

## The Crisis No One is Talking About



By Tony Montoya,  
President

We're in the midst of a police-staffing crisis. You wouldn't know it, because policy makers are not talking about it. Police unions and chiefs alike have been sounding the alarm bell, but no one is really listening.

How bad is it? Well, bad enough that usually tight-fisted public agencies are throwing around signing bonuses to lure officers from one agency to another (laterals). The Seattle Police Depart-

ment is offering \$15,000 for lateral officers. Here in California, the cities of San Mateo and Seaside just approved \$30,000 signing bonuses, Palo Alto offers \$25,000, San Diego offers a \$15,000 bonus, Monterey and Santa Cruz offer \$20,000, and Fremont offers \$10,000.

The competition for officers is fierce and is fueled by many factors: a huge wave of retirements, an anti-police narrative that is both keeping people from entering into the profession as well as pushing them out, a strong economy, and a lower interest in pursuing policing as a career in general. It's a perfect storm with catastrophic impacts: applications are down, resignations are up and a huge retirement bubble hangs over police agencies.

This is especially true in San Francisco. In 2018, we had 171 officers leave SFPD, as of last month, we had 152 leave in 2019. The 2018 loss of officers is approximately 9.5% of the SFPD's approximate sworn staff of 1,800 officers. While, that number is scary, here's what should scare you more. **Of the last two police academy classes that have gone through both academy coursework and field training, only 43% of recruits**

**that started the academy finished their field training to become fully "street ready" officers.** Meaning, at that rate, we'd have to have 400 applicants pass background and begin the academy just to tread water.

Treading water without a lifeline isn't a survival skill, it's simply a way to prolong drowning.

When I wrote above that we had approximately 1,800 officers, it's not an accurate measure of the number of officers able to respond to 9-1-1 calls. For example, 172 officers are assigned to the Airport, over 100 officers are out due to injury (this is a typical number) and over 500 are assigned as investigators or in administrative functions. Generally, we have between 1,000 to 1,200 officers who are working the street and responding to emergencies.

The lack of hiring impacts us in one area: patrol. That is why the announcement that the Department wants to change its 9-1-1 response time goal from a public goal of 4 minutes to 8 minutes is disturbing. Especially since measuring the true response time shows the SFPD is averaging 7 minutes. By accepting a longer wait time for police response to the most pressing emergencies sends a

clear signal that the Department expects things to get worse.

While there's been lip service that we need more officers, an actual *funded* plan and a realistic strategy to implement an aggressive hiring effort does not exist. This should concern us all.

Our elected leaders and the Chief need to treat our staffing crisis as exactly that: a crisis. They cannot afford to wait any longer. Consider that it takes approximately 18-24 months to get a candidate from application to completion of our Field Training program. Which means that any plan put into effect today won't have an impact in our neighborhoods for two years.

Finally, our leaders must take into account how their actions are perceived by current and prospective officers. Yelling "F@%K the POA" while flipping the bird at a campaign event sends a despicable message to everyone who wears, or is thinking about wearing, a badge. It's not exactly the video material for a recruitment video. Creating a hostile work environment is no way to recruit or retain quality officers, who quite frankly, are in high-demand across the country, especially here in the Bay Area.

## Epic Change in Providing Benefits for Occupationally Injured SF Public Safety Employees

By Mike Hebel, SFPOA Welfare Officer

On July 1, 2019 San Francisco public safety employees (police officers and fire fighters) began to enjoy the same or similar workers' compensation "carve outs" that are now in place for Fresno police officers, Richmond police officers and firefighters, and Los Angeles police officers. In December 2018 the SFPOA and SF Firefighters — Local 798, after nearly one year of discussions and negotiations with the City's Workers

Compensation Division, Department of Human Resources, and Employee Relations Division, signed historic Workers' Compensation Alternative Dispute Resolution Labor-Management Agreements ("workers compensation carve outs") which was adopted by the City's Board of Supervisors. A carve-out is an alternative to the dispute resolution procedures in the state workers' compensation system which is created through a collective bargaining agreement.

Now for the first time since the California legislature established, in 1913, a workers' compensation program, SF police officers and firefighters will have a seat at the table on how workers' compensation benefits are delivered to its members.

Benefits such as full-pay disability (DP), medical care, temporary and permanent disability compensation, and industrial disability retirements are not changed. Rights such as the right to engage an attorney, enjoy all the presumptive injury protections (heart, back, cancer, etc.), and receive fair and accurate medical evaluations are not changed. Substantive rights have not been changed nor has compensation been diminished.

What has changed is the manner in which these benefits are provided. These Agreements provide for timely and efficient determinations on workers' compensation claims, timely and efficient access to high-quality medical care, and

timely, efficient and fair resolution of all disputes that arise in connection with a workers' injury claim.

