the Department of Justice, the number of incidents in which force was used or threatened declined from 664,000 in 2002 to 574,000 in 2008. Community policing has helped bind police forces closer to the citizenry.

A blind spot is race. Only 1 in 20 white officers believe that blacks and other minorities receive unequal treatment from the police. But 57 percent of black officers are convinced the treatment of minorities is unfair.

But at the core of profession lies the central problem of political philosophy. How does the state preserve order through coercion? When should you use overwhelming force to master law-breaking? When is it wiser to step back and use patience and understanding to defuse a situation? How do you make this decision instantaneously, when testosterone is flowing, when fear is in the air, when someone is disrespecting you and you feel indignation rising in the gut?

Racist police brutality has to be punished. But respect has to be paid. Police serve by walking that hazardous line where civilization meets disorder.

Response to the author by Retired SFPD Inspector Bob Rogers:

"Thank you David Brooks. As someone who spent nearly 30 years in the San Francisco Police Department, I appreciate your describing the "police world" accurately and with fairness.

There are bad cops. There are decent cops who mess up. My experience was that the overwhelming majority of police officers want to be perceived as decent and fair — not corrupt and unjust and they do their job towards that end. I think things are going to be tough for cops for a while — given what's happened. I would encourage my brothers and sisters in law enforcement to keep keep'n on and every time you have the chance, walk into a scene and have your presence say, "How can I help out here?" When I was a young officer, a training Sergeant told me, "Son, you can say, "A--hole, you're going to jail," or you can firmly, but politely say, "Sir, you're under arrest." Just that much makes a difference. Each cop always has a chance to make a difference. That's why it's still an honorable job.

SFPD Incident

High Court To Hear Cop-Shooting Appeal

By Bob Egelko
San Francisco Chronicle
Forwarded to the Journal
by Michael Nevin, POA Secretary

The U.S. Supreme Court agreed Tuesday to hear San Francisco's appeal of a ruling allowing a mentally ill, knife-wielding woman to sue police for shooting her, a case that could set standards for police treatment of the disabled.

The Ninth U.S. Circuit Court of Appeals in San Francisco ruled in February that a jury ought to decide whether two officers should have waited for backup rather than charging into Teresa Sheehan's room and shooting her when she lunged at them. The 2-1 ruling reinstated Sheehan's damage suit, which a federal judge had dismissed.

The nation's high court granted review of the case Tuesday and will schedule a hearing for a ruling due by the end of June.

The central issue is how the Americans with Disabilities Act, which requires government agencies to make reasonable accommodations for the disabled, applies to police conduct toward a mentally ill person who may be violent.

"Police officers deserve clarity concerning their obligations under federal law, and public safety demands it," City Attorney Dennis Herrera, whose office represents the officers, said Tuesday. "We hope the high court reverses the Ninth Circuit's mistaken decision and restores reasonableness to this area of the law."

Ben Nisenbaum, a lawyer for Sheehan, said the law must draw distinctions between a mentally ill person who poses a threat to the public — like "a person running down the street with a knife" — and someone confronted by officers while alone in her room, with backup police on their way. According to the appeals court, Sheehan, then 56, suffered from schizophrenia and had threatened her social worker with a knife before he summoned police to her room in a Mission District group home in August 2008.

When Sgt. Kimberly Reynolds and Officer Katherine Holder entered the

room, Sheehan came at them with a knife and threatened to kill them, the court said. They left and called for backup, but re-entered shortly before help arrived, breaking down the door when Sheehan tried to block it.

"...a case that could set standards for police treatment of the disabled."

They tried to subdue her with pepper spray, and when she still refused to drop the knife, they shot her five or six times, the court said.

Sheehan survived but needed two hip-replacement operations, a lawyer said. Prosecutors charged her with assault, but dropped the charges after a jury deadlocked.

In defending against Sheehan's civil suit, Reynolds and Holder said they had re-entered her room because they feared she might have access to other weapons or might escape. But the appeals court, in an opinion by Judge Raymond Fisher, said a reasonable jury "could find that Sheehan was in a confined area and not a threat to others," and that the officers had known that a deadly confrontation was likely when they entered with guns drawn.

In its appeal to the Supreme Court, San Francisco argued that the federal disability law does not require police to consider the mental health needs of "armed and violent suspects who are disabled." When mental illness causes "unpredictable, violent behavior as it did in this case," said Deputy City Attorney Peter Keith, "officers must make split-second decisions that protect the public and themselves."

Only eight Supreme Court justices will hear the case, as Justice Stephen Breyer's brother, U.S. District Judge Charles Breyer, was the judge who dismissed Sheehan's suit.

The case is *San Francisco vs. Sheehan*, 13-1412.

Bob Egelko is a San Francisco Chronicle staff writer. E-mail: begeko@schronicle.com Twitter: @egelko



Photo courtesy of Insp. Matt Perez

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August 26, 2014

B TO: All Members #2014-67
U FROM: Martin Halloran, President

SFPOA PRESS RELEASE

December 5, 2014

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Today, a Federal Jury released its verdict against two members of the San Francisco Police Department. These two officers were found guilty of several crimes, including theft and fraud. Although these findings are extremely disappointing to the San Francisco Police Officers' Association, the POA nonetheless respects the judicial process, the judge, and the work of the jury. As the U.S. Attorney stated in his Opening Statement during the trial, this three-year investigation clearly revealed that there is not a systemic problem of corruption within the SFPD.

We represent more than 2000 members of the San Francisco Police Department who every day dedicate themselves to protecting the citizens of San Francisco with honor and compassion. This verdict should, in no way, detract from the outstanding job these men and women do.

New Feature for *POA Journal*

Because of the interest expressed, we will be including in the next edition of the *Journal* newborn baby announcements of active members of the Association.

If you'd like the newest member of your family to be included in our posting, please send us the information through inter-departmental mail addressed to: SFPOA, Attention: The *Journal* or via Email to: journal@sfpoa.org



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POLICE-FIRE Post 456 NEWS

By Greg Corrales

"My country owes me nothing. It gave me, as it gives every boy and girl, a chance. It gave me schooling, independence of action, opportunity for service and honor. In no other land could a boy from a country village, without inheritance or influential friends, look forward with unbounded hope." — Herbert Hoover

A female Marine brig guard accused of sexually assaulting and mistreating a male inmate is serving time at the very facility she used to guard. Lance Corporal Lacey Kohlman, a former guard at Naval Consolidated Brig Miramar, California, was convicted of dereliction of duty October 29 at a special court martial aboard Marine Corps Air Station Miramar.

Kohlman's misconduct came to light when the prisoner, Shane Bardes, came forward last year with a detailed statement alleging she had taken advantage of his status as a prisoner to engage in various acts of sexual misconduct with him. Bardes alleged that Kohlman had groped and performed oral sex on him on various occasions. Bardes, now 28, was transferred to Naval Consolidated Brig Charleston, South Carolina. A spokeswoman for Navy Personnel Command said Bardes was given access to victim advocate and victim services after his complaints surfaced. Court documentation also shows he received assistance from the Marine Corps Victims' Legal Counsel Program.

I have read and reread this tale of woe and outrageous prisoner abuse. It is my fervent hope that Mr. Bardes does not suffer from PTSD caused by all the sex forced upon him!

After fighting side-by-side in combat, corpsmen and Marines have a new reminder of the relationship they forged in battle. On December 12, a new version of the Hospital Corpsman Combat Memorial was dedicated at Naval Hospital Camp Pendleton. The monument includes three corpsmen cast in bronze, carrying a wounded Marine on Mount Suribachi during the Battle of Iwo Jima in World War II.

The statue should help remind young corpsmen of the unique partnership they have with Marines, said Command Master Chief Christopher Thorne, the top enlisted sailor at the hospital. "It's important for us to be able to express to young corpsmen, including many who have not had the opportunity to have their first sea tour with Marines, that special bond," he said.

One veteran will be awarded a 7-Eleven franchise worth \$190,000 as part of "Operation: Take Command," the company's first franchise giveaway contest. The competition is for first-time prospective franchisees – veterans who do not already have a



7-Eleven franchise. "I can think of no one more deserving opportunity to win a 7-Eleven franchise than one of our military veterans who has given so much for our country," said 7-Eleven President and CEO Joe DePinto, a graduate of the U.S. Military Academy at West Point and former Army officer.

"7-Eleven is a winner, too, because veterans bring top-notch leadership skills, a can-do attitude and mission-oriented focus to their business. Our experience has shown that U.S. veterans have the desire, ambition and core values needed to be successful 7-Eleven franchisees." Vets can apply at www.VeteransFranchiseGiveaway.com until January 25.

The battleship Arizona, one of the nation's most hallowed sites, is now the scene of alleged rampant mismanagement. An internal report from the National Park Service, which operates a visitor's center for the memorial at the battleship, said tour companies sold tickets, with the knowledge of park officials, even though tickets are supposed to be free. Another pointed to substandard maintenance, including scuffed museum walls that languished in disrepair.

The problems are at the visitor's center. The \$56 million complex explains events leading up to and during the attack. Visitors then board boats to the white, open-air memorial atop the Arizona's hull. There are only 4,350 boat tickets available each day. The report, which was obtained under the Freedom of Information Act by the nonprofit group Public Employees for Environmental Responsibility, outlined how park service employees gave walk-in tickets, intended for independent visitors, to tour companies, which then sold them. This resulted in there rarely being enough tickets for independent visitors.

Thanks to Post 456 members John Rugeiro Sr. and Tony Ribera who directed my attention to the December 5 issue of "Catholic San Francisco." It had an excellent article based on a talk given by Archbishop Salvatore Cordileone in which he expressed his pride in his cousin "Joe" who was awarded the Silver Star last year for heroism in battle, 46 years after the fact.

Police Post 456 welcomes all veterans engaged in law enforcement or fire fighting to join the post. Contact me at (415) 759-1076 or at gc1207@comcast.net. The post meets on the second Tuesday of every month at the Park Station community room. Meetings start at 4:00 p.m.

It is my sad duty to report that Post 456 members Marta McDowell and George Jeffery have transferred to Post Everlasting. Rest in Peace.

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Chief's Corner

I hope everyone had a Happy Hanukkah, very Merry Christmas, etc. and great Holiday Season with family and friends. You definitely earned it.

We closed out 2012 with Bayview Officers responding to a call of an abandoned child at 3rd and McKinnon only to find a lifeless newborn wrapped in a jacket. Without a moment to lose, they sprang into action and through their efforts and quick thinking, they saved the life of the child! On top of that, officers at Mission Station came together for the kids of the senior class at St. Peter's and put together \$1600 to buy gray sweatshirts, instead of the blue they had purchased with "2013" on them. The officers did this out of kindness and concern for the safety of the class while wearing the graduation gear in the neighborhood they go to school. These were just two stories of smart thoughtful caring cops, like you all are, going the extra mile to "help people."

Last year, we helped transform San Francisco into Gotham City to make the wish of a sick child come true. In so doing, the world came to know "Bat Kid" and that San Francisco, and her police officers, are a shining example of how people from all walks of life and of every race, creed, and color can come together for the common good. TIME magazine made "Batkid" the #1 touching moment of the year...and it all started with the constant "sure, we can do it" refrain from SFPD. We will keep doing such good things because the only reason good things happen in this world is because someone makes them happen. We make things happen in San Francisco!

Again this year there were many things that could well have been the examples of all the things we do that are "just so." Acts of professionalism, valor, thoughtfulness, selflessness, caring, and on and on... but, very unfortunately we didn't close out 2014 as we did the past two. This past year, law enforcement around the country has had a tough last six weeks of the year as I can ever remember. And then, when we didn't think it could get any worse, we suffer the tragedy of two of our law enforcement brethren in New York City, senselessly murdered. Guilty of only wearing the blue uniform of a police officer while doing their sworn duty. If it hadn't actually happened, I wouldn't have believed it could – but it did happen. Please look after each other out there. If your "spider sense" gets tingling, get more officers there to accomplish whatever the task at hand is. We all go home at night — all of us!

As we move forward through and past this difficult time, don't lose track of the support we've received from the people (residents and visitors) of San Francisco. While many Departments are being criticized (and we have critics too), most folks in our City are



standing up for/by us saying that we are "different" — which, these days, is meant as a compliment. It is "different" here in many ways and most of you experience it every day when the children of this City are still running up to us asking for stickers. Someone famous once said, "Friends in my adversity I cherish most. I trust and count on those most who help and support me in the gloom of my dark hours much more than those who are ready to enjoy with me the sunshine of my prosperity." The people, especially the children, whom we are committed to serve and protect, are standing by us during these dark hours. Cherish their help and support and never forget that our "folk" "showed up" for us, when many communities are sadly, not standing by their cops. Not only are we "different" but so are the people who have taken notice that we are not here to harm — we are here to help. We need to stay the course together, community and cops, if we are to get through this to a better place.

As you count your blessings this Holiday Season, I'd ask you to think about how lucky you are (as the famous baseball player Joe DiMaggio thought of how lucky he was to be a New York Yankee), when it comes to being a San Francisco Police Officer. We are lucky to have the talent (smart, thoughtful, healthy, caring, classy, etc.), lucky to wear the storied uniform of the proudest second oldest Police Department in the country, and lucky that we are someone children look to with the expectation that we can always make things safe and right. We really are lucky. No matter how far away quieter times may seem right now — we are very lucky. With that in mind, commit to go out and, as the saying goes: show class, have pride, and display character. If you can do these simple things the rest will take care of itself.

All the best for the happiest and healthiest of New Years to you and yours.

Take care and Be Safe Out There!

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

40th Anniversary of First Women Officers in SFPD

POA Feature Report

On July 28, 1975, thirty women along with forty-one men walked into the Hall of Justice and were sworn in as officers of the San Francisco Police Department. They were the 126th Recruit Class. It would be the first time in the history of this department that women were hired for the rank of Q2 (Patrolman) and would be trained to perform the duties of patrolling our city streets.

This would not be an easy transition for the department. There was much skepticism as to the women's ability to perform this job. The pervasive belief was that women were not meant to work as patrol officers. They would not be able to handle the physical tasks and their undoubted failure would soon show this to be true. However, the department needed to realize that this new breed was not going to go away. Fortunately, many male officers stepped forward to encourage and mentor these women. This was not a popular position to take among the ranks and these men are still appreciated today for their sense of fairness and the ability to think and act independently.

Change did not come fast. Training, uniforms, safety equipment and locker rooms all had to be altered. In the end the 126th Recruit Class succeeded and graduated twenty-eight women and forty-one men.

In November of 1975, the 127th Recruit Class also included women officers. The two classes were to be observed for two years to see if the women would succeed. They had to gain the respect of fellow officers and the citizens of the city. Ultimately perseverance and raw determination made for success for the women officers. They showed that not only were they capable of performing the duties

of patrol, they also brought a different perspective and new skills, which enriched the department as a whole. As the saying goes, "The rest is history."

This year, 2015, we celebrate those women who forty years ago took on a challenge and fought to prove that women are capable of great police work. They have enjoyed careers that in some cases have spanned more than 35 years, and they have been represented in all ranks.

Today woman officers can be proud of the ones that came before them. Some of today's officers were not even born when the women of the 126th started their first day in the Academy. The women of tomorrow should know that they can join the SFPD and have a fulfilling career.

A celebration later this year will be held to congratulate and pay tribute to the women of the 126th Recruit Class:

Susan Asaro (Hernandez), Mary Christensen (Petrie), Sharon Cordes (Dutto), Maureen D'Amico, Linda Dean, Elizabeth Droher (Loew), Comelia Franklin, Lynda Fujimoto, Arlene George (Martin), Judith Hardiman (Ryan), Terrye Ivy, Barbara Jackson (Davis), Gladys Jackson, Jackie Jehl, Dorothy Jorgensen (Shurtleff), Diane Mackin, Jeanne McVeigh, Pam Meeds, Paula Norris, JoAnn Oldham-King, Melinda Pengel, Vicki Quinn, Johnetta Ridout (Daniels), Rebecca Rule, Glenda Samson, Susan Schumacher, Susanne Sorge, Joyce Watkins.

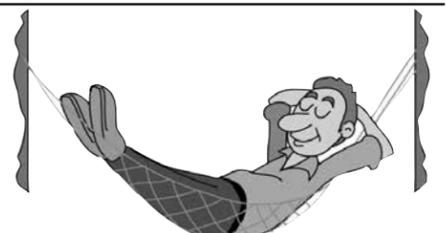
I would also like to personally thank Jenn Emberly, who for the 25th Anniversary celebration created our beautiful logo. Jenn graciously allowed me to use it again for our 40th Anniversary. My wish is that the department will adopt this logo and someday in the history of the SFPD a woman will be changing the number of years to 75 and then 100.

Retirements

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

- Officer Alec Cardenas #477 from Tactical Company
- Officer Pamela Cunningham #278 from Crime Scene Invest.
- Captain Al Pardini #743 from Airport Field Operations

All of the above listed on SFPD Personnel Orders #26 (December 3, 2014) and #27 (December 17, 2014)



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December 9, 2014

Our regular order of business was pre-empted for a financial report from our Investment Management Team at Abbot Downing. Abbot Downing is affiliated with Wells Fargo Bank. Jerome Paolini of Abbot Downing reported a positive report for 2014. Jerome reported that the WOAA financial portfolio experienced a 4.91% growth for 2014. Jerome advised us to stay with our current diversified financial portfolio. Ashley Daggs and Jerome Paolini will visit our meeting in the spring of 2015 for our first quarter report. Jerome and Ashley concurred that we need to continue our pursuit of Constitution and By-Laws rewrite. The WOAA, under the direction of Past President Robert Mattox, and assisted by *POA Journal* Editor Ray Shine, completed an undated rewrite of our Constitution and By-Laws in the beginning of this year. Trustee James O'Meara has consulted with an attorney who agreed to review our rewrite and give final approval for adoption in accordance with ERISA, our governing body.

Roll Call: President Al Luenow, Vice President John Keane, Treasurer Dean Taylor, Secretary Mark McDonough, and Trustees Sally Foster, John Centurioni, and Ray Kane were present. Trustees Leroy Lindo and James O'Meara were excused.

Approval of the Minutes: Trustee John Centurioni made a motion to accept the minutes of our last meeting on November 4, 2014. The motion was seconded by Trustee Sally Foster and passed without objection.

Receiving Applications for New Members; Suspensions and Reinstatement: Secretary McDonough read a letter written by Bill Darr which requested reinstatement. Treasurer Taylor reported that Darr paid his back dues and penalties. Trustee Sally Foster made a motion to reinstate Bill Darr. Trustee John Centurioni seconded the motion which passed without objection.

The next scheduled Academy Class signup is scheduled for March 3, 2015 at 0830 hours. Secretary McDonough will present the WOAA to the 245 Lateral Recruit Class and accept completed applications from recruits who wish to join our organization.

Communications and Bills: Treasurer Taylor presented the regular monthly bills. Taylor stated we did not pay out any death benefits last month. Office supplies were purchased to update our needs for WOAA management. Floral arrangements sent to families of our fallen members in the last 30 days totaled \$640.62. Trustee John Centurioni made a motion to pay the monthly bills. The motion was seconded by Trustee Ray Kane and passed without objection.

Report of Visiting Committee: Trustee John Keane reported his attendance at the Officer Jim Guelff Memorial Service. Trustee Keane reported an impressive attendance, and stated the Officer Guelff's brother gave an emotional and moving speech in tribute to Jim who was murdered by an armed assailant at Pine and Franklin Streets, twenty years ago. The Memorial Service took place at Pine and Franklin Street location.

President Luenow reported his attendance at the service for fallen member and retired Traffic Solo Ed Weaver.

Luenow reported a moderate attendance and respectful tribute to Ed. Luenow met with Ed's spouse Belinda, and offered our sincerest condolences from the WOAA. Al, who worked at the Traffic Solos for many years, and has trained hundreds of new Solos, has known the Weavers for many years. Fallen members John Mackey and Ed Weaver were reported in last month's article. We received the sad news later that James Bates, former 14-year veteran of the SFPD, also passed away in November. Earlier this month we received two more death notices of our membership, Hope Nechuta, and Mike Travis.

James H. Bates Jr., age 80: James was born on May 15, 1934 to Greek parents Antigone Marquis and James H. Bates. James was a native San Franciscan. James served proudly in the U.S. Coast Guard during the Korean War. James is listed as having worked as a night manager in a parking lot prior to his career in the San Francisco Police Department. James joined the SFPD on January 9, 1961 and was assigned to star #363. James worked in the SFPD for just short of fifteen years having been granted a disability pension on October 12, 1976. James worked in the following units during his career: Central Police Station (April 17, 1961), Southern Police Station (February 19, 1962), Ingleside Police Station (April 16, 1963), and Traffic Company K AIB (February 12, 1968). James reportedly earned many commendations during his career and a medal of honor. I was unable to get information on his awards. James started North Bay Built in Vacuums in 1980, and established himself as a prominent member of the North Bay Contractors in Sonoma County. He will be remembered as a man who would sacrifice anything to help those close to him, without regard for himself. James is survived by his wife Anne, his sister Diane, his sons James, Tony, and Greg; beloved grandchildren Sophie, Elani, and Emma, Jesse and Danielle; stepchildren and grandchildren Cynthia and Ananda, Annika and Tasha.

Hope Nechuta, age 46: Hope Nechuta was born on August 6, 1968 in San Jose, California. Hope was raised in San Jose and was very active in a wide variety of sports. Hope, a sports lover, finally settled on concentrating in basketball, for which she had a special talent. Hope took her basketball talent to a collegiate level. Hope had an adventurous spirit and a passion for increased knowledge throughout her life's journey. Hope, wanting to help and serve others, joined the San Francisco Police Department on June 24, 1996. Hope was assigned to star #124 and was assigned to Northern Police Station on December 21, 1996. Hope was transferred to Southern Police Station on April 26, 1997, and to Mission Police Station on January 17, 1998. Hope found a home at Mission Station where she served the City of San Francisco until 2009. Hope bounced to and from Mission Police Station, to Traffic Company, to Park Police Station, and back to Mission Police Station within a year and a half. Hope transferred to COMPSTAT on September 30, 2011 for two months, and again, went back to Mission Police Station on November 26, 2011. During her years in the Mission Police District, Hope organized a toy drive, walked the

Castro beat, served as a Field Training Officer, and dyed her hair pink for the kids in the community. Hope was passionate about her job and was a great cop. Hope loved to travel and loved outdoor sports activities such as snowboarding, cycling, scuba diving, rock climbing, snorkeling, kayaking, wakeboarding, swimming, backpacking, camping, and dancing. Hope married the love of her life, Ashley on July 11, 2013 during the storm of her cancer recurrence. Hope is survived by her wife Ashley, parents Cheryl and Denis, her sister Heather, nieces Charmaine and Kayla, her nephews Nick and Terrence, and her pets.

Mike Travis, age 67: Mike was born in 1947 in Burlington, Iowa. At age 14, he was the youngest Boy Scout in the state to earn the rank of Eagle Scout. Mike went on to serve his country in the United States Navy during the Viet Nam War. Mike is listed as an assistant signalman. Mike joined the ranks of the San Francisco Police Department on March 1, 1971 at the age of 23. Mike was assigned to star #1971. Mike began his career in the SFPD at Potrero Station where he was assigned from May 16, 1971 through May 4, 1972. Mike transferred to Ingleside Station for a year and returned to Potrero Police Station on June 17, 1973. Mike remained at Potrero until his final assignment to CSTF/EOD on January 2, 1980. Mike served in the Bomb Squad for the next 23 years. Mike Travis retired from the SFPD on August 22, 2003 with a service pension. Mike was a veteran of the Police Olympics as a member of the Horseshoe Competition Team. During his career Mike received numerous department awards. On March 19, 1977, Mike participated in the arrest of a suspect at 3004 San Bruno Avenue after a short gun battle. Mike received a Bronze Medal of Valor. On November 9, 1978, Mike disarmed a suspect who was in possession of a firearm and received a Silver Medal of Valor. On March 4, 1984, Mike and other officers engaged in a long gun battle with a suspect who had fired shots at another person. The suspect was shot and killed by officers. Mike received a Silver Medal of Valor. On April 4, 1985, Mike rendered safe three pipe bombs at San Francisco State College and received a Bronze Medal of Valor. During his career, Mike received numerous Police Commission Commendations for various acts of professionalism and bravery, including the arrest of gang terrorists, capturing escapees from jail, defusing and rendering safe numerous explosives, and the arrest of members of a drug ring, and bank robbers. Mike once defused and rendered safe 204 sticks of very live dynamite. Mike was a big man with an even bigger heart, as he was always the first person to help another.

Report of Special Committee: No Special Committees at this time.

Unfinished Business: Nominations for WOAA Board positions were closed at the end of our November meeting. We announced at our December meeting that the following board members will represent new positions in 2015. President John Keane, Vice President Sally Foster, Mark McDonough will remain as Secretary, and outgoing President Al Luenow agreed to come back as a Trustee. Dean Taylor is our current Treasurer, and John Centurioni, Leroy Lindo, Ray Kane, and James O'Meara

are the current remaining Trustees.

New Business: No report this month.

Good of the Association: No report this month.

Adjournment: President Al Luenow closed our final 2014 meeting with a moment of silence for all of our fallen members. President Luenow scheduled our next meeting for Tuesday January 13, 2015. Our meeting will be held at 850 Bryant Street Hall of Justice, room #150, at 1:45pm.

To All Members: Please visit our website "sfwidowsandorphans.org". Members can access beneficiary forms when clicking on the "resources" box which is located on the upper right portion of the tool bar. Please use this form for beneficiary changes, and for any address or contact number updates and changes that we should be made aware. Beneficiary changes require a signature of a Notary, OR, the witness and signature of a WOAA board member. Please mail your forms to: WOAA, P.O. Box 880034, San Francisco, Ca. 94188. We can be contacted by telephone at 415 681-3660. Missed Calls WITHOUT A MESSAGE will NOT be returned. I can be contacted at available to me by assisting in contacting members who have changed their contact information wimarkmac825@comcast.net. I continue to give thanks to Paul Chignell of the POA who is, and has been invaluable to me by assisting in reaching members who have changed their address and contact information without notifying us. Paul has been invaluable in reaching these members and asking them to contact us. I must also recognize and thank Jon Voong and Lt. Dangerfield of Personnel and Inspector John Monroe of the Police Commission Office who provide employment information and department award information for our fallen member obituaries in our column.

To Current Active SFPD Members: Please understand that your DEPOSIT DIRECT PAYMENTS TO THE WOAA will change in January of 2015. A payment of \$72.00 will be made from your January paycheck which covers the yearly dues. There will not be the small amounts on 26 paychecks. Please be aware of the once-a-year payment which will now be consistent with retired members. Please be aware that Direct Deposits expire upon retirement from the City. Please reinstitute a Direct Deposit with the financial institution of your choice after separating from service in the SFPD. If you retired during the year, please send us \$6 for every month remaining for the year. Any member who does not pay their dues for a six month period is subject to suspension per our Constitution and By-Laws. Any member who fails to pay their dues for more than one year is subject to being dropped from membership.

Summary Annual Report: I received a "handful" of calls from retired members who stated they were not "mailed" their copy of the Summary Annual Report for 2013. I did not receive any complaints or calls for the 2012 Summary Annual Report, yet I had calls and complaints during this year. A few callers called to complain and stated they have always received copies of this report in the mail. When

continued on next page

In Memoriam...



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

- 2000: Inspector Kirk B. Brookbush, killed in SFPD helicopter crash.
- 2000: Officer James F. Dougherty, killed in SFPD helicopter crash.
- 1972: Officer Code Beverly, shot by sniper.
- 1970: Officer Eric A. Zelms, jumped and shot by commercial burglars.
- 1955: Officer Thomas J. Guzzetti, shot by gunman in a bar.
- 1948: Officer William L. Bowman, killed in a motorcycle collision.
- 1939: Officer Walter Salisbury, shot by a gunman attempting to lynch a

- prisoner.
- 1932: Officer William E. Manning, shot while arresting robbery suspect.
- 1931: Officer Elmer Thoney, killed in a motorcycle collision.
- 1921: Officer Thomas Hanna, killed in shootout with residential burglars.
- 1918: Officer John Hurd, struck by a streetcar.
- 1916: Officer Thomas Deasy, shot while investigating suspicious person.
- 1909: Sergeant Antone J. F. Nolting, shot by drunken soldier on leave.
- 1902: Officer Eugene C. Robinson, shot by suspicious persons.

Learn more about San Francisco's Finest who died in the line of duty:

Visit the *Officer Down Memorial Page* at www.odmp.org/agency/3445-san-francisco-police-department-california

Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Jamie Estrada	December 14, 2014	64	Retired SFDA Inve	J. Fazio
George Jeffrey	December 26, 2014	Unk	Retired SFPD	R. LaPrevotte
Marta McDowell	December 17, 2014	59	Retired SFPD	R. LaPrevotte
Hope Nechuta	November 30, 2014	46	Active SFPD	M. Halloran
Michael Travis	November 27, 2014	67	Retired 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.

POA Mourns Loss of Hope Nechuta

By Martin Halloran, President
San Francisco Police Officers Association

On November 30, 2014, the SFPD lost one of its most promising and dedicated police officers. Following a long and valiant struggle against cancer, Officer Hope Nechuta #124 succumbed to the disease at the young age of 46. At the time of her death, Hope was serving at Mission Station.



Hope joined our SFPD family in 1996, and served with much distinction at Co. D. She served as a Field Training Officer, Permit Officer, and was outstanding on other beats and patrol assignments.

The men and women of the San Francisco Police Officers Association extend sympathy and condolences to Hope's family and friends, and to the officers of Mission Station who will surely miss her smiling, helpful presence.

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Widows and Orphans

continued from previous page

I received the position of WOAA Secretary, my list of duties did not show this as a responsibility. I was not provided with any list of names who request annual copies of this report. To my knowledge, we have not sent out a copy of this report to our membership which totals approximately 3000. It may have been mailed to certain specific members upon request each year, however, I am unaware of any regularly scheduled mailing of the Summary Annual Report. We make this report available on our website

which is listed above. The 2014 Summary Annual Report should appear on our website no earlier than February, and hopefully no later than March 2015. The 2013 report has been on our website for most of this year. Please refer to our website listed above. If you have decided to forgo owning or using a computer, please contact me at the above telephone number. I am happy to serve our membership and provide any necessary assistance or information.

Mark McDonough,
WOAA Secretary

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Rick Bruce, retired SFPD
Tyson & Lindsey Bruce

A FAMILY BUSINESS

35th consecutive reunion gathering

133rd SFPD Class Celebrates #35

By Stephen Morimoto
SFPD retired

The SFPD 133rd Class celebrated its class reunion dinner on November 13, 2014 at Broadway Prime in Burlingame.

What makes this reunion not so unique is that it is the 34th consecutive class reunion dinner. As far as we can tell, there has been no other class that has met every single year since being sworn into the SFPD.

It has always been on November 13th, no matter what day of the week.

This one, however, is the first meeting where all of the members are retired. Some of the youngsters had to work a couple of extra years to meet their full pension.