### History of "Carve Outs"

In California any large employer, private or public, whose employees belong to a union or association may negotiate and contract with them to opt out ("carve out") of certain procedural parts of the State's workers' compensation system (CA Labor Code section 3201.7). The obligation to provide compensation remains, but the parties can agree to alternative methods of dispute resolution. The California legislature has consistently expanded the rights of the parties and encouraged alternative dispute resolution.

First started in the construction

trades over twenty-five years ago, the agreements typically provide for: (1) an alternative dispute resolution system that supplements or replaces the State WCAB system; (2) usually provides for mediation and arbitration through the trial level; (3) an exclusive, agreed upon, list of doctors to provide medical care to injured workers; (4) an exclusive, agreed upon, list of qualified medical examiners to provide medical-legal analysis of disputes; (5) a joint labor-management program oversight committee; (6) a return to work program; and (7) frequently provides for a sharing of the cost savings resulting from the use of the "carve-out" agreement.

The goals of a carve-out usually

CONTINUED ON PAGE 8



Deputy Chief Greg Yee, Ombudsperson Maria Mariotto, Mike Hebel, and Sean Perdomo at the SF Firefighters Local 798 headquarters following the November 22, 2019 Joint Labor Management Committee meeting where the first 5 months of the workers' compensation carve-out program were evaluated.



## San Francisco Police Officers Association Editorial Policy

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

### Member Opinions and Commentary: Unsolicited Written Material

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

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

### Other Submitted Material

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

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



Minutes

CONTINUED FROM PREVIOUS PAGE

- members to please monitor their hours with regards to the 14-hour day and 40-hour overtime in pay period rules.
- Old Business
21. Director Cabillo made mention of being mindful of what is said after a serious use of force incident. Reminder that your body worn camera is still recording.
22. Director Friedman voiced displeasure over the lack of support given by the Chief to the members involved in the recent officer involved shooting in the Mission.
- Financial Requests
23. A motion of \$7,000 was made by Director Lyons and seconded by Director Laval, for the Police Unity Tour.
- The motion passed unanimously.
24. Director Chan made a motion of \$5,000 and seconded by Director Carew, for the Salesian Boys Club. The motion passed unanimously.
- Adjournment
25. President Montoya requested a motion for adjournment which was made by Director Clark. Meeting adjourned at 1416 hours.
- Submitted by  
Matt Lobre
- \*These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record. All corrections and/or amendments will be published in the succeeding issue of the Journal.*

Seal Discipline Records

By Paul Chignell,  
Legal Defense Administrator

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

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

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

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

Board of Directors Meeting Roll Call

Wednesday, December 18, 2019

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

“Who has the bright idea?”

— Ret. Sgt. Marty Lalor



This photo is from Critical Mindset Coordinated Response Force on Force Training on November 20, 2019. —Sgt. Justin Paul Bugarin

San Francisco Police Department

On The Status Of Women

A Gender Analysis of the San Francisco Police Department

By Tracy McCray,  
Sergeant-At-Arms

As the Chairwoman for the SFPOA’s Women’s Action Committee (WAC), I want to first thank my fellow members, most notably Rachel Kilshaw, Amy Hurwitz, Michelle Primiano and Mari Shepard along with Wendy Berkowitz who provided valuable insight, as well as the Women Officers of the Department who participated in the focus groups that helped gather much needed information for this report.

And thank you to Dr. Emily Murase and Elizabeth Newman of the Department on the Status of Women for putting forth the first comprehensive report detailing the journey that Women in the San Francisco Police Department have gone through over the years and providing a way forward for the future.

Read The Report  
<https://tinyurl.com/r8wf22x>



SERVING SAN FRANCISCO AND THE GREATER BAY AREA SINCE 1981

**ELECTRICAL SERVICES:**

- Preconstruction Services
- Electrical Infrastructure Services
- Green Energy Systems
- Maintenance Services

**COMMUNICATIONS SERVICES**

- Structured Cabling Systems
- Cat6, Cat 6A, 10-GIG
- Fiber Optic & Copper Backbones
- OSP Fiber & Copper
- AV Programming & Installation
- Data Center Design & Installation
- Sound System Design & Installation
- 24-hour Emergency Service

**WIRELESS SERVICES:**

- Distributed Antenna Systems (DAS) Installations
- DAS Public Safety (ERRCS) Solutions
- WI-FI Services
- 24-hour Emergency Service

License # 401047

**ELECTRICAL COMMUNICATIONS WIRELESS**

2400 Third Street  
San Francisco, CA 94107  
415.642.3000  
[www.metroelectric.com](http://www.metroelectric.com)



# Calendar of Events

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

## Specially Scheduled Events

### POLICE DODGEBALL TOURNAMENT

*Where* Italian Athletic Club  
*When* January 11, 2000, 1:00 pm  
*Contact* Kevin Worrell 415-531-4840  
Mike Francheschi 415-297-8250