Nineteen "old timers" showed up to be with each other and celebrate the old times, to tell new tales, and relive old ones.

The 133rd has some very successful members who rose to high ranks in

the SFPD, many others who promoted, and some who chose not to take that course. But on November 13, there is no rank, no egos. Just friends getting together and enjoying each other's company.

We're not done yet. As long as two are standing, there will be another class dinner.

Those in attendance were:

- Tony Casillas
- Leon Loew
- Stephen Morimoto
- Tony Fotinos
- John Goldberg
- Kevin Phipps
- Andrew Blackwell
- Steve Mroz
- Louis Shonborn
- Sylvia Harper
- Barbara Campagnoli
- Lois Kwan
- Mel Cardenas
- Mel Bautista
- Bill Canning

- Frank Lee
- Jane Wong
- Glen Allen

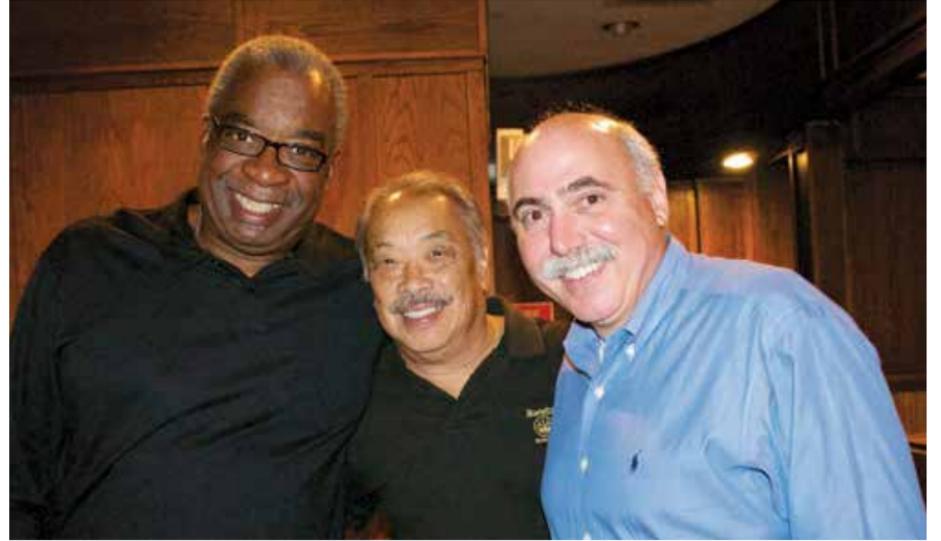
We tipped our glass to members who are no longer with us:

- Pat Yick
- Tom Flippin
- Dave Gunner
- Woody Tennant
- Mike Smela

Also to Off. James Guelff who was tragically killed in the line of duty, which also happened on this date in 1994.



Tony Fotinos, Frank Lee, Steve Morimoto, Bill Canning, Sylvia Harper, Lois Kwan



Andy Blackwell, Leon Loew, John Goldberg



L to R: Steve Mroz, Mel Cardenas, Mel Bautista



L to R: Sylvia Harper, Barbara Campagnoli, Lois Kwan

USO Appreciates Support

Sergeant Sean O'Brien
SFPD AFOB

On December 15, 2014, I dropped off 100 shower vouchers to the USO. When I gave them to the USO Bay Area Center Operations Supervisor, Jim Pollock, he expressed his gratitude on behalf of all the service members and families. Jim said that when he offers showers to the weary travelers, they are extremely happy and return from the shower as new people.

Congratulations to USO Volunteer

LeAnn Thornton, family support specialist for the USO Bay Area. LeAnn was one of two winners for the world wide USO volunteer of the year. LeAnn is also part of our extended police family. She works in the chief's office at the Hillsborough Police Department. Congrats LeAnn!

Thank you to everyone who has contributed to the USO. I am always accepting donations on their behalf. Feel free to send them to me at SFPD AFOB.



On December 22, 2014, Officers Irene Michaud and Officer Brian Michaud from Tenderloin Station delivered a trunk-load of turkeys to St. Anthony's Dining Room, courtesy of the SFPOA.



From L-R: Volunteer Christine, Supervisor Jim Pollock, Sgt. O'Brien, & Volunteer Susan

2014 SFPD Challenge Delivers...

By Ray Padmore, Chief's Office

It was a cold overcast day at Aquatic Park with the water temperature about 56 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 \$129,000 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: the 5K Run/Walk, 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 a record number of teams from numerous District Stations, neighboring Law Enforcement Agencies, and several Corporate sponsored teams.

If this sounds like fun, well it certainly was! While all of these events were taking place at Aquatic Park, several cops donned seasonal aprons and went to work at the Buena Vista Café, just up the hill. At the café we 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. "We never see our police doing great things like this for the community" stated a gentleman from Norway. In addition to meeting many natives and foreigners, it gave us the opportunity to share with them, why SF's Finest were volunteering to



help in such a meaningful way.

The Opening Ceremonies began with another amazing rendition of the National Anthem by our own: Briana Oakley (daughter of Inspector Nelly Gordon) and the presentation of colors by the SFPD Mounted Unit. This moment was a sight to behold, a memory to cherish, and the embodiment of a great organization (The SFPD) doing what we do best---Shinning! Following this memorable opening, Chief Suhr took the opportunity to thank the officers who attended and participated, the Corporate Teams, and the family members and spectators.

After participants returned from the 5K Run/Walk and the amazing opening ceremonies, I challenged everyone, including members of the 243d Recruit Class, to march together with Chief Suhr, down to the water's edge. Within a few minutes following our short stroll, we were finally at the water's edge, under the watchful eyes of the SFPD Marine Unit and SFFD Fireboat. You could feel the intensity and the anticipation in the air, as ev-



everyone positioned themselves to take the ultimate plunge---and then with a loud and thunderous voice 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 100 feet, as quickly as possible. As each team laid their hands on the rope, it was apparent that they had planned and prepared a strategy to take home

the honor of being crowned "Top Team". In 2014, Top honors went to Park Station, with Bayview Station following with a close second place, and Contra Costa SWAT taking the Third Place position. Honorable mention to Northern Station, which took first place honors for their female team.

In closing, I would like to express my deepest and sincere appreciation to all the members of the SFPD, the volunteers, and sponsors and participants for your incredible 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 and County of San Francisco!"

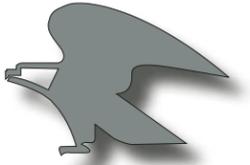
On behalf of the planning committee, I extend best wishes for a Happy, healthy and prosperous New Year. I look forward to seeing you all for the 2015 SFPD Challenge.



PHOTO CREDIT: SFPD AND TORY PUTNAM, MAKE-A-WISH FOUNDATION.



POA MAIL



Thank you SFPD

Dear Chief Suhr –

I want to take a moment to commend you and the Department on the handling of the recent “demonstrations.”

Officers were subjected to outrageous abuse and threat of physical confrontation by people whose intent seemed more about provoking a violent response than condemning violence.

The officers’ demeanor and restraint in the face of these provocations were nothing short of heroic.

The citizens of San Francisco should be proud of the work performed by SFPD last week.

Many thanks to you, your staff, and the many officers and support personnel for your efforts.

kindest personal regards,

**Hanford – Freund & Company
J. Timothy Falvey, President**

Dear Chief Suhr –

I was watching the news the other night and I watched someone throw a barricade on the back of one of your officers. It bothered me quite a lot.

I spend time in San Francisco and it got me thinking. I am guessing not very many people write you to thank you for all you and your officers do to keep us out of harms way.

So, I want to thank you very much for all you and your officers do to keep us safe! I find your officers to be very polite, respectful, and helpful.

Sincerely,

**Dennis McBride
Redwood City, CA**

Hi Marty [Halloran] —

A quick note of thanks for the complimentary POA article that you wrote about the [SFPD] Marine Unit. We have it prominently posted in our assembly room. Thank you for spreading the word that we are not just a “pleasure boat” unit, but rather a true tactical maritime operation. It is a privilege to work with these fine mariners.

I’ve also attached a few well-earned Captain’s Complimentary Reports by the unit for your consideration. I hope it can make the cut for the Close Encounters feature.

*Happy holidays to you and yours,
Lieutenant Kirk Yin #4109
San Francisco Police Department -
Homeland Security Unit*

Re: John Mackey - The Singing Cop

Editor —

In the December issue of the POA Journal, that hard working Mark McDonough of Widows and Orphans paid tribute to SFPD’s John Mackey who passed away at the age of 94.

John, “The Singing Cop”, was truly the Department’s premier Irish tenor-and I am proud to say that my dad was his professional theatrical agent! My dad, Saul Bronfeld, ran “American Artists Theatrical Agency” in the ‘Old Graystone Building at 948 Market Street. At the time, a local Jewish girl named Barbara Huffman got her first job as dad’s secretary -and later went on to become Barbara Eden of “I Dream of Genie (Jeannie)” fame. Our family received a nice email from Barbara Eden’s secretary in September of this year stating, “Barbara remembers working for Saul in his office answering the office telephone. She has wonderful memories of that time in her life.”

John Mackey would often visit Saul’s office on weekday afternoons, where my dad would find him weekend singing contract opportunities. “The Singing Cop” performed with bands, not only at Golden Gate Park as mentioned by McDonough, but also other local places such as the Elks Club grand theater at 450 Post Street and the well attended annual Policeman’s Ball, for which Saul booked the entertainment on a number of occasions.

As a kid I frequently saw Officer Mackey at Saul’s Agency office in the 1950’s and 60’s. He would take me for rides down Market Street and around the block in his black and white with the Accident Prevention Bureau green cross on the door.

I have had the pleasure of meeting John’s son Tom Mackey, an executive with St. Francis Winery in Sonoma, on several occasions. Today the Department has been proud to feature our fine Tenors Jerry D’Arcy and Kelly Carroll, but SFPD’s John Mackey, The Singing Cop, certainly led the way.

Submitted by,

**Semi-retired Inspector
Lou Bronfeld**

Editor —

Thank you for your condolences as well as the attachment announcing my husband’s passing. Following is an excerpt from the Life tribute published in the S.F. Chronicle and Press Democrat. “On Thursday,

November 13, 2014, James “Jim” Bates Jr., passed away peacefully in Petaluma. Jim served proudly in the U.S.Coast Guard during the Korean War. He also served in the San Francisco Police Department for 18 years earning many commendations as well as the Medal of Valor. He will be remembered as a man who would sacrifice anything to help those close to him without regard for himself.”

Sincerely,

Anne Bates

277 swimmers entered the water near the Golden Gate Bridge and headed to Yacht Harbor Beach at Little Marina Green. The day was a bit overcast, but the air was balmy and the water was warm: about 65 degrees. With a flotilla of motorized craft, kayaks, row boats and paddle boards, all of the swimmers were escorted to shore where an enthusiastic group of land volunteers, family and friends met them with smiles, towels, T-shirts and an early lunch.

Warm Regards,

**Susan Heimrich & Anthony W.
DuComb Co-Event Directors
Swim Across America - San Francisco**

Dear SFPOA —

On behalf of Swim Across America (SAA)-SF Bay Area, we want to express again our sincere appreciation for your generous donation. As you know, our program funds valuable, cutting-edge cancer research at both the UCSF Benioff Children’s Cancer Survivorship Program and the Center for Cancer Research at Children’s Hospital Oakland Research Institute. On September 21, 2014, a record

Dear SFPOA —

We sure appreciate your generous support for Bay Area Women’s and Children’s Center. Thank you so much!

Diane & Midge

Bay Area Women’s & Children’s Center

SFPOA Keeps Holiday Dreams Alive

Dear SFPOA —

When I joined SFPD in June of 1978 I had some great mentors and coworkers who made sure that we smiled and always found a reason to laugh every day. I worked in high profile units such as narcotics and the housing task force where we lead the department in felony arrests and dealt with the seedier side of the job. Yet, by the end of watch we always found a way to enjoy what we do.

In 1994, our Housing Task Force officers formed a non-profit Operation DREAM that allowed our officers to show random acts of kindness to kids and families in the areas that they patrolled. Our officers organized job fairs to get young adults off the streets and employed. They escorted numerous children on various educational and recreational field trips.

Last but not least, our officers started a toy drive after drug addicts burglarized a community center and stole 300 toys earmarked for children. Officer Tim Gipson contacted Redwood City Fire Department who donated 1200 toys to our cause, while Officers Danny Cunningham and Kim Reynolds conducted a food drive to feed families in need. This relationship with the residents allowed us to conduct high profile law enforcement operations and reduce crime with minimal complaints or drama from the community.

The SFPOA has supported our philanthropic efforts for twenty long years and Operation Dream wants to thank them for their continued support of our program.

This Christmas season was a struggle with tough economic times and the loss of our main public fundraiser. Once again President Marty Halloran and the POA board made a rather large financial contribution that enabled us to purchase thousands of toys to ensure that many disadvantaged families would know the joys of the holiday season. Ladies and gentleman I implore you to follow the board’s example and strive to maintain the humanity and humor in your vocation by spreading goodwill.

God Bless You,

Happy Holidays

Sincerely

Ret. Lt. Michael B. Slade

President



Retired SFPD Inspector Glenn Sylvester, representing Operation Dream, accepts POA Donation from President Martin Halloran.

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Farewell, SFPD...

By Rob Pedersen
Formerly of Co. H

I spent the past six and a half years as a police officer for the City and County of San Francisco. Yesterday was my last day employed as such. I came across a very great opportunity to continue as an emergency responder through emergency planning and incident command with a local federal contractor.

I will tell non-police friends that policing is a great career with infinite challenges associated with it - both internal and external. I did not grow up wanting to become a police officer, so I can say that my 20-something year old eyes opened up very wide upon becoming one, especially coming from a suburban neighborhood with essentially no contact with the nastier side of life.

when you come upstairs," only to find the guy still asleep on the ground - who proceeded to fight us.

I remember the hilarious moments. I remember the crazy people in need of serious mental health support. I remember being a 20-something bachelor suddenly forced to parent a child because the actual parents refused. I arrested bad parents/children/husbands/wives/girlfriends/boyfriends. I remember a lady who abandoned her infant in a parking lot at night, only to get the child back from foster care a year later. She also interjected herself into a traffic stop I conducted one night years later only to claim that she never did that and had no clue what I was talking about.

I remember the officer-involved shootings and not physically being on the other end of the radio transmission to help out. I will never forget

"I will miss this job. Especially the incredible people who do it everyday..."

Here is a summary of my thoughts: Never in my life had I expected that I would have to physically fight teenagers refusing to leave a store or wrestle a naked man high on drugs who broke into an apartment to watch his pornography. I never thought that I would be the one responding to a call of a crying sexual assault victim who whispered to Dispatch, "He broke in through my window and held a knife to my throat. He's asleep on the floor right now. Don't make a lot of noise

responding to a man who got stabbed with an ax (he was alive and it was still in his back). I remember my first DUI arrest who blew a .26 over an hour after she parked her car into the side of two other cars. I remember pulling somebody out of a burning car after driving drunk and slamming into a car and a traffic signal. I remember chasing after a guy running away from me, only to see a very large gun fly out of his waistband after I pushed him up against a parked car. I remember the



International Police Association — United States Section Region 9 — San Francisco Bay Area

By Michelangelo Apodaca
Airport Bureau

The International Police Association (IPA) is dedicated to promoting friendship and cultural exchange among law enforcement officers and professionals worldwide. With membership comes the opportunity to meet police officers, instructors, specialists, and support staff from member countries and the United States regardless of rank, sex, race, or religion. The IPA can also connect you with others who share their culture, assist you with your travel to their country or city, hobby interests, ham radio operators, RV travel, and internet pen pal contacts with members worldwide.

The IPA offers two annual training scholarships for working police officers, a college scholarship for their children, a yearly international youth gathering (IYG) for teenage children of members, and an active officer exchange program with participating member countries. The IPA U.S. Section also offers a yearly photo and short story contest with cash prizes for winners.

The IPA consists of 65 member countries. Each country is called a "Section". Each section is divided into regions. The San Francisco Bay Area is Region 9 of the U.S. Section.

Each region operates independently. Region 9 holds a brunch/meeting with guest speakers at different eateries in the Bay Area. We also hold occasional get together such as our annual BBQ, small group trips to member countries, brewery and winery tours.

The NEC created an Associate Memberships for those who are not sworn law enforcement officers and are affiliated in some way with law enforcement: Auxiliary, Cadet, CSO, Dispatcher, Police Service Aide, Reserves and family members. Associate members do not have voting rights; will not be eligible for the scholarships, the active officer exchange program, and the IYG. Associates can participate in everything else and can attend all other regional events.

There is a free trial for first time new members and it's \$25 per year if you renew for the following year. This offer begins January 1st and ends June 30th. Scan the code to go to the IPA USA website and join online.

For more info email:
ipa.usa.r9@gmail.com

Website:
<http://www.ipa-us-region9.com>



Editor —

One of the young officers at Ingleside is quitting to pursue another career (Rob Pedersen), he posted this farewell on social media and many at Ingleside and his friends liked the read. Bobby Toomey (Airport) suggested it be posted in the Journal.

If it's not too late to get it in for January, here it is.

Happy New Year! — Larry Chan

Larry —

Thank you for forwarding the post. I did contact Rob to get his approval to reprint the text. He asked that a couple of changes be made. I wished him the best in the next chapter of his life, but reminded him that many others have left the SFPD over the years, then returned. It was my way of suggesting that he keep that door open just in case. He would be a good one to get back someday. — Ed.

gang violence and the dead bodies, the blood and guts, the brain matter resulting from it. I really remember the moments in which I thought I might meet my Maker around the next corner.

I will never understand how people are OK with living in public housing for multiple generations. It seems that some people have truly given up on upward mobility. I believe in the need for welfare, but I honestly don't think that the majority of Americans realize just how much our current welfare state contributes to its perpetuity. Or maybe they do and just avoid the projects. And people truly don't realize just how many investigations into crimes lead investigators to suspects living in public housing or Section 8 housing.

Police work is nothing but scrutinized in the media and popular culture by people who haven't the faintest idea about the professional standards or realities of the dangers facing officers. Real-life situations are analyzed in theoretical terms, neglecting to remember that "if" is the longest word in the English language ("If this happens, then what is the appropriate response? But if that happens, then what?"). A person who has not walked a mile in a cop's shoes truly lacks any standing to say how police should respond other than thoughts based on what that particular person expects from the police. Sometimes these expectations are reasonable, but by and large they are out of touch with reality.

Those who would cry foul for unlawful search and seizure upon being detained would just as soon demand police unlawfully search another's property in order to get their lost property back because he or she simply suspects the other person has it. Those who make the police out to be villains due to improper procedure will then demand special treatment when it comes to their case. These are not generalizations I am making, either. Hollywood, CSI and other ridiculous television shows have warped society's understanding of current technologies and the Bill of Rights.

The majority of people don't want police to get hurt in the line of duty,

but just realize that some truly do. It is not that police hate people, but it is more that police must be paranoid about everyone because everyone is a potential threat. Over 850 officers died while on-duty since I began this job in mid-May 2008. Some of these were heart attacks, a lot of them were vehicle-related, others were felonious attacks during an officer's response to an incident, but an unfortunate amount of them were officers simply minding their own business at the moment. The immediate situation that comes to mind are four officers shot to death while eating breakfast at a coffee shop in Lakewood, Washington back in 2009. Two NYPD officers much more recently while simply sitting in their car. In 2009, a wanted man, Lovelle Mixon, killed four Oakland police officers because he didn't want to go back to prison upon being pulled over in his car for a traffic violation. Police always have to be "on" because these things do happen. It is not a fiction or a joke.

I will never unlearn this job. I will always have the sense of paranoia that comes with it. However, this job has made me more aware of the human potential to do terrible things to one another. A sense of paranoia can't be too bad when one realizes something like this.

Parents: Do not automatically take the side of your child in an argument when stopped by police because the police stopped them for a reason. Why not be upset that they are in a situation where the police contacted them in the first place? Why is it the officer's fault your kid had to be detained or arrested?

Also, we need more prisons. Restorative justice might eventually work, but I don't want my car broken into overnight while we wait.

In any event, I know that I have even more thoughts that haven't come to mind yet, but hopefully these help paint a picture to those not in policing of what the world looks like.

I will miss this job. Especially the incredible people who do it everyday around the entire country.



Retired San Francisco Police Officers' Lunch

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

Railroad Avenue, South San Francisco.

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

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

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

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

A Look Back – Incorporation of the VPOA

The San Francisco Veteran Police Officers' Association was incorporated in 1939, some 5 years before the SFPOA. Ray Allen, retired SFPD and current Retiree Representative on the SFPOA Board of Directors, submitted the following excerpts taken from a copy of the original Constitution and Bylaws of the VPOA. These excerpts present an interesting look back more than 7 decades to the earliest days of a respected and long-tenured employee/retiree organization – Ed.

ORIGIN OF THE ASSOCIATION

The first meeting was called in the Banquet Room of the Bellevue Hotel, Geary and Taylor Streets, at 6:00 p.m., May 18, 1939. Ted Collins, local manager of the Western Life Insurance Co., was host to the following: Arthur W. Hextrum, resigned S.F. Police Officer, Charles Ute, active Police Officer, James J. Farrell, Joseph J. McCarte and William Issacs, retired Police Officers, Chester C. Stutt, U.S. manager of the New Zealand Fire Insurance Co., Robert Laing, editor of the "Police Signal", George J. McLaughlin, printer, Harold C. Brown, J. Francis Shirley, attorneys-at-law. The above named banded themselves together to obtain a State Charter for a legally incorporated Association.

DID NOT VIOLATE THE BOOK OF RULES

For thirty or forty years prior to the forming of the San Francisco Veteran Police Officers' Association, the members of the Police Department have wanted an organization. They have watched the firemen institute and build the Scannell Club into a strong association. They have wanted to emulate the firemen, but the Police Book of Rules stated that such an organization could not be started within the Department.

RETIRED MEMBERS ASKED TO JOIN FIRST

The efforts of the committee resulted in enthusiastic response from the retired officers and a meeting was called in the conference room of the Grant Building. James J. Farrell was elected President, Charles Ute, Joseph J. McCarte and William Issacs, Vice-Presidents, Arthur W. Hextrum, Secretary, Robert B. Laing acted as Secretary (Rextrum having been in an auto accident), Ted Collins, Treasurer, and Harold C. Brown and J. Francis Shirley as legal advisors.

The name selected for the new group was the San Francisco Veteran Police Officers' Association. Its purposes were to provide an organization for the active and retired officers, for the exchange of ideas and for the betterment of conditions of active members, betterment for retired members retirement conditions and to aid in the efficiency of police work for this city.

The charter of the San Francisco Veteran Police Officers' Association was closed on September 15, 1939. The Association was duly incorporated under the laws of the State of California as a charitable non-profit association and the charter was granted by the Secretary of State on May 26, 1939.

CONSTITUTION AND BY-LAWS OF THE SAN FRANCISCO VETERAN POLICE OFFICERS' ASSOCIATION INCORPORATED

ORGANIZED MAY 18, 1939 —
INCORPORATED MAY 26, 1939

APPROVED AUGUST 9, 1956

AMENDED JUNE 10, 1975

CERTIFICATE OF INCORPORATION STATE OF CALIFORNIA, DEPARTMENT OF STATE

I, Frank Jordan, Secretary of State of the State of California, do hereby certify that I have carefully compared the transcript, to which this certificate is attached, with the record on file in my office of which it purports to be a copy, and the same is a full, true and correct copy thereof.

In witness whereof, I have hereunto set my hand and have caused the Great Seal of the

State of California to be affixed hereto this 26th day of May 1939

Frank J. Jordan Secretary of State

ARTICLES OF INCORPORATION OF THE SAN FRANCISCO VETERAN POLICE CLUB

KNOW ALL MEN BY THESE PRESENTS:

That we, the undersigned, in order to form a non-profit corporation under Title XII, Part IV of Division One, of the Civil Code of the State of California, hereby certify as follows:

ARTICLE I

That the name of this corporation shall be the SAN FRANCISCO VETERAN POLICE CLUB.

ARTICLE II

That it is a corporation which does not contemplate pecuniary gain of profit to the members thereof.

ARTICLE III

That the county in this State where the principal office for the transaction of the business of the corporation is to be located is the City and County of San Francisco, State of California.

STATE OF CALIFORNIA, CITY AND COUNTY OF SAN FRANCISCO

On this 20th day of May, in the year one thousand nine hundred and thirty-nine, before me LOUIS WEINER, a Notary Public in and for the City and County of San Francisco, State of California, residing therein, duly commissioned and sworn, personally appeared A. W. Hextrum, Ted Collins and James J. Farrell, know to me to be the persons whose names are subscribed to the within instrument, and they duly acknowledged to me that they executed the same.

Louis Weiner

Notary Public in and for the City and County of San Francisco, State of California.

NOTE: On September 5th, 1939, the Articles of Incorporation were amended to provide for the change of name to SAN FRANCISCO VETERAN POLICE OFFICERS' ASSOCIATION, INC.

CONSTITUTION ARTICLE I

Section 1

This organization shall be known as the San Francisco Veteran Police Officers' Association. Incorporated (hereinafter referred to as the Association).

Section 2

That the objects and purposes for which this Association is formed are:

(a) To promote sociability and friendship among the members.

(b) To promote united action in all matters affecting the welfare of the active and retired members of the San Francisco Police Department and their dependents.

(c) The Association shall not endorse or oppose any person seeking election to any public office.

(d) To promote and conduct entertainments and meetings for the education and welfare of its members.

(e) To promote the ideals of the principle and the Constitution of the American government.

ARTICLE II MEMBERSHIP

Section I -A Qualification for membership:

Present members are all persons who were members at the time of the incorporation of this Association and who have since that time duly qualified for and are now members of this Association.

Section 1-B Active membership:

That further membership in this Association shall be those persons who have been or who are now or hereafter duly appointed and sworn members of the

From the Archive: The Policeman, October 1985

The Policeman once regularly featured the VPOA minutes.

San Francisco Veteran Police Officers Ass'n.

MEETING: The regular monthly meeting of the San Francisco Veteran Police Officers Association will be held on Tuesday, September 10, 1985 at 12:30 P.M. at Forest Lodge, 266 Laguna Honda Blvd., San Francisco, California.

PRESIDENT'S MESSAGE:

The pay raise granted to the San Francisco Police Department 1985-86 year will be 2.94%. The retired members will receive half this amount 1.47%.

The Board of Directors chairman, Otto Elvander, reported the board voted not to purchase Forest Lodge.

I understand some of our brothers are not aware that the Retirement System has moved. The new location is 1555 Market St., San Francisco, California, 94101. The telephone number is (415) 558-3991.

Looking forward to seeing you at the September meeting.
Stan H. Scheld, President

SOL WEINER REPORTS:

He has three jobs available. Two jobs are full time and one is part-time. Anyone wanting further information about employment should contact Sol Weiner at the Police Credit Union.

SICK CALL:

At this time we have no information on anyone being sick.

NEW MEMBERS:

Lloyd Crosbie, Kenneth Osgood, Salvatore Ragona, William Grosward, Mario Tovani, Henry Bakay and Frank Peda. We welcome you into our association.

IN MEMORIAN:

Rita Grove 07/20/85 and Raymond Yazzolino 08/08/85.

At the last meeting some members indicated they were not receiving the bulletin. A check of my mailing list indicates they are on it. I will bring it to the attention of the mailing company.

Membership: 784

Attendance last meeting: 97

STAN SCHELD, PRESIDENT
BOB PARDINI, SECRETARY

San Francisco Police Department.

Section 1-C Honorary membership:

Honorary memberships, without voting rights, fees or dues, may be conferred by a majority vote cast at any regular meeting of this Association.

Section 2

All applications for membership shall be made in writing on the application form approved by this Association and shall be accompanied by the initiation fee of one (1) year's dues to the Secretary-Treasurer over the signature of the applicant and shall be submitted to a vote of the members of the Association at the next regular meeting following the date of such application. If the application is accepted, the applicant shall become a member of the Association. Should the application be denied, all payment of the initiation fee shall be refunded.

Section 3

Whenever candidates are accepted as active members, the President shall have the following obligation administered at a regular meeting of the Association:

"I, (repeat member's name), do solemnly pledge my word of honor that I will, to the best of my ability, assist in carrying out the objects and purposes of the San Francisco Veteran Police Officers' Association, Inc. and that I will work in peace and harmony for the members' welfare, and support the Constitution and By-Laws of the Association

No jail for drug offenders

Prop 47 is a Disaster Waiting to Happen:

First to be impacted by “enlightened approach” will be the state’s law enforcement officers

By Gary Delagnes,
Retired SFPOA President
Formerly assigned to SFPD Narcotics

In an ideal world, the new statewide legislation decriminalizing certain drug and theft offenses is sensible and pragmatic. When Proposition 47, initially proposed by San Diego Chief of Police, William Landsdowne and San Francisco District Attorney, George Gascon, won in last November’s election, most Californians believed that it was a good law that will save money and educate, treat, and rehabilitate recidivist petty criminals.

burglaries, and strong-arm robberies. Let me describe a scenario that will likely play out under Proposition 47.

A neighborhood grocer calls the police because there is a man selling drugs in front of his store. The police respond and pat down the suspect for drugs and weapons. In his right front pocket police discover 20 “rocks” of crack cocaine, which the suspect tells officers is for his personal use. They then find a handgun in his waistband with a value of \$600. They then discover a personal check in his left pocket belonging to a John Smith for which the suspect offers no explana-

What is an annoyance now will devolve into a plague of opportunistic street crimes, burglaries, and strong-arm robberies.

However, police officers — particularly the front-line street cops — see things differently. It’s true that the pressures of running jails and prisons will decrease, and criminal court proceedings will diminish, but the rise in service calls and complaints will increase many times for the average officer on patrol.

By lowering the crime status for possession of serious drugs such as Heroin, methamphetamine, and crack cocaine to misdemeanor offenses the message has been sent that we do not take those crimes seriously. The San Francisco District Attorney’s office took this position long ago as few, if any, drug possession and theft cases are brought to trial as felonies.

According to various polls, the number one issue for those who live here, not to mention visit here on vacation, is homelessness, panhandling, and dirty streets. I can assure you that releasing up to 10,000 additional inmates under Proposition 47 will most certainly create an epidemic of quality of life crimes in this city and this state as habitual criminals learn there is little or no consequence for their actions.

With the escalating homeless problem, alarming rise of vehicle theft and break-ins, and a myriad of other annoyances and petty infractions, it is left up to the man and woman in uniform patrolling these neighborhoods and communities to deal with the problems. Those problems will be a never-ending cycle of theft, followed by the drug purchase, followed by more theft, followed by more drugs. Cops on the front lines will be the ones forced to explain to home and small business owners why recidivist criminals are never punished, and likely to never go away. What is an annoyance now will devolve into a plague of opportunistic street crimes,

tion. Twenty “rocks” of crack cocaine, a handgun, and a stolen check and this guy receives a citation with a promise to appear in court in 30 days.