### GOLDEN STATE WARRIORS LOCAL HEROES NIGHT (BENEFITTING BALEAF)

*Where* Chase Center, 3rd at 16th Streets, SF  
*When* Thursday, January 16, 2020 7:30 pm  
*Contact* [cjh869@icloud.com](mailto:cjh869@icloud.com)

### JOHN CAGNEY & EDDIE YU RETIREMENT CELEBRATION

*Where* SF Italian Athletic Club, 1630 Stockton St., SF  
*When* Thursday, January 30, 2020  
*Contact* Phone 415-638-0099

### EMERALD SOCIETY LEO CRAB FEED

*Where* SF Italian Athletic Club, 1630 Stockton St., SF  
*When* Friday, January 31, 2020 6:00 pm  
*Contact* Brian Burke 415-553-1893

### SF POLICE CREDIT UNION BREAKFAST/MEETING

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

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

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

## Regularly Scheduled Meetings or Events

### VETERAN POLICE OFFICERS ASSOCIATION

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

### WIDOWS & ORPHANS AID ASSOCIATION

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

### AMERICAN LEGION SF POLICE-FIRE POST

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

### POA BOARD OF DIRECTORS MEETING

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

### RETIRED EMPLOYEES OF CCSF

*Where* Scottish Rite Masonic Center, 2850 19th Ave., SF  
*When* Second Wednesday bi-monthly  
(Feb., Apr. June, Aug. Oct. Dec.), 10:00 am  
*Contact* RECCSF Office 415-681-5949

### RETIREE RANGE RE-QUALIFICATION

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

# No Common Sense For San Francisco Radical Leftists



By Paul Chignell,  
Former President and  
Current Legal Defense Administrator

The radical leftists of San Francisco climb out from under their rocks to constantly attack and disparage police officers in San Francisco — as well as the underpinnings of the most progressive criminal justice system on our planet.

They are a large band of hypocrites who employ the mantra of propaganda. We see them in the streets and demonstrating in front of buildings such as the old Hall of Justice and the headquarters of our police union. They visit district police stations with their venomous oratory about alleged police abuse, and mirror their protectors in the electoral establishment of the City with illogical arguments about what police should or should not do.

This pervasive onslaught of hate towards the police officers of San Francisco is conducted by individuals who hold no common sense in the discourse of public opinion. They reject meaningful and balanced investigations of police misconduct with their radical diatribes that police officers should be disarmed, imprisoned or “shut down”.

They don’t acknowledge that community policing initiatives work in San Francisco neighborhoods, that the police union contributes incredible resources to under-served San Franciscans, and that victims of crime deserve attention from all of us.

They are rarely challenged by elected officials or the two clowns at the San Francisco Chronicle, Diaz and Egelko.

## The Victims of Crime

In today’s San Francisco the victims of crime are largely ignored by the leftists and their protectors in the local media.

Instead there are cries of restorative justice, alternative courts, destruction of the bail system, elimination of all barriers to those convicted of crime, early release, shutting down of jails, withdrawing gang enhancement provisions, and a complete lack of analysis of racial disparity of victims.

Of course, we still have the Chronicle’s sleepy Bob Egelko garbage of non-factual discussion of death penalty retention.

Some of the criminal justice reforms are obviously appropriate but ALL of them? We think not.

The clear absence of even an acknowledgement that crime victims deserve a semblance of justice is unconscionable.

The clearest example of this was a recent “community” meeting in the Mission district where these same radical leftists shouted their propaganda. When police officials discussed the fact that the suspect who attacked the police officers that led to an officer-involved shooting may have been the same individual who committed a hot prowl burglary prior to the seminal incident, they would hear nothing of that. That victim be damned

according to the leftists — it was irrelevant to their story line.

City leaders in San Francisco recently played semantic games with the language associating felons and other miscreants with the crimes they did commit. They want to soften the language for these rapacious convicted predators. Their semantic choices to eliminate the specific nature of illegal and often wanton behavior was despicable.

## Police Shootings

The most venom from the Left is directed at officers who in the course and scope of their difficult employment must discharge their weapons to stop an imminent threat, protect victims or protect themselves from criminals who have absolutely no concern for human life.

As one who has been involved in two officer involved shootings, at the risk of being presumptive, I know I can speak for most officers in that they dread having to use lethal force, but in rare instances they must.

Despite exhaustive investigations by prosecutors, internal affairs investigators and an independent watchdog agency — and the potential for involvement by the United States Department of Justice and the State Attorney General, recent police shootings have been deemed justified under our system of justice, the rule of law and administrative sanctions.

Even the ubiquitous carpetbagger himself, George Gascón, has signed off as not worthy of any criminal prosecution all recent police shootings, even after looking under every twig and branch and repetitive witness interviews. The Left believes none of it.

They demonstrate and disrupt and scream that officers are murderers and want to shut everything down. Their allies in elective office remain mute, never saying a word in defense of the police officers.

The San Francisco Police Department has the most diverse and well trained in modern de-escalation techniques in the country but they are still attacked as not trained and not diverse like the old propaganda of the 1950s where if you say it over and over again people believe it.