Does this sound right to you, the taxpayer? I guarantee you it sounds great to habitual criminals. I also know that Jeff Adachi and the ACLU will love it. Who suffers? The shop owner, the tourist, the car owner who finds his window smashed and belongings taken, every San Franciscan trying to get from point A to point B who will be preyed upon by even more homeless. Drug burnouts and marginally mentally ill users will roam the streets with impunity.

Police officers can also tell you from first hand experience that mental health programs, and rehabilitation programs, will not work for long time drug users who must willingly enter treatment. The success rate for the mentally ill and habitual drug user will be about 0% unless they are mandated to seek treatment or “Laura’s Law” which unfortunately has only been enacted in 2 out of 58 counties in California requires face prison as. Mentally ill people will also reject treatment if the program is voluntary and there are no consequences to refusing that help.

Many criminals are like children. If there are no consequences for their behavior nothing will change. Without having a “handle” on these criminals that mandates prison for a drug possession crime upon failure to enter and complete rehabilitation programs, there is no amount of money will fix the problem. When the prisons are emptied through legislation, when crimes such as possession of heroin are downgraded to misdemeanors, the ultimate victims are the law-abiding citizens of our state. Proposition 47 is a disaster waiting to happen!

Mortgage Interest Tax Write Offs

By Keith Rockmael

First responders maintain interest in all sorts of things. They have interest in protecting people, their families or even in the NFL. Who has an interest in interest? Homeowners do if they have a mortgage for a primary home, vacation home or investment property.

How much interest property owners pay in interest each month or year looms as a big expense. But what about deducting the interest payments when it comes to tax time?

What are some common mistakes that homeowners make in terms of interest deduction tax write offs?

The overall term in question is qualified residence interest which consists of two types of loans:

1. acquisition indebtedness which is used to buy or improve the house
2. the other is a HELOC (Home Equity Line of Credit) which is used to improve the house

Qualified residence interest is only deductible on acquisition indebtedness up to \$1 million (\$500k if married filing separately) plus home equity (HELOC) indebtedness up to \$100k (\$50k if married filing separately). Both types need to be secured on the house be deductible. Not all loans are secured such as when a family member makes a loan.

\$1.1 million dollar represents the magic number

Many people do not realize that if you borrow more than \$1.1M against a personal residence than all of it may not be deductible. Robert Caplan a Foster City based CPA advises, “It’s important to keep that if you use a line of credit or you re-finance and take money out that you trace the money going into improvements on the house. I tell people to put the money in a separate bank account used to pay the contractor like that, so that it doesn’t go into some general account or gets commingled.”

Just because you buy a house with a \$2M loan doesn’t mean that you can write off \$2M.

“A lot of people just think that they can automatically deduct all of their mortgage interest but that is not the case. If you exceed that amount (\$1.1M) you will have a portion of your interest non deductible. That happens to be an extremely high audit risk in San Mateo County. Because auditors know that a lot of people take all of

their mortgage interest and don’t know or ignore the \$1.1 million dollar limit.”

What about homeowners who own a second or vacation home? Tom McCartney, a Menlo Park based CPA states, “The same rules as above pretty much apply as second homes fall into the \$1 million and \$100k debt limits. Interest paid on any home beyond a second home is non-deductible personal interest.”

The situation gets even more complex for people who own income properties. “There are no interest deduction limits for income producing properties unless the taxpayer uses the property for personal purposes, adds McCartney. According to McCartney the property will be treated as a qualified residence if the number of personal days used exceeds the greater of:

- (1) 14 days, or
- (2) 10% of the number of days the unit was rented at market rates.

If the personal use is less than the above, the property is considered a rental property and all expenses are allocated between rental use and personal use.

In looking to 2015 and beyond no one can predict the future. Starting this year mortgage insurance premiums can no longer be included as an interest itemized deduction. That makes just another reason not to get a loan (e.g. FHA loan) that has mortgage insurance tied to it.

McCartney adds, “The House Ways and Means Committee Chair Dave Camp released a provision in his tax reform discussion draft that would lower the indebtedness limit to \$500k on new mortgages. The Obama Administration has proposed to cap the mortgage interest deduction and other itemized deductions at 28 cents on the dollar. Neither plan has advanced and the gridlock on tax policy in Congress doesn’t appear to change anytime soon.

Even if Congress lets things stand, the myriad of options and deductions can create uncertainty in any property owner. Especially when investment properties come into play, a CPA well versed in real estate can guide property owners through the Byzantine world of interest deductions.

After all, who doesn’t have interest in saving money?

Editor’s Note: Keith Rockmael is a POA and real estate advocate and agent. He can be reached by email at Keith@Resourcerock.com



Officer Maria Alvarado and Officer Oscar Barcena, both of CSI, delivering a little holiday cheer to the very deserving kindergarten, 1st grade and 2nd grade classes of Saint Peters Catholic School located in the inner Mission on Tuesday, December 16, 2014. The school is comprised of mostly lower income families. With two-thirds of them who come from families who live below the poverty line it was no surprise that the children had smiles from ear to ear when Santa and his helper, a SFPD uniformed Police Officer passed out toys to all the little ones. A big thank you to the San Francisco Fire Department’s annual toy drive that donated the toys to this wonderful moment in not only the children’s lives but the officers involved as well.

Ask Mike...the Retirees' Corner

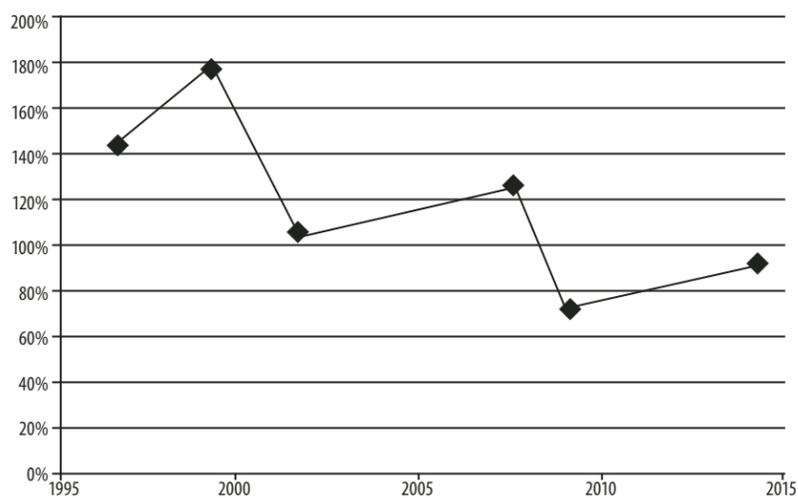
By Mike Hebel
POA Welfare Officer

Retirement Board's Use Of Hedge Funds

Q. Mike, SF Chronicle's business reporter Kathleen Pender wrote an article on December 3 entitled "SF pension board postpones vote on hedge fund plan." Her article noted that about 30 active and retired city employees spoke at the Board's special meeting, but only one spoke in favor of the use of hedge funds and that was you! Her article stated: "Mike Hebel said the system needs an asset allocation makeover to prevent another hit like it took in the 2008-2009 market crash and hedge funds should be part of that. The value of its investments fell by about \$6.3 billion or 36 percent during that period." Why do you support the use of hedge funds by the Retirement System's Trust Fund?

Note: The below graph shows what happened to the Trust Fund during the economic downturns of 2000-2002 and 2007-2009. The Fund is now at about 93% market value funding. Under Proposition C (Nov. 2012), the fund must be at or above 100% market value funding in order to pay the supplemental COLA.

Change in SFERS Funded Status (Market Value/Liabilities)



A. Here is what I said at the Retirement Board meeting.

Mike Hebel's Public Comment CCSF Retirement Board, December 3, 2014

Asset Allocation Recommendations

My name is Mike Hebel. I am the Welfare Officer of the San Francisco Police Officers' Association. I am also a retired member of the Retirement System and speak today solely in that capacity.

Today's only action item (adopting the recommended Trust Fund's asset allocation) is of keen importance to three major stakeholders, namely, (1) the San Francisco tax payers who want a reduction in their rates of contribution and want no impairment in the City's bond ratings, (2) active city employees who want a reduction in their rates of contribution from the current 11% to 12% to their historic rate of 7.5%, (3) and lastly retired city employees who want restoration of the supplemental COLA.

Jay Huish and William Coaker Commended

I applaud the Retirement System's executive director Jay Huish and the chief investment officer William

Coaker for bringing forward a plan to amend the Trust Fund's current asset allocation. In my opinion, the real risk to the Fund and its beneficiaries lies in not making needed changes to respond to the current economic environment.

The investment staff and executive director's recommendation, as I understand it, will let all 3 major stakeholders achieve, albeit gradually, their desires for lower contribution rates (taxpayers & active city employees) and a supplemental COLA (retirees). While the recommendation changes the current asset allocation for global equity, private equity, real assets, and fixed income, it also introduces a new asset class — hedge funds with either a 15%, 12% or 10% weighting. It is only this new asset class, hedge funds, which has caused discord and controversy among many active and retired members.

The Comments Against Hedge Funds

Why the controversy? As I listen to public comment, past and present, I have heard it said that hedge funds are too risky — too much a gamble, that some hedge funds (especially short only strategy) helped precipitate or aggravate the 2008 financial collapse, that the use of hedge funds is similar

to military leaders planning a strategy suitable for the last war and not for future combat, that many hedge fund strategies like systematic futures, global macro, multi-strategy or volatility are too opaque, too exotic, and just too hard to understand, that hedge funds are too expensive with their 2% assets under management and 20% of profits compensation schedule, that they lack of transparency, and that there are more appropriate investment alternatives available to accomplish more consistent returns for the Trust Fund. I hear it said — why begin the use hedge funds at the same time that the country's largest public pension fund CALPERS, with about \$300 billion in assets, is divesting all its hedge funds. Active and retired members know the essential importance of their Retirement System to deliver promised benefits and to allow those benefits, when paid, to grow so as to protect purchasing power. Many active/retired System members now have risen up objecting to the introduction of hedge funds into their Trust Fund. I do not object.

Public Pension Funds and Endowments Successfully Use Hedge Funds

Hedge Funds seem to be a magnet for criticism, in many cases deservedly so because there have been many

failures, some anti-public employee activity, and consistent poor performance. Yet they are widely used by public sector pension funds as well public and private endowments. The second largest public pension fund in the United States, CALSTRS with \$185 billion, began to invest in hedge funds 4 years ago to reduce its trust fund volatility. Many public employee pension funds invest with 10% or more in hedge funds including: Arizona Fire and Police, Colorado Fire and Police, Houston Police, Missouri Employees Retirement, Ohio School Employees Retirement, Pennsylvania Schools Employee Retirement, Sacramento County Employees Retirement System, and the Texas District County Retirement System. There are also many public and private endowments with 20% or more in hedge funds including: Bowdoin College, CalTech, Dartmouth College, Princeton University, Stanford University, University of California, University of Notre Dame, University of Pennsylvania, and Yale University. Use of hedge funds by the CCSF Retirement System comes decades after their introduction in other public pension funds and endowments.

SF Retirement Board Has Long History of Adding Asset Classes

I am or have been in all 3 stakeholders' shoes — as a long-time SF resident and taxpayer, as a 28-year active member, and now a 20-year retired member of the System. I can remember entering the Retirement System on June 23, 1966 having just been employed by the SF Police Department. I remember the then executive director Dan Mattrocce and the Trust Funds' almost exclusive use of government bills, notes and bonds as well as high grade corporate bonds. There was but one asset class — fixed income. When Granville DeMerritt next assumed leadership, there was still one asset class. It was only during the multi-decade tenure of Clare Murphy that the Retirement Board expanded its investment horizon — slowly and deliberately — first into domestic equities, and then international equities — followed by investments in real estate, private equity, and venture capital. As asset classes were added, so were the number of external managers hired, as well as the number of in-house managers and analysts. After Ms. Murphy's deserved retirement, Gary Emilio served briefly making some small tweaks to the investment portfolio. And now, executive director Jay Huish is recommending the addition of hedge funds as the newest asset class. In my nearly 5 decades of Retirement System membership, I have watched our Trust Fund grow in assets (now nearly \$20 billion), grow in asset class development, and grow in peer recognition as one of the best funded public pension funds in the United States. For me, the addition of hedge funds is but another asset class addition — a process our Fund's trustees have used for several decades to improve performance, diversity risk, and insure the integrity of the Fund to meet its obligation to secure, protect and prudently invest the Trust's assets.

Until the financial collapse and Great Recession of 2008–2009, I observed a reciprocal dance by and between the System's members (active and retired) and the Fund's trustees (the Retirement Board members). As the members' improved their retire-



ment benefit plans through Charter amendments the Board members developed sound financial strategies — including adding asset classes — to fund the improved benefit plans. And as the Board's financial strategies improved fund performance, more monies became available to reduce, and for many years eliminate, the contributions required of the taxpayers. But this arrangement came crashing down during the 2008/2009 Great Recession when the Trust Fund lost \$6.6 billion (33% of its assets) and its funded status dropped from over 125% to 72% — amongst its lowest perhaps since the Great Depression of the 1930's. The damage done, by the recent Great Recession, to our Trust Fund and its stakeholders was devastating. While thankfully, no benefits to retirees were affected, nevertheless the pillage resulted in the passage Proposition C in November 2012 — which placed a cap on taxpayer contributions and placed active members' contributions on a sliding scale up to 13% while placing an added burden on the Funds' ability to pay its retirees a supplemental COLA.

For me, the addition of hedge funds is but another asset class addition ...

Recommended Trust Fund Asset Allocation Change

The investment staff and the System's executive director have now recommended a change in the Trust Fund's asset allocation. Lowering fixed income from 25% to 15% recognizing that, with the end of the 30-year great bond bull market of 1981 - 2012, fixed income could produce no more than 3.5% going forward; reducing global equity from 47% to 35% while increasing private equity — the Fund's strongest performing asset class from 16% to 18% and real assets from 12% to 17% to better diversify the Trust Fund. And the recommendation calls boldly for another asset class — hedge funds — with a weight of 15% (two alternative proposals would have hedge funds at 12% or 10%) to improve the Fund performance in down markets and to achieve more consistent returns while increasing the overall expected Trust Fund annual return from the current 8.16% to 8.49%.

So, why should the Retirement Board approve investing in hedge funds? The best performing hedge fund managers can help our Trust Fund achieve better risk adjusted returns, achieve higher alpha (excess returns over benchmarks) better

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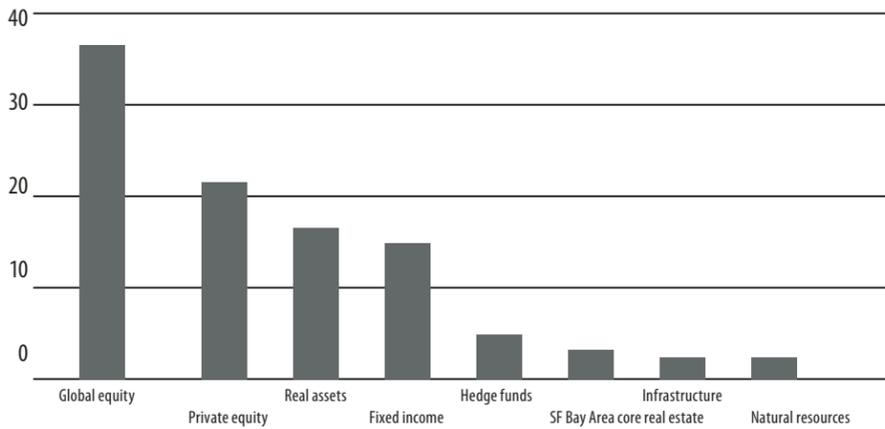
Ask Mike...

continued from previous page
 stabilize the market value funded status — currently at 93%, achieve a more consistent rate of return, and improve performance in down markets. And to do all this heavy lifting, the hedge fund allocation must be capable of having a meaningful effect on the Trust Fund — at or above 10% it will accomplish its jobs. But can our Trustees identify, hire and retain this quality of hedge fund manager — those consistently in the top quartile? I believe they can, you can, following the Mr. Coaker's recommendation of "resources in place" before any invest-

Note: at the December 3 meeting a fourth proposed asset allocation plan was introduced. See below graph. The Retirement Board will again take up the issue of the Trust Fund's asset allocation at its meeting of February 11, 2015.

While the use of hedge funds is an important issue, the more important issue is the asset allocation structure of the Trust Fund. It is truly the asset allocation decision that will determine when and if active employee retirement contributions return to 7.5% or lower, when and if the taxpayer's

SFERS proposed asset allocation (#4)



ments in hedge funds is made. That means to manage execution risk, first hirings specialty consultant for hedge funds, a managing director and a security analyst. And only then after the Trustees have adopted policy and guidelines execute a phased in funding of a hedge fund strategy. And yes, this will require culling out about 300 or so suitable institutional quality managers from the 10,000 or so extant hedge funds. And then to reduce this list to the best 15 for investment purposes. Yes, they can.

I do support the use of hedge funds as a part of the Trust Fund's asset allocation.

I will be monitoring the hedge fund performance (total return and volatility) of the Trust Fund against that of: (1) BarclayHedge Hedge Fund Index, (2) HFN Hedge Fund Aggregate Index, (3) HFR Fund Weighted Composite Index, and (4) Vanguard's S& P 500 Index Fund (Mr. Buffett's recommendation). I will also look for periodic verification provided to the Retirement Board to insure that the Trust Fund has invested with the best (top quartile) performing hedge fund managers.

contribution returns to its historic rate of about 10%, and when and if retirees receive an annual supplemental COLA.

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

Should Our Pension Invest in Hedge Funds

By Lou Barberini
 Mission Station

Changing the mix of our \$20 billion pension plan to invest \$3 billion in hedge funds has been a contentious issue for the past year. Recently, some of our POA employees have attended Retirement Board meetings and have voiced support for directing our assets into hedge funds. This view seems to go against common sense and the recent hedge fund stumbles of our pension plan.

Last September, CALPERS, the gold standard of pension funds, decided to divest itself of hedge funds. Warren Buffett, the smartest, most successful investor of our time, has not only expressed opposition to hedge funds, he has placed a million dollar bet that no hedge fund can beat a generic index fund. Mr. Buffett is currently winning his bet by over 30 percentage points.

The proponents of hedge funds argue that our consultants and staff will only select the best, upper quartile of pension funds. Yet, when one examines our recent investment history with its hedge fund managers, particularly FX Concepts, that does not appear to be the case.

Since 2005, our pension plan started making investments in currency hedging programs. One of the companies we invested in was FX Concepts. If you Google FX Concepts, you will find: 1) it is almost always referred to as a "hedge fund," 2) they are very secretive about their fee structure, 3) their SEC filings indicate they have implemented a traditional hedge fund fee structure — a management fee plus 20% of their profits, and 4) in Febru-

ary 2013, they were hemorrhaging clients and employees. And of course, FX Concepts was in the business of hedging securities. If it looks like a duck, swims like a duck, and quacks like a duck.....

At the May 8, 2013 Retirement Board meeting, despite negative evidence that a simple Google search would have provided, our general consultant, Angeles Consulting, recommended we add \$250 million to the FX Concepts hedge fund because Blackrock, another manager, decided to exit the business. SFFD trustee Joe Driscoll, who championed the program, approved the recommendation, while trustee Brian Stansbury was absent, and retired trustee Herb Meiberger was the lone dissenting vote. SFERS was one of FX Concepts last clients. Staff and Angeles failed to notify the Board that FX Concepts suffered from a major exodus of their employees, and lost most of their clients. (A simple Google search would have revealed this.) In October, 2013, staff and Angeles recommended termination of FX Concepts due to an "emergency". FX Concepts subsequently declared bankruptcy.

Based upon this strikeout with our first venture into hedge funds, I believe that it is a false assumption to believe that general consultants or SFERS staff have the resources and ability to hire and to retain only the successful hedge fund managers in the future. This view is aligned with CALPERS' and Warren Buffett's actions. The total loss of the currency overlay program was over \$60 million. Your pension fund has about 50,000 members, so this experiment cost each of us about \$1,200.



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Long-Term Investing

USA's Red Meat: The Tension and Balance of Political Power to Move Our Economy Forward

By Edwin K. Stephens,
The Stephens Group

Polished brass will pass upon more people than rough gold. —Chesterfield

Men in general judge more from appearances than from reality. All men have eyes, but few have the gift of penetration. —Machiavelli

Will the 2014 mid-term election results encourage the three branches of government to work together and move forward to improve the plight and economic security of Americans?

Answer: I hope so.

USA's Turning Red and Changing the Political Landscape

Elections do matter. On 11/11/14, Mr. Glen Thrush of Politico Magazine noted that “Just about everything good that happened to Republicans on Election Day — from the party’s historic takeover of state legislatures, to the seizing of a super-majority in the House, to the tapping of dark money that helped finance their Senate takeover — had Ed Gillespie’s barely traceable but unmistakable fingerprints on it.”

Ed Gillespie is a cleaver 54-year-old former Bush White House adviser, RNC Chairman, lobbyist and back-room operative who in 2014 unsuccessfully ran for the United States Senate seat in Virginia. Ed Gillespie lost to incumbent Senator Mark Warner by 16,761 votes short out of two million ballots cast. Mr. Gillespie said of his Virginia Senate race, “The commonwealth and the country are, obviously, increasingly diverse and you need a positive message you can take anywhere, into communities that Republicans have taken for granted.” Ed Gillespie further added, “People are hungry to know what we are for, and how our policies make their lives better, and we have to address that beyond being against things. It’s not all about just mobilizing the base. I think all of that has been overstated. Neither party can win with that base alone. You have to maximize your appeal to voters who swing.”

Virginia is a deep purple state, as close to the American political midpoint as any, and Gillespie—a strategist with experience at the highest levels of his party seems to have figured out a fundamental two-step plan that can work in local and national races.

Mr. Glen Thrush stated that an Ed Gillespie ally told him, “First you kill the Tea Party guys with kindness. Then you reach out to a broader electorate. That’s when you can change the tone, not so angry, not so, you know, Republican.” And despite an increased minority, youth and women outreach effort pushed by Republican National Committee Chairman Reince Priebus, the party remains overwhelmingly white and mostly middle-aged and old. (Even Gillespie, who made black outreach a priority won only 9 percent of the black vote, about 3 points better than Mitt Romney performed two years earlier.)

National and States Unemployment Rates Fall

The United States Unemployment rate stood at 5.8 percent, a six-year



low. On 11/21/14, Mr. Christopher S. Rugaber of the Associate Press noted that unemployment rates fell in two-thirds of the United States.

The Labor Department said that unemployment rates rose in just 5 states, the fewest since April 2014. Rates were unchanged in 11 states. Steady economic growth has prompted more companies to add jobs, though the additional hiring has not yet boosted wages. Nationwide, employers added 214,000 jobs in October, the ninth straight month of gains above 200,000. That is the longest such stretch since 1995.

On a regional basis, the Midwest reported the lowest unemployment rate, at 5.6 percent, followed by the Northeast at 5.9 percent. Unemployment in the South was 6 percent in October, and in the West 6.5 percent. Recent data suggest hiring nationwide should remain healthy in the coming months. The number of people seeking unemployment benefits slipped and remains not far from 14-year lows. Mr. Rugaber noted that few companies are laying off workers and are likely confident enough in the economy to keep adding jobs.

Americans Dissatisfied with Wage Stagnation

The 2014 mid-term election exit polls revealed that the majority of American voters are dissatisfied or angry with President Barack Obama and Congress. Most voters leaving polling places said they did not have much trust in government, feel the nation is off on the wrong track and believe that life will be worse for the next generation. Above all, voters worried about the economy, and that concern also helped Republicans take control of the Senate and add to their dominance in the House of Representatives.

People who said their own financial situation grew worse in the past two years voted for Republican congressional candidates by a 2-1 margin. The economy remains the big issue for more than 4 in 10 voters, who rank it ahead of health care, immigration or foreign policy. And economic worries played to Republican’s advantage. Despite the stock market’s recovery and improvements in hiring, most Americans say the United States economy is stagnating or even getting worse these days. A big reason voters feel glum; almost half say their own family’s financial situation has not improved much over the past two years, and a fourth say it has gotten worse.

On 8/21/13, Dr. Heidi Shierholz and Dr. Lawrence Mishel wrote a research paper entitled, “A Decade of Flat Wages: The Key Barrier to Shared Prosperity and a Rising Middle Class.” This academic paper was a feature in the State of Working America which was

produced for the Economic Policy Institute. The State of Working America provides a comprehensive assessment of recent decades’ wage and benefits trends and an extensive analysis of the causes of wage stagnation and wage inequality. The authors focused primarily on trends since 2007, the year the Great Recession began.

This paper’s key findings include;

- According to every major data source, the vast majority of U.S. workers—including white-collar workers and those with and without a college degree — have endured more than a decade of wage stagnation. Wage growth has significantly underperformed productivity growth regardless of occupation, gender, race/ethnicity, or education level.
- During the Great Recession and its aftermath (i.e. between 2007 and 2012), wages fell for the entire bottom 70 percent of the wage distribution, despite productivity growth of 7.7 percent.
- Weak wage growth predates the Great Recession. Between 2000 and 2007, the median worker saw wage growth of just 2.6 percent, despite productivity growth of 16.0 percent, while the 20th percentile worker saw wage growth of just 1.0 percent and the 80th percentile worker saw wage growth of just 4.6 percent.
- The weak wage growth over 2000-2007, combined with the wage losses for most workers from 2007 to 2012, mean that between 2000 and 2012, wages were flat or declined for the entire bottom 60 percent of the wage distribution (despite productivity growing by nearly 25 percent over this period).

Drs. Heidi Shierholz and Lawrence Mishel concluded that to generate wage growth, we need to rapidly lower unemployment, which in the current moment can only be reliably accomplished through expansionary fiscal policy — particularly large-scale ongoing public investments and the re-establishment of state and local public services that were cut in the Great Recession and its aftermath. The priority has be to jobs now, rather than any deficit reduction (which under current conditions will sap demand for goods and services and slow job growth).

Political Incentives to Create Middle Class Jobs

On 11/6/14, Mr. Josh Boak, an economics writer for the Associated Press asked what can the now—dominant Republicans in Congress and President Barack Obama can do together to benefit more Americans? The Labor Department said that there are 139 million jobs in the United States economy.

Ms. Penny Korakis, 50, in South Bend, Indiana said of the politicians, “They all need to get it together, compromise and start working for the people and not themselves. Nobody’s going to win when there’s not a middle class America.” Most Americans want bipartisan action that serves Americans who are not wealthy.

Mr. Josh Boak said that wages are at a standstill for many Americans. The

Federal Reserve says, where incomes have grown, the gains have gone mainly to the top 10 percent of earners. Banks that were bailed out during the financial crisis now have healthy balance sheets. Stock investors have enjoyed outsize gains. Corporations are posting strong profits, and CEOs are earning record paydays.

One idea that may receive bipartisan support is cutting corporate tax rates to stimulate middle class job creation. Republicans such as Ohio Senator Rob Portman note that the top rate of 35 percent exceeds the corresponding tax in all other major industrial countries. That encourages companies to move through mergers known as “inversions” to countries with lower tax rates — a maneuver that keeps corporate profits abroad that might otherwise be circulating through the United States economy.

Democratic Treasury Secretary Jack Lew has said that inversions could be stopped through legislation that “lowers the corporate tax rate, broadens the tax base, closes loopholes, and simplifies the tax system.” The overlapping interests give economists hope that some tweaks to the corporate tax rate are possible. The Obama administration floated a framework in 2012 for cutting the top rate to 28 percent, just above the 25 percent pushed by many Republicans.

The Obama administration’s plan would reduce rates through the elimination of loopholes. It would also fund investments in roads, bridges and other infrastructures—another issue on which Republicans and President Obama could find common ground.

Mr. Paul Dales, chief U.S. economist at Capital Economics said, “Republicans would actually help by leaving the economy on auto-pilot. Let the economy heal itself.” Mr. Dales said that over the last three years, the budgetary brawling in Washington has slowed growth. Congress may hurt the economy by engineering policies that can weaken the recovery.

Economist Dales said in 2011 to increase the government’s borrowing authority, and prevent a default, President Obama and Republicans backed automatic spending cuts to military and social programs through 2021. Indeed, those cuts shrank the deficit. But, they also caused government spending to fall relative to the size of the economy and curtailed growth.

It is the opinion of many economist that the United States economy would be better off if the politicians did nothing to impede the current growth trajectory. Hiring has improved. Employers have added an average 227,000 jobs a month so far in 2014. It is the best performance in a now 5-year recovery that still has most of the country still worried.

There will always be tension between the Executive, legislative and judicial branches of government. It is this writer’s hope that the balance of political power will be united and focused to move our economy forward and benefit the American people.

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Book Reviews

— by Dennis Bianchi

No Man's Land: Preparing for War and Peace in Post-9/11 America

By Elizabeth D. Samet
Reviewed by Dennis Bianchi

The author, Ms. Samet, is an English professor at West Point Military Academy. The position is rare. She is not a member of the military, but she most certainly has a position much different than most civilians in the United States. She is charged with bringing a different perspective to the Academy's Cadets about being a leader in times of war and peace. Her talent and tools are not arms or armor, but words and contemplation. She is the author of *Soldier's Heart: Reading Literature Through Peace and War* at West Point, which won the Los Angeles Times Book Prize for Current Interest and was named one of the 100 Notable Books of 2007 by The New York Times.

Ms. Samet presents the reader with an historical definition of the term "no man's land," originating in the common vernacular during World War I. She expands upon that idea and makes clear that "No man's land was associated with wilderness and death for centuries before the phrase came to describe the shattered landscape of the western front." She goes on, using the words of a member of a British Royal Field Artillery unit, Major C.E.L. Lyne, who, describing a scene in West Flanders thus; "Dante would never have condemned lost souls to wander in so terrible a purgatory... Even the birds and rats have forsaken

so unnatural a spot..." She moves on, using the words of poets of that generation, men such as Wilfred Owen and Ezra Pound, who found that war so devastating. Then, she takes the reader to words she received from one of her former students who was at that time in Afghanistan: "Freezing rain that shudders your core. Your e-tool fights it out with the frozen earth. You dig deep because if you do not, it might not be enough." She writes, "The captain live in what I've come to think of as the no mans' land of our new century. His peculiar world, full of hazard, doubt, and deceit, preoccupies me now. Some days I glimpse it from his foxhole; on other days I adopt the bird's-eye view of a pilot searching for a safe place to land his helicopter in the inhospitable Afghan mountains, which seem to him like the 'surface of some alien planet.'" She continues that this captain's message was "... sent from one no man's land, reaches me in another, which for all its physical safety and comfort nevertheless feels treacherous and bewildering." She and the captain fear the loss of another generation on the eve of two momentous events: "2014 marks the long-projected (if imperfect) end of major U.S. combat operations in Afghanistan and the centennial commemoration of World War I's beginning.... I can think of no better name than no man's land to describe the physical and emotional landscape in which so many of the

soldiers I know dwell, and to capture my own state of mind. The image of no man's land also reflects the national psyche itself, gripped alternately by paroxysms of sentimentality and by bout of convenient amnesia for more than a decade of wartime."