## Our Leaders

The hypocrisy of the Left is often matched by local media types and elected officials.

The same elected officials who decry police officers, pontificate about police interactions with residents without any facts of their own, who try to block our well-deserved contracts with unfathomable demands of justice reforms are also all about needing police officers for their community work. One day they are contacting police officials for extraordinary service and then that night ripping police officers to shreds verbally without justification.

The same can be said for the media “barons”.

Kate Steinle is murdered and dies in her father’s arms and the media will focus on the defense of the person pulling the trigger.

The voters of California in two recent elections strongly upheld the death penalty with an even higher vote the last time out and the ignoramus at the morning newspaper speaks of death penalty support waning. This clown describes himself as a journalist? Not even.

The Radical Leftists and their allies need to be confronted and repudiated.

They will be.

# Frank Daniele Realty

Since 1995


**415-759-5433**

[danielerealty.com](http://danielerealty.com)

[realtybrokerfrank@yahoo.com](mailto:realtybrokerfrank@yahoo.com)

DRE#01092828

San Francisco Native • St. Ignatius 1982





# Close Encounters

We normally sign off each one of our columns with a ‘Stay safe’ hoping that you can avoid all of the dangers associated with the job you do. After all, what other profession requires that you wear a gun to work. And what other occupation leaves you with only seconds before you have to decide which type of force is necessary to render a situation safe. And that decision you makes will then follow you through all of the pending interviews and repor ts you’ll have to deal with justifying your actions. Then, at some point, people with official titles will take months to decide whether/ not that 1-second choice you made was appropriate.

And people wonder why it’s so hard to fill the vacancies that are occurring in law enforcement today.

**Officer Tracy Turner and Officer Michael Petuya** responded to a report of a man armed with a gun sitting in a car near the Geary Boulevard tunnel. The officers responded and located the suspect vehicle parked with 1 on board. The officers approached the occupied truck and Officer Patuya noticed the stock handle portion of a firearm sticking out from the center console area. The officers immediately placed the suspect into custody. **Turned out the gun was loaded** and he was also in possession of cocaine base and heroin.

It’s just after noon when 9-1-1 receives a call of ‘shots fired’ on the 1400 block of Innes Avenue in the Bayview. **Offi-**

**cer Michael Toomey, Officer Richard Hawkins, Officer Pierre Mayorga, Officer Ian Mikulas, Officer Mark Wilker, Officer Rolando Sanchez, Officer Rodney Freeman and Officer Steven Coleman** responded. The officers immediately set up a perimeter and utilized the ‘contain and call-out’ technique to increase the odds of a successful resolution. The suspect decided to surrender to the officers and a designated arrest team to him into custody. **Further investigation revealed he was in possession of a 9mm pistol loaded with a 15 round high-capacity magazine.**

The 9-1-1 caller said he just witnessed a man beating a woman and then dragging her to his car on the 1600 block of Hayes Street. **Officer Jose Mora, Officer Natalie Villatoro, Officer Lauren Nelson, Officer Megan Monahan and Lieutenant Dave Maron** all responded to the scene. The officers located a woman’s purse and blood stains on the ground from where the crime occurred. A perimeter was set up just about the time when Dispatch started receiving more calls of another alleged DV occurring approximately 5 blocks away. **Officer Howard Brown** responded and located the suspect’s car with the victim inside at 19th Avenue and Lincoln. This was apparently a continuation of the initial incident the officers responded to on Hayes Street. Turned out the suspect was the ex-boyfriend of the victim and was already on felony probation for several violent assaults.

The Vallejo Police Department responded to a home invasion robbery where a young woman was reportedly held captive and sexually assaulted while the suspects robbed the house of valuables. The Vallejo PD engaged in a high-speed pursuit of the suspect vehicle after the incident and were able to arrest 3 of the 4 suspects. The one suspect who was wanted was known to the investigating officers and lived in SF. The Vallejo PD investigators contacted **Officer Raymond Biagini and Officer Steven Filippi** who worked Special Investigations and asked for their assistance in locating and arresting the wanted felon. And the officers did exactly that.

It was early evening when a resident of the unit block on Rodgers Street called 9-1-1 to report a burglary that just occurred. The caller had video of the suspect breaking into a lockbox and using the key inside to gain entry to the apartment building. **Officer Vincent Pacchetti and Officer Phillip Freed** responded, took the report, and checked the video footage to capture a photo of the suspect. The officers conducted a search and located the felon soon after. **The long, blonde dreadlocks helped make the identification along with his carrying a blow-torch and a pry-bar . . .**

**Officer Oscar Abucay** was on uniformed patrol with his partner **Officer Anh Nguyen** when they were flagged down by several bystanders all pointing out an individual who had just collapsed. The subject was a 64-year old male with no pulse and unresponsive. Officer Abucay immediately began CPR chest cxompressions until he was relieved by SFFD Engine #1 personnel. Unfortunately, the man they were trying to help passed away later that evening at SFGH.

**Sergeant Eric Balmy** wrote an impressive commendation citing, “Officer

Abucay demonstrated that one of the core values of The Department’s Mission Statement – i.e. The protection of human life – is not an empty sentiment but one that he takes on patrol with him every day.”

**Sergeant Michelle Primiano and Officer Mark Fraize**, working a plain-clothes assignment, were driving south on Hyde Street crossing Golden Gate when they saw an individual on the sidewalk pointing a handgun across the street from where he was standing. Michelle and Mark immediately pulled over and ran towards the subject commanding the suspect to drop his weapon. He finally complied and was then placed in custody. Further investigation proved that the weapon was actually a BB gun that had been altered in a manner that it appeared to be an authentic firearm as the orange coloring had been removed.

But what if the individual they encountered pointed his replica weapon at the officers and refused to comply with their commands. How much restraint is necessary before you put yourself in further jeopardy of being killed. Fortunately, for the suspect, the officers he encountered were seasoned veterans who assessed the risk and made the right choice.

**It used to be established protocol for each new Police Commissioner to take the ‘Shoot, Don’t shoot’ Course at the Police Academy. Hopefully, that policy is still in place. And it might not be such a bad idea for our new District Attorney to attend a session as well . . .**

**And sadly, with the end of the calendar year, the Officer Down Memorial page has listed 121 line of duty deaths in law enforcement for the year 2019. Just think how the lives of all those family members have changed from that ultimate sacrifice.**

**Have a great New Year and stay safe.**



**MEMBERS**  
Financial Services

**DON'T WORRY ABOUT  
YOUR FUTURE. PLAN FOR IT!**



Schedule a No-Cost  
consultation today with  
Chris Breault, Financial  
Advisor at 415.682.3361.

**Knowledgeable in:**

- Investment Management
- Deferred Comp/ DROP Rollovers
- Retirement Income Planning
- Long Term Care
- Portfolio Assessment
- Life Insurance



**THE POLICE CREDIT UNION**  
Serving Law Enforcement Since 1953

[www.thepolicecu.org/MFS](http://www.thepolicecu.org/MFS)  
800.222.1391

Securities sold, advisory services offered through CUNA Brokerage Services, Inc. (CBSI), member FINRA/SIPC , a registered broker/ dealer and investment advisor. CBSI is under contract with the financial institution to make securities available to members. Not NCUA/NCUSIF/FDIC insured, May Lose Value, No Financial Institution Guarantee. Not a deposit of any financial institution.

FR-1483263.1-0416-0518

**GET READY FOR A NEW**



**Rates as low as**  
**2.89%**  
APR\*

**90 Days No Payments**

**Used Auto Rates Same As New**

**1% Rate Discount with Enterprise Car Sales\***

**THAT'S HOW WE ROLL!**

**Applying is easy! You can apply online at**  
**www.thepolicecu.org, by phone at 800.222.1391**  
**or in person at one of our branches.**



**THE POLICE CREDIT UNION**  
Serving Law Enforcement Since 1953

800.222.1391 • [www.thepolicecu.org](http://www.thepolicecu.org)

\*1.00% off current credit union rate, with a maximum loan term of 60 months. Offer valid now to 12/31/20 and is subject to change without notice. This offer cannot be combined with any other offer. Used vehicles were previously part of the Enterprise rental fleet &/or an affiliated company's lease fleet or purchased by Enterprise from sources including auto auctions, customer trade-ins or from other sources, with a possible previous use including rental, lease, transportation network company or other use. Federally insured by the National Credit Union Administration. Please visit [www.thepolicecu.org](http://www.thepolicecu.org) for complete details.

12/19



# News from the Credit Union

By Al Casciato  
SFPD Retired

**Q: I don't like paying fees to withdraw cash from non-credit union ATMs, is there a way to avoid that?**

(The following response was provided by the Marketing Department at The Police CU).

**A:** Yes, with a checking account at The Police Credit Union, we'll rebate you up to \$30 a month\* for fees that you're charged for using another institution's ATM. All you need is to set up a recurring direct deposit to your Police Credit Union checking account for any amount, and you are eligible for the rebate. In addition to the rebate, you'll pay no monthly service charges, there are no minimum balance requirements to earn dividends—and with direct deposit, you'll receive your money a day early! Open a checking account online at *www.thepolicecu.org* and start saving money.

\*The Police Credit Union will refund up to 10 ATM fee rebates per month. ATM surcharges up to \$3 per out-of-network ATM transaction. You must have a checking account with The Police Credit Union in good standing and a direct deposit posted to your checking account monthly.

**Promotions**

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

**Upcoming Events**

**Plan to attend the 67th Annual Meeting and Breakfast of The Police Credit Union on February 29, 2020!**

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

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

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

There are two vacancies on the Board of Directors. The Nominating Committee nominated candidates Croce "Al" Casciato (incumbent) and Glenn R. Sylvester (incumbent). Because the number of candidates equals the number of vacancies, an election is not necessary.

There is one vacancy on the Board of Supervisors. The Nominating Committee nominated Richard Corriea (incumbent). Because the number of candidates equals the number of vacancies, an election is not necessary.

All three candidates are to be declared elected under the By-laws at Article VIII, Section 6.

**Mark your calendars for our next used auto sale with Enterprise Car Sales, February 7-9, 2020.** Members who stop by any of the four Enterprise Car Sales locations and finance a vehicle with us will receive a **1.25% APR rate discount!**\* A full list of car sale dates in 2020 will be available on our website, beginning January 1, 2020.

**Next date for Living Trust seminar is set!** If you missed our Living Trust seminar held on November 23, don't worry — we'll be scheduling these seminars throughout 2020. Our next date for seminars is scheduled for **Saturday, March 7th, 2020**, with two sessions — one at 9:30 am and one at 11:30 am. More information and a sign-up sheet will be available around the end of January, so check our website or your email for details.

**Important Reminder!** As of January, 2020, Microsoft will no longer be supporting Internet Explorer. To ensure you have no problems accessing our online banking, please upgrade to the latest version of Microsoft Edge, Google Chrome or Firefox.

**Give Us Your Feedback**

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

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

You can contact me at *AIC@thepolicecu.org*.

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

*Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He is currently a member of The Police Credit Union Board of Directors and can be contacted at AIC@thepolicecu.org. Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.*

## Sgt. Darius Jones Needs Assistance

A fund has been established at The Police Credit Union for Sgt. Darius Jones who needs assistance. The account number is 1402242 S90. If you are a Police Credit Union member, you can transfer from your account directly into the account number listed above.

This can be done online at *https://www.thepolicecu.org* or by calling 800-222-1391.

**Checks payable to the "Darius Jones", Acct # 1402242 S90 can be mailed to:**

The Police Credit Union  
Main Office  
2550 Irving Street  
San Francisco, CA 94122

or

The Police Credit Union  
802 Bryant Street  
San Francisco, CA 94103

**Please note: Donations ARE NOT tax deductible!**

# Many Oakland County Police Agencies Still Not Sold On Body Cameras

December 12, 2019

Northville officers are among a handful of Oakland County police using body cameras and Dustin Krueger said they have exceeded his expectations.

Krueger, a Northville police captain, said he initially had concerns about body cameras but now believes the devices bring greater transparency and accountability to the department.

"The citizens want to know we are doing things the right way," he said. "These help with the transparency and accountability in showing whether we're doing something right or if there are areas for improvement and training opportunities."

The use of body cameras comes more than two years after Gov. Rick Snyder signed legislation regulating their usage, retention of data, who can request footage, and what information can be released.

The department signed a five-year, \$83,000 contract with Watchguard earlier this year but received around \$14,000 in grants to offset the costs.

Krueger said he understands that some residents may be concerned about their local police using body cameras, but added the devices are designed to protect them as well as the officers using them.

He said the Watchguard video camera system is very user-friendly, the images are clear, and it has the ability to capture four different camera views.

"When that one incident occurs, such as a major use of force, you want to be able to have the ability to go back and review it to make sure everyone is following policy and procedure in being as safe as they can," he said. "It's invaluable because it allows us to make sure we're all doing things the right and safe way."

After Snyder signed into law, police agencies across the state began researching the cost, storage, redaction, citizen privacy, and how such devices would impact their procedures, processes, and personnel.

The Oakland Press reached out to 42 of the county's law enforcement agencies in November to assess their progress on body camera usage.

The contracts include body and in-car cameras as well as cloud-based data software, which allows agencies to view, store, redact, and download the footage. Agencies even have the ability, using the software, to send videos directly to local prosecutor's offices for review if used as evidence in an investigation.

A new law has law enforcement agencies across Michigan researching how body cameras would work within their departments.

**No Thanks**

Police in Bloomfield Hills, Birmingham, Walled Lake and at Oakland Community College told The Oakland Press they have no interest in studying or purchasing body cameras at this time.

Others still have concerns about the technology.

Rochester Police Chief Steven Schettenhelm said his department does not have any immediate plans to purchase body cameras and still has concerns with managing data and privacy of the residents his officers interact with.

"We need to be fair to the citizens that may be in private and compromising situations," he said. "We'd like to see others chart those waters so that we can better understand what rights we have in order to protect our citizens filmed in those very private situations."

He said the department recently upgraded its in-car cameras to include increased storage space. Play Video

Bloomfield Township Police Chief Philip Langmeyer said he has concerns with financing and storage capabilities.

"We are not studying body cameras and have no plans for implementation," he said. "We have other priorities and challenges that we need to address at this time."

Walled Lake Police Chief Paul Shakin said the department's in-car cameras cover 90 percent of the officer-citizen contact and sees no need for body cameras.

"The body camera technology is just not there," he said. "The cameras would not be able to keep up with the 12 plus hours being worked by some of our officers."

Oakland County Sheriff's Office

The Oakland County Sheriff's Office contracts with 12 communities to provide police service including Pontiac, Rochester Hills, Lyon Township, Orion Township, and others.

Sheriff Michael Bouchard, who crafted portions of the state's body camera law, said although state law prohibits video filmed inside a home from public release, he still has concerns about other situations in which people could have a "reasonable expectation of privacy," including those filmed outside the home but still in vulnerable situations.

He said this could include people showering at their workplace or performing sexual acts inside a car.

Bouchard said the in-home protections are just not enough to ensure citizen privacy. He would like to see changes made to the law before he would consider implementing body cameras at the sheriff's office, which he said would cost around \$2 million.

"I'm the one who sought this (legislative) language, but there are still situations that don't occur in the home where people could have a reasonable expectation of privacy, such as in a car," he said. "Now you get into the whole argument of what's reasonable."

In Bouchard's view, the main purpose of using body cameras is for evidentiary value and to hold police accountable, something he discussed with legislators while crafting the law. He also has concerns about released videos being used for entertainment purposes that would "invade the privacy of fellow citizens."

"I don't want people to be subjected to cameras just because the police are wearing them unless it's to hold us accountable," he said. "There are so many different questions that go to privacy. Right now, we are having more and more discussions about privacy. I tried to get (legislators) to understand that. You can't split the baby on privacy."

Another change that he would like to see added to the 2017 law includes more explicit language about what video can be redacted and what cannot.

From *www.theoaklandpress.com*



# Reform the SFPD Way: Score 99.8% and Fail

By Rich Cibotti  
Taraval Station

Baseball is called a game of failure. It's called so, because successful players actually fail more than they succeed. A solid pro hitter will bat .300, meaning they only reached base 3 of 10 at bats, or have 7 failed at bats. A hall of famer may bat .400, but even then, only 20 players in the history of the game have done so, the last being Ted Williams in 1941. Based on the amount of calls for service we handle annually, and the very few that turn into a use of force, we actually succeed far more than we fail. However, in our department, it will soon be possible to succeed way above average, be a failure, and possibly be terminated.

**New Police Commission  
Disciplinary Guidelines**

For those who have never read my articles, or have not heard, the Police Commission has adopted new disciplinary guidelines for us. Now, while I understand its lofty goals of making discipline standardized, it also leads to some absurd outcomes. Case in point when it comes to the Body Worn Camera policy discipline.

In the adopted proposal, now headed to meet and confer with the POA, a "Fail to activate the body-worn camera as required," has three levels of discipline. First offense, at a minimum a reprimand, up to a 1-10 day suspension. Second offense, again starts at a written reprimand, up to a 30-90 day suspension. Third offense, starts at a 1-10 day suspension, but can go all the way to termination. Meaning that three failure to activate violations, and you may be terminated.

**What is a Failure to Activate?**

Failing to activate can simply be not turning the BWC on at all. However, it can also be activating late. At Sergeant's School we spoke to Director McGuire of the Strategic Management Bureau. At the end of the class, Sgt. Latus and I discussed with her that since the violation for not activating at all, is the same as activating late, the discipline can actually incentivize us to not record at all.

I mean if you show up on a scene and forget to activate, so it goes on late, it may be worth taking your chances and not activating at all. I am not advocating for this, but this is one of the many absurd outcomes derived from this policy. Since, the policy offers no distinction between

non-activation and late activation, it may lead to the exact opposite of the goal: Recording our calls on BWC.

**Even More Absurd**

During the BWC Meet and Confer preparation meeting, Officer Mikayla Connell brought up one of the most absurd examples I've seen. If we are to follow the policy and record any call with the potential for law enforcement activity, it will be a lot of calls. Let's say a very busy station like Mission for example. An officer would on the low end probably record 10 videos per watch. Ten videos per watch, 16 work days a month, multiplied by 12 months is 1,920 videos. That is a lot of videos, and this is a low estimate.

*Now let's say you were to miss three videos, so you only record 1,917 videos. Those three failures could possibly lead to your termination. However, you would have a 99.8% compliance rate with the policy. Talk about absurd. Now if we compound this year after year, you will make mistakes and miss some more videos, but with three strikes you're going to be out. Only in the SFPD can you score a 99.8% and still fail.*

The department wants us to record more, and I am fine with that. But a third violation opening you up to termination is insanity. Heck its more than possible to have 3 "failures" in one watch, let alone over the course of a year. I think most of us are trying our best to record our calls. Sometimes these things called emergencies happen, stress kicks in, and the recording doesn't happen. That's just reality, were only human.

I'm all for police reform, but it has to be logical. If you can have over 99% compliance from a member, but still terminate them, then it's just reform that "feels good" but will never accomplish the transparency goals of the police commission.

The department is finally starting to add the BWC to our Force Options training. This is the first time the department has tried to train us in actually using the BWC on patrol. This is something that can actually impact us and help us improve. The short classroom training provided by Axon was not enough to build any kind of muscle memory and the department should shoulder the blame for this training failure. I am happy they are finally taking steps to correct this oversight, although that's no

consolation to those who are currently being disciplined.

**What Does the Entirety  
of the Event Mean?**

Another point of contention is the definition of entirety. The Activation of Body Worn Cameras Bulletin, DB-256, states that, "Members shall ensure the entire event is captured during all mandatory recording circumstances or until their involvement at the incident is completed." Well what is the entirety defined as? That's a good question with many answers, none of which are spelled out in any published policy.

During the BWC Meet and Confer with the City, the City representatives interpreted entirety as once you put yourself on the call, you should activate the BWC. When we brought up that we would be recording the Ford logo and us driving there, what purpose does this serve? They basically answered with: Well this is what your policy says, so that's what it is. Well at least it's an honest answer. But I knew something needed to change.

So, a few weeks later, I made an appointment, and went to the Chief's office hours. We had a good discussion on many topics. I brought up this very topic. The Chief said he thought catching the door as you're exiting your vehicle, or activating prior to approaching someone on foot would be the entirety. I agreed that it seemed like a logical standard. So, I politely requested that this be clarified and inserted into the policy, because otherwise the folks at DPA would be open to interpreting it in anyway favorable to

sustain a complaint. I submitted a follow up email detailing the glaring issues or chances for clarification. I have not received any recent updates, but I'm not going to let it go. I'm still working on it.

Then at Sergeant's School we had a great opportunity to get this answered. Classes presented by the Body Worn Camera Unit, Department of Police Accountability, and Internal Affairs, all with the opportunity to clarify this issue.

I will save you all the suspense, no one had a solid answer. But the DPA had the most intriguing answer. I asked the DPA Senior Investigator, "What is your office's standard for the entirety of the event?" The answer was, "We use your department's standard." When I explained that our department does not have a standard, the investigator repeated the answer. When I stated, "Ok so you have no standard," it was explained that there are 4 different investigative teams. Whichever investigative team gets your case then interprets "entirety," entirely on their own, supervised by an attorney. **It is troubling to me that the office who investigates us, uses a standard that doesn't exist. It begs the question, if they have no standard, or an unknown standard, how can we possibly comply?**

When no one can define or tell the players the rules of the game, how is a participant supposed to succeed? When you have a policy that even 99% compliance could still leave you up for termination, you've got a problem. Batting .998 in baseball would make you an instant Hall of Famer, here you could get put on the shelf. There is no way to win the game, when no one knows the rules.

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273

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

SERVICES:

Critical Incident Response Team (CIRT)

Contact DOC - 24 hour response (415) 553-1071

\*\*\*

Work Related Trauma

Stress Unit Alcohol/Substance Abuse Support

\*\*\*

Catastrophic Illness Program

\*\*\*

MHN: Your free outpatient mental health benefit

(800) 535-4985, company code SFPD

MEMBERS:

Sgt. Art Howard

(415) 378-5082

Officer Dennis Rodelas

(415) 660-8664

Officer Aaron Cowhig

(415) 696-0607

J|C JONES | CLIFFORD

✓ Personal Injury

✓ Workers' Comp

✓ Disability Retirement

✓ Uninsured Motorists

✓ Auto Accidents

✓ Off-Duty Injuries

Integrity • Expertise • Results

www.JonesClifford.com

Tel. (888) 625-2251 or (415) 431-5310

MAKING A FALSE OR FRAUDULENT WORKERS' COMPENSATION CLAIM IS A FELONY SUBJECT TO UP TO 5 YEARS IN PRISON OR A FINE OF UP TO \$50,000, OR DOUBLE THE VALUE OF THE FRAUD, WHICHEVER IS GREATER, OR BY BOTH IMPRISONMENT AND FINE.

✓

Representing SFPD officers in "on-duty" and "off-duty" injuries, workers' compensation and retirement claims since 1970.

“One law firm to handle all of your claims.”

# Statement on Mission OIS Video Release

Issued by SFPOA President Tony Montoya  
December 18, 2019

Last night Chief Scott held a community meeting to release the video footage of the officer-involved shooting that followed our officers being physically attacked by a suspect that occurred in the Mission District on Saturday, December 7.

It was disappointing to see Chief Scott focus exclusively on “transparency” at the meeting and to not explain the situation our officers were forced to respond to once the suspect physically attacked both of them. Below is the statement I issued to the *San Francisco Examiner* today in full regarding the incident:

“From the moment officers responded to a 911 call about a deranged suspect breaking into a home occupied by a family with a young child, the suspect attacked those officers. Wielding a bottle, the suspect struck one officer to the point

of fracturing his skull. These officers’ lives were clearly in danger, they tried to put distance between themselves and the suspect, but video of the incident