There are sections of the book that prompted me to research other wars and warriors. The author gave me a new impression of General Ulysses S. Grant. He was a man of letters as well as the popular vision of him as a hard-drinking man who enjoyed his cigars. He wrote well and often, as I learned. I re-thought more ancient warriors such as Alexander the Great and Julius Caesar. The author also gave me a new thought: do nations and armies think about how a war should end when they enter into wars? Have the powers that want to send their citizens to fight and die taken the time to envision how this should end? Ms. Samet feels we are caught in a place that seems teetering constantly between war and peace.

The author provides us with the battle that takes place with soldiers returning from today's battlefields.



Dennis Bianchi

Many of her students remained in touch with her as they fought the wars being conducted abroad today and continued their communications after returning to the United States. Some indicated they felt more comfortable on the battlefield than at "home." Many were restless and sought excitement or travel to get away from their original home lives. They, too, seemed to be inhabiting a no man's land.

I had one complaint about the book; it seemed to lose focus from time to time. I felt the author could have tied the chapters together better, or perhaps make the transitions smoother. But I cannot fault her prose or her argument. This is a book that deserves your time and consideration.

Gray Mountain

By John Grisham
Reviewed by Dennis Bianchi

John Grisham is, and has been for some time, one of the best-selling authors in the world. He has written more than 30 novels that have sold more than 275 million copies worldwide. *Gray Mountain*, his latest novel, continues the incredible run of sales success. But I'm not sure this one deserves the attention it has received.

Mr. Grisham has created some of the best-written legal thrillers of all time and, I assume, that is likely why he needs only put his name on the front of the book and people will line up to buy it. But he has also disappointed readers on occasion. He has published a book every year without fail since his first big hit, *A Time to Kill*, in 1984. I have found many to be outstanding. Mr. Grisham can put together a good mystery to go along with vivid descriptions of clever lawyers and dramatic courtroom scenes. Occasionally, however, he fails to meet the standard he has set for himself. I found *Gray Mountain* lacking.

The plot features a young woman who has recently been "furloughed" from a huge New York law firm, (it is 2008 and the nation's economy is "tanking") and has now found herself

working as an intern for a law firm specializing in hardship cases in the small Appalachian community of Brady. In any community that relies on coal mines and large mining companies, hardships are plentiful. There are a few sub-plots involving methamphetamine abusers, domestic violence and other crimes, but the big plot spins around the ruthless mining companies operating without regard for laws or rules. It might sound familiar as to be a cliché. I found it so.

The characters are, for the most part, not well presented to the reader. They are shallow and unbelievable. At one point I found myself thinking the author was writing a screenplay for an old-fashioned, black and white movie without sound.

The strongest point Mr. Grisham has in this novel is his clear disdain for strip-mining of coal and the devastation that results from that enterprise. He strongly implies that the government often works hand-in-glove with "Big Coal" in ruining lives and landscapes.

I won't spoil it for any Grisham fans by telling you how it ends. It seemed to not end. It just stopped. I can only hope his next effort will be an improvement. That won't be difficult.

News from the Credit Union

By Al Casciato

Question(s) of the Month:

Q. "SFPCU rewards points expire after 3 years, on a rotating basis. Just as I am nearing the level I am trying to reach, I "lose" about a third of my points. It's frustrating and I don't want the lower point value merchandise. Other cards are offering reward points that don't expire — why not the SFPCU?"

A. The short answer is cost. The longer answer is: Un-expiring points represent a contingent liability that will consistently grow, be on our books indefinitely without any degree of certainty of their usage. Under accounting rules, we will have to reserve for the monetary value of each point into a contingency fund in perpetuity on the points that are not used. As a result, the monthly expenses will increase impacting net income. Other card programs that do offer un-expiring points can be attributed to their program structure that is fee laden and a higher interest rate versus the card program offered by SFPCU (i.e., we offer a lower interest rate and lesser number of fees as we do not charge a balance transfer fee or raise the interest rate immediately should the borrower be late on a payment).

Q. When will the next document shredding take place?

A. Our next scheduled shred date is planned for April, hold your documents and bring them in after you have finished your taxes.

Working On:

The credit union is hard at work on a fully updated Online Banking and Voice banking system. Stay tuned in the New Year for communication about these new services. It will be a 'responsive' website, which means that

you can see site information, whether you are on your computer, phone or tablet.

2015 Calendars

Have received a number of compliments about the about the new 2015 calendar. Glad that you liked it. I was happy to have worked with the staff on the production of the calendar and thank staff for their creativity. They are already working on the next calendar so if you happen to have an interesting picture in your archives please send it to me and we'll see if we can work it in an upcoming calendar or promotion.

Current Promotions — www.sfpcu.org/promos:

Visit the website because as of this column's deadline all the current promotions were set to expire on 12/31/2014 and the new ones had not yet been announced.

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

Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Secretary at SF Police Credit Union and can be contacted at alcasciato@stisia.com. Credit Union membership is open to all first responders and selected support personnel in the 9 Bay Area Counties. To see a full list of eligible memberships visit www.sfpcu.org.

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

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Police Union Challenge Halts SJPD Body Camera Program

SAN JOSE, CA — The failure to charge police officers in two separate killings of unarmed black men has sparked protests across the country, and along with them, calls to outfit cops with body cameras. It's with this backdrop that the San Jose Police Department received praise last week for 12 officers volunteering to wear body cameras as part of a pilot program.

What several reports failed to mention, however, is that internal politics has temporarily derailed the program.

SJPD's Research and Development division has acquired three types of cameras, including one worn on pairs of glasses. Steps were being taken to begin testing the devices in the field, but in late October the Police Officers Association challenged the process, arguing that it should be negotiated as a "meet and confer" issue.

On Oct. 22, Sgt. Elle Washburn sent an email to stakeholders in the process to test body-worn cameras, or BWC:

"Our office learned last week that our BWC Pilot is currently on hold," Washburn wrote. "The Chief received

word from our Union that the BWC Pilot is now a 'meet and confer' issue. This came to our office without warning, and I apologize for any inconvenience this may cause. We currently have a meeting mid-November with the Union to discuss the pilot."

San Jose Inside spoke with department spokesperson Sgt. Heather Randol and it seems that meeting has still yet to take place has not led to an agreement. (UPDATE: Randol sent an email to San Jose Inside on Tuesday morning clarifying her earlier comments about the department meeting with the police union. "The POA has met with the Department to discuss some of the meet and confer issues," she wrote. "We have not had the final meeting to finalize policy issues but there have been 2 meetings in which the POA brought up their concerns.")

Calls for comment to POA officials were not returned. A change in union leadership will begin Jan. 1, when Paul Kelly takes over the role of president from Jim Unland.

Washburn said in her email that she

hopes the program will start in "early 2015," but both she and Randol say there is no specific timeline.

San Jose's independent police auditor, LaDoris Cordell, applauded the department and Police Chief Larry Esquivel for moving forward on acquiring body-worn cameras, noting that they can help protect citizens from potential abuse as well as officers and the city from false claims and lawsuits. But she called the POA's attempts to delay implementation "shameful."

"This is all political," Cordell said. "It has nothing to do with the efficacy of cameras. It's shameful."

SJPD reportedly acquired two BWC systems made by Taser International and one by Viewu. The latter company supplies cameras to the New York City Police Department and thousands of other agencies, according to news reports.

Some studies suggest that wearable cameras reduce citizen complaints against police officers and reduce the chance that cops will resort to violence. For years Cordell has lobbied for their

use, especially with the increasing number of officer-involved shootings.

But as the killing of Eric Garner showed, the problem in some cases isn't a lack of evidence. Garner's death was ruled a homicide by a coroner, after Staten Island police aggressively took him to the ground and cut off his air supply. But a grand jury handed down no indictment against the officer who put him in a chokehold.

Spurred by the shooting of 18-year-old Michael Brown in Ferguson, Mo., the White House announced a plan to get 50,000 officers in the US to wear body cameras. President Obama proposed a three-year \$263 million program to increase the use of wearable cameras, expand training for police and provide resources for law enforcement reform. The program sets aside \$75 million specifically for small lapel-mounted cameras. Local law enforcement agencies would match half the cost, if they qualify for some of that federal money.

From San Jose Inside

Social Media Smackdown Roils Chattanooga Police Department

CHATTANOOGA, TN — A public squabble between a local activist and a Chattanooga police officer has sparked an internal affairs investigation and raised concerns among officers about their right to privacy.

The incident started a week ago Thursday when Officer William Puckett and local activist Chris Brooks commented on a Facebook post about racial injustice. Puckett, who has been on the police force since 2002, made two comments that suggested Brooks shouldn't discuss racial injustice because he has never been a police officer.

"Other than television do you have any real life experience?" the officer wrote. "I doubt it."

Later he added, "Real men work, b*****s cheer from the sidelines."

Brooks, one of the founding members of Chattanooga Organized for Action, a nonprofit social justice group, immediately spoke out about the comments, which he called "deeply inappropriate." Brooks is no longer actively involved with Chattanooga Organized for Action. He works as a labor activist.

In the days since, Police Chief Fred Fletcher started an internal affairs investigation into whether Puckett violated CPD's social media policy, a local resident filed a complaint against Puckett, and Brooks submitted an open

records request for all of Puckett's text messages from the past two years.

The tiff comes less than three weeks after a grand jury decision in Ferguson, Mo., ignited a national debate about the relationship between police officers and community members, especially among racial minorities.

Much of that debate is unfolding on social media: Officers across the country are defending the need to use force when necessary, while critics are decrying what they call a pattern of police violence against minorities.

In fact, hours before the Ferguson grand jury returned its decision on Nov. 24, Fletcher sent out an email to all officers that urged them to "be mindful" and "deliberate" on social media because officers' comments reflect on the department. And after Puckett's comments surfaced on Dec. 4, Fletcher sent out a second email.

"Let me be clear," he wrote. "We will not tolerate any behavior by a Chattanooga police officer that is abusive, harassing, threatening, profane or otherwise reflects unfavorably on the Chattanooga Police Department."

The department has a social media policy that requires officers to follow codes of conduct even while on social media websites or while off duty. The policy has been on the books since

2013, and Fletcher said he intends to enforce it. The chief even called Brooks directly to discuss Puckett's comments.

Document: Fred Fletcher social media warning

A public squabble between a local activist and a Chattanooga police officer has sparked an internal affairs investigation and raised concerns among officers about their right to privacy.

Source: Chattanooga Police Department

"Officers represent the community and the police department and are in a position of trust," Fletcher said in an interview. "I don't think a digital format changes that expectation at all."

But the request for Puckett's text messages, the recent focus on the social media policy and the internal affairs investigations have sparked a heated reaction from officers, who are worried about their rights to free speech and to privacy.

The request for Puckett's text messages struck a particular nerve. Although Puckett texted on his personal cellphone, any texts that are related to doing government business are public records, said Deborah Fisher, executive director of the Tennessee Coalition for Open Government.

Personal texts, however, are not — so someone has to go through all of Puckett's texts in order to determine which are public and which are private.

"It creates a bit of a quandary," Fisher said. "On one hand, there certainly could be concern if you allow the officer himself to go through those texts and make that judgment call that it would be easy for the officer to withhold something because there is no independent check on him."

"But on the other hand, having an independent government employee go through all of an officer's texts, both personal and business, also seems uncomfortable."

State law says the "records custodian" should go through the records in such a situation, said Ann Butterworth, open records counsel at the Tennessee Comptroller of the Treasury. But the law doesn't define exactly who the

records custodian is, she added.

However, state law does imply that the custodian is the government employee who has the records — in this case, the officer himself. It would be inappropriate, she said, for a third party to go through the texts on the officer's behalf.

Fletcher said he plans to let Puckett go through his own texts and turn over what is public, because while Puckett did receive a stipend from police for his phone, he still owns it.

"It's not my phone," Fletcher said.

Sean O'Brien, president of the Fraternal Order of Police Rock City Lodge 22, said the group's attorney is meeting with the city attorney to discuss the request and the legal opinions.

"We want to honor the law and honor the request, but we also want to make sure we respect any individual's privacy rights," O'Brien said. "We're not trying to contest it; we're trying to balance what the law says with privacy concerns."

He added that FOP has no plans to sift through Puckett's texts and that he hopes to use this experience to better educate officers on open records.

Meanwhile, the reaction to the Puckett-Brooks saga continues online. In one Facebook group devoted to local police and firefighters, some people — including a current firefighter and former CPD officer — posted comments that dubbed Brooks a "communist," "d-bag," and "rabble-rousing whiner." "I think the hostility in response to my publicly calling out a police officer for his comments and filing a complaint has been pretty extreme," Brooks said. "I think it exemplifies an overall cultural problem of police not being accountable to citizens."

A meme of Brooks was also circulated. In the meme, one sentence was superimposed on a picture of Brooks:

"I am Chris Brooks, I preach civil rights for all....Until I don't agree with your free speech, then I call your employer and try to cause you problems."

From The Chattanooga Times Free Press



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PAL CORNER



SFPAL Launches Sandlot Program

Inter-action with SFPD Officers key to success

Remember what it was like when you were a kid and there was “nothing to do?” Imagine how great it would be to stumble upon a pick-up game at your local school or playground where every child was invited to play! That’s exactly the idea behind SFPAL’s new Sandlot Program.

Officers will have the opportunity

The Sandlot Program will be getting its feet wet in the Central as well as Captain Perea’s Mission Station. Ingle-side, Taraval, and Richmond Stations will soon be kicking off the Sandlot Program in their districts. For more information feel free to contact SFPAL’s interim Director, Deputy Chief Mike Biel (Ret.) at 415-401-4669 or stop by the PAL office at 350 Amber Drive.



to show up with a trunk full of gear at a local park and organize an impromptu game of baseball, flag football, basketball or soccer with local youth and provide a healthy and fun alternative to “just hanging around.”

The Sandlot Program kicked off with a splash on December 16 when not even the rain could prevent Officer Ed Carew and forty excited kids from enjoying a frantic game of kickball to get things started. Assisted by Captain David Lazar and other Central Division personnel the children in attendance were able to play a spirited game while interacting with Police Officers in a positive way.

SFPAL Cheer Squad off to Nationals

In other exciting news, the SFPAL Seahawks Cheer and Dance Team will be participating in the National Cheer-leading Competition being held in Las Vegas this month! We are all confident the coaches and kids of the Cheer and Dance Team will represent SFPAL well and will, hopefully, return home with a trophy for the display case! Good luck to all the participants!

Don’t forget that applications for the 2015-2016 Cadet Academy are available online at sfpal.org. More information can be obtained by calling SFPAL at 415-401-4669.

The Midtown Tigers

By Sgt. McCloskey,
Tenderloin Station



Tenderloin and Southern Police Officers collaborate in community-policing efforts mentoring the youth of our city.

The members of the San Francisco Police Dept came together for the sole purpose of creating new preventative measures utilizing sports as a means to peace and reconciliation. The philosophy was adopted from our San Francisco Police partner BeHuman.

The program consisted of flag football practices and Saturday games. The youth were coached by their district cops, not only do they see them in uniform, on patrol, citing, or fighting crime but also in shorts and a T-shirt teaching them life skills and how to win and work as a team and a community.

The officers were encouraged by San Francisco Police districts leadership to engage with the community and build relationship with the youth and their families.

The Tenderloin cops would walk the youth of City Impact school to the Gene Rec Center 270 6th street to meet the youth from United Playaz non profit organization, historically the kids that participated on these teams, were not able to walk through the same streets, due to neighborhood feuds that had taken place for many

years, With police leadership we were able to coordinate a safe place and meeting point and allow these kids to be kids.

The Midtown tigers played a long season and made it to the final game at Candlestick Park and played on the same field as many greats such as Joe Montana, Jerry Rice, Ronnie Lott and many more. These kids were able to do what they thought was not possible, and gave much appreciation for the San Francisco Police Department for showing them the way.

The officers involved played a vital role in this program; they displayed a great deal of leadership, commitment and compassion. The Officer’s reminded the community that we care about the future of our city.

Special thanks to Chief Suhr, Commander Joe Garrity, Commander Redmond, Captain Chirness, Lt. Fatooh, Sgt. Harrell, Sgt. Jackson, Officer Azim, Officer Gonzales, Officer Payne, Officer Goff, Officer Neeves

SF Dispatcher of the Month



Edwin M. Lee
Mayor

Department of Emergency Management
1011 Turk Street, San Francisco, CA 94102

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

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



Date: November 27, 2014

To: **Christine Butler, Public Safety Dispatcher**

From: Evora Heard, Employee Recognition Coordinator

Re: **Communications Dispatcher of the Month – December 2014**

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

On November 17, 2014 you received a call from a male who believed he received a “good-bye” call from a friend. The caller was unsure of the location. As Dispatchers, we all know location is the key piece of information in all phone calls. If there is no address, the attempt to provide service is often unsuccessful. To make things even more challenging the caller was in another state.

You remained patient and diligent in your attempt to obtain the location of the suicidal person. You definitely used your advanced Dispatcher skills to aid you during this call. Your caller knew the general vicinity and a detailed description of the premise. This information was an aid to responding units who successfully located the patient. It was confirmed the patient did take pills and was found unconscious but breathing. You used limited information provided to locate a suicidal person who reached out for help, resulting in a life saved. This is the exact reason we do this job. We all ultimately want to be the reason someone receives the help they need.

Christine, your diligence was the key to a successful outcome. I commend you on a job very well done. Your caller was so impressed he called back to acknowledge your excellent service. This is a fine example of the outstanding work you perform year after year.

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

- Parking in the “Employee of the Month” space for the month of December 2014
- One-hour off, with Shift Manager approval
- “Employee of the Month” engraved pen

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



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Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Assessment of the Forty-Niner Situation

CCHECK IT OUT: Being a long time Niner season ticket holder (starting in 1980 with my dad at Candlestick Park and presently at Levi's Stadium with Bobby Malliaras), it's been an interesting and at the same time frustrating time for me as a fan. With Jim Harbaugh resurrecting the team starting in the 2011 season after the Dennis Erickson, Mike Nolan, Mike Singletary years of losing, it was an easier pill to swallow going down to Santa Clara to continue attending games. We can of course thank former mayor Gavin Newsome for allowing "that" to happen — his aloof behavior toward the team gave the York family an excuse to leave The City and head down south closer to Forty-Niner headquarters, and they of course took advantage.

Going into the season, everyone had high aspirations with the hopefully improved Colin Kaepernick to get the offense rolling to help out a defense that was missing starters for either injuries or off field transgressions. It was exciting going to the new stadium up until you get stuck in one of the pregame traffic jams (or post game traffic jams), get fried sitting in the hot sun as it blazes down on you,



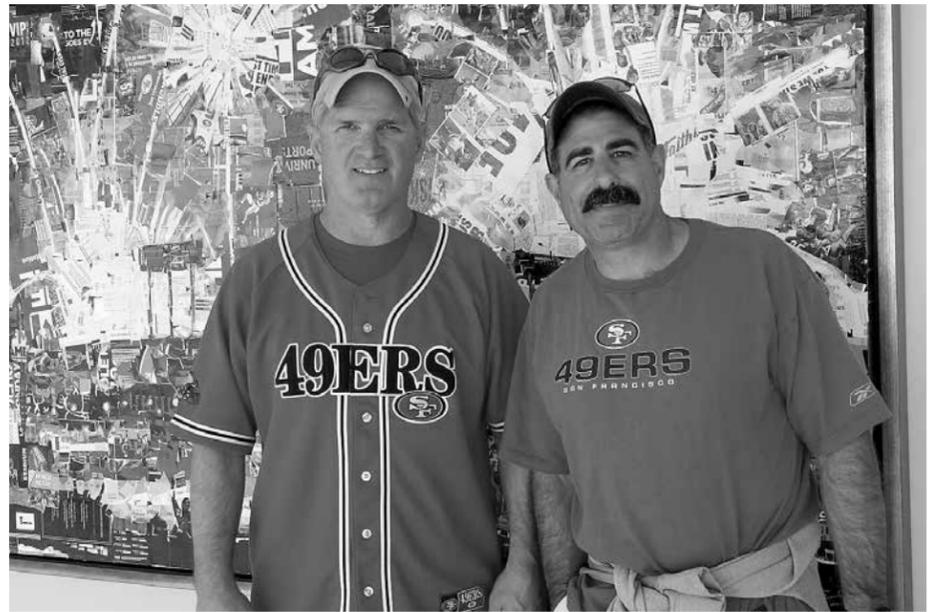
or having to wait in long slow moving lines at the concession stands. At the very least, I was hoping that the team was going to be good like we all expected.

Well, that didn't go well either as the product on the field did not live up to expectations. This 8-win, 8-loss season could've easily been a 11-5 season with a trip to the playoffs if the right play was called or if the right execution was displayed, or if more importantly the team was able to make better adjustments after half time. Also, if Kaepers-not was able to read defenses and hit a receiver who was a second or third option without throwing it 90 mph, things could've turned out a lot differently.

Now the team has allowed Harbaugh to get away and he's going to Michigan and the search is on for a new head coach. With any luck, the



Sometimes tailgating in the parking lot was better than being inside the stadium watching the Niners blow another game.



Bob Malliaras and I in the Club Level during a game at Levi's Stadium.

Niners can hire Rex Ryan and he can keep Vic Fangio and Jim Tomsula in place. Just as important is Ryan hiring a good offensive coordinator like Norv Turner or Hue Jackson to improve upon Greg Roman who defenses caught up to. By the printing of this column, the coaching staff could already be in place. I'm hoping for the best.

In the meantime during the play-

offs, I'm going to cheer on the Arizona Cardinals or the Carolina Panthers, or even the Cowboys or Packers just to keep the Seahawks from getting back to the Super Bowl. We'll see how it all turns out. Otherwise, there's three and-a-half months until Giants Opening Day on April 13th which is something I can really look forward to...Until then, stay well and safe and have a Happy New Year...So see ya next month...



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2005 MERCURY GRAN MARQUIS LS. Green/tan. Maj.svc just done, brakes ft/rear, oil, filters. 88,360 mi. AM/FM, CD, tires good ,alloy wheels, rns great. 4.6L eng. \$6500. Call Tom 415-596-8138

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 \$7999. 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

2001 MERCEDEZ BENZ, CLK 430, V-8, clear title asking price \$7500. Contact Tony 415-240-0203.

Boat For Sale

2002 -18.5FT SEARAY 182 MERCUISER. Perfect for skiing or fishing. Brilliant condition, less than 100 hrs, always garaged. Inboard/Outboard 4.3L Mercury 6 cyl (190 HP) Tinted/curved glass w/walk-through to open bow Bimini top w/boot & vertical storage DVD player, fish finder SeaRay Trailer, folding tongue, Photos upon request, Asking REDUCED to \$16,500 Call Steve @ 510-589-1944

For Sale

ROY ROGERS, "King of the cowboys" and Dale Evens " Queen of the west", Colt single action army .45 cal revolver with glass covered wooden display case. \$2,500. Richard Oakes 650-344-5630

4 GOODYEAR TIRES AND RIMS from a 2012 FX-4 Ford Truck. Less than 500 miles on the tires. M&S SR-A P275/65r18. \$600 for both OBO. Please contact Ariana for pictures or interested 415-940-5379.

Motorcycle For Sale

2010 HD SOFTAIL HERITAGE CLASSIC, stock, windshield & leather saddle bags! Excellent condition! Less than 4000 miles, \$14,000. Call Jerry 208-939-2534.

2005 HERITAGE SOFTAIL CLASSIC white – extra chrome, windshield, scream-in eagle header, engine guard bars, saddle bags, travel bag (12,500 miles) \$11,000 OBO. Call Mike at 650-743-3621

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

Vacation Rental

\$1250/2BR – LAKE TAHOE. One week Friday Aug. 7th depart Friday Aug. 14th. 2 bedroom, 2 bath unit on the Lake. Pool and spa. Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach of clear blue Lake Tahoe. Local marinas offer rentals and buoy rentals for watercraft parking. Hiking, golfing, tennis close to the resort. \$1250.00 Contact: Mike Coffey at mike2200@hotmail.com

\$1250/2BR – LAKE TAHOE. Seven nights beginning August 23 depart on 30th. 2 bedroom 2 bath unit on the lake. Pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach of clear blue Lake Tahoe. Local marinas offer rentals and buoy rentals for watercraft parking. Hiking, golfing, tennis nearby. \$1250.00 Contact: Mike Coffey at mike2200@hotmail.com

MAUI– KAPALUA GOLF VILLA: Large 1 bed, 2 bath, remodeled, immaculate "corner" unit with views. Look at the Island of Lanai, beaches, pineapple hills. Master bedroom lanai looks at the 1st hole of the Bay Course. Golf clubs for guests. Walk to Kapalua Beach, great restaurants, the Ritz... tennis courts and golf pro shops. This unit is magnificent and normally let out for 185 a night with a restriction to two people only. We offer it at a great price to SFPD. Call Rich Bodisco at 415-810-7377

Vacation Rental

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

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.

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

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

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

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

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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:

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Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

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

"Find the words related to the New Year. All the best to each of you in the New Year!"

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

AULD	MEMORIES
LANG	NEW
SYNE	YEAR
BALLOONS	PARADE
CONFETTI	PARTY
FIRST	RESOLUTION
GOBLET	MIDNIGHT
HORNS	SPARKLERS
INVITE	TOAST
JANUARY	TUXEDO
LAST	VOW

Thank you, Mayor Lee

Our Mayor "Gets It"

By Martin Halloran
SFPOA President

As all law enforcement throughout the country are mourning the tragic loss of our brothers in New York, who were brutally assassinated simply for wearing the uniform, we are witnessing a huge rift between the members of the NY PBA and the Mayor of New York. This discord had been growing for months and was exacerbated by the Mayor's public comments denouncing the NYPD, which occurred weeks before the assassination of Officer Rafael Ramos and Officer Wenjian Liu.

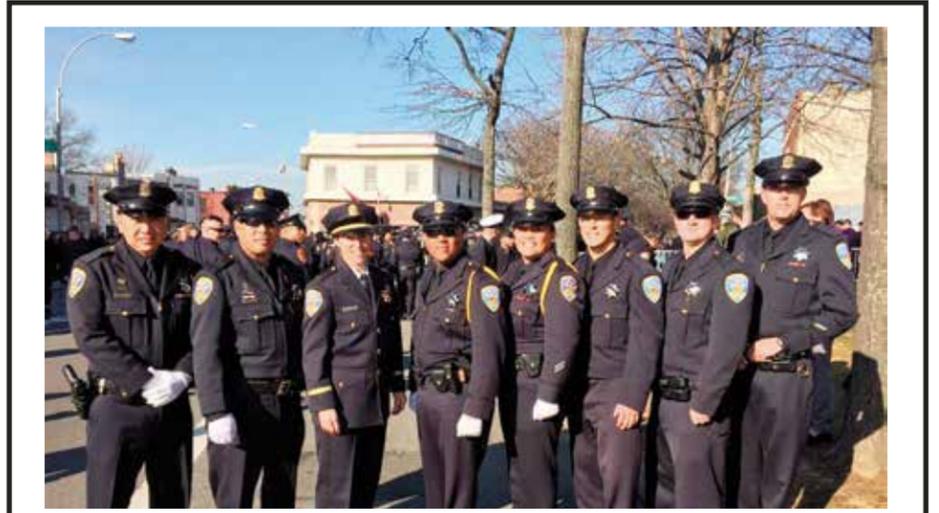
"The Mayor was with a prominent San Franciscan, who wished to remain anonymous, and they presented an extremely generous contribution to the POA..."

After the murders of these officers and even before their funerals services had been planned, I received numerous inquiries from POA members who wished to travel to New York in order to pay their respects to our fallen brothers. With the short time frame and having to travel over the Christmas holidays the POA knew this would

be a financial burden for our members therefore the POA Executive Board approved partial reimbursement to those members in order to offset their travel expenses.

Enter in San Francisco Mayor Edwin Lee who had heard about the number of members wishing to honor the NYPD officers and how the POA was going to assist them. On Christmas Eve Mayor Lee contacted me, expressed his condolences, and asked to meet with me immediately. When I met with the Mayor that day I was completely surprised with what he had done and what he presented to the POA. The Mayor, on his own volition, sought additional funding for our members travel expenses. The Mayor was with a prominent San Franciscan, who wished to remain anonymous, and they presented an extremely generous contribution to the POA to be used for our members to make it to New York and pay respects to Officer Ramos and Officer Liu.

This just further demonstrates the sound relationship between our Mayor and the POA. Mayor Lee's support for the SFPD and all of public safety is clear. Our Mayor is engaged and is concerned about issues that are important to us and to the City. In short, we have a Mayor that "Gets It."



L to R: Officer Eric Chiang, Officer Edric Talusan, Captain Teresa Gracie, Officer Ray Padmore, Officer Maina Tuimavave, Officer Chris Kohrs, Officer Blake Cunningham, Officer Joshua Fry

SFPD Contingent Attends Funeral of Slain NYPD Officer

By Ray Padmore

This photo was taken outside the funeral for murdered New York City Police Officer Rafael Ramos' on Saturday December 27, 2014. Officer Ramos and his partner, Officer Wenjian Liu, were ambushed as they sat in their patrol car on December 20, 2014. At the time of this service, the funeral date for Officer Liu had not been determined.

Thank You Jet Blue!



Thank you for caring for the men and women in blue. All the best!

— The Grateful Men and Women of the San Francisco Police Officers Association

SFPD Facilitates Fantasy Flight to North Pole

By Val Kirwan
POA Sergeant-at-Arms

United Airlines Fantasy Flight "Santa 1" to the North Pole 2014 took place on Saturday December 6.

Prior to departure, the children played games, face painted, ate good season snacks, sung carols, and met with mascots from the Niners, San Jose Earthquakes, and Olympic competitors, to name a few. The nonprofit United Airlines Fantasy Flight Association takes donations and holds fundraising events to pay for the festive day and raise money to benefit the children throughout.

The SFPOA was proud to be one of the many sponsors for this very worthy cause. 60 families, including low-income and children with disabilities/terminal illness were part of the flight. Due to bad weather in

the North Pole, Santa and Mrs Clause met the flight midway and landed on the roof of the plane. Santa and Mrs Clause then greeted every child and person on the plane. The plane arrived back at SFO, and each child received a bag containing toys, and each family received a shopping voucher.

Chevron was one of the major sponsors providing the fuel.

United Airlines hosted Fantasy Flights in Chicago, Cleveland, Denver, Los Angeles, Newark, San Francisco, Washington, D.C., Boise, Phoenix, San Antonio, and Sydney.

Employees and retirees volunteer their time to coordinate and operate the events. United Airlines supplies the aircraft and event locations, while the food, decorations, costumes, and money for gifts come entirely from over 1,500 volunteers each year.



Santa helps Martin Halloran, Lisa Lujan United Airlines, Commander John Joseph Garity, and Sgt Mike Andraychak.



Sgt. Andraychak and his K9 "Big"



A special Christmas hug for K9 "Glibey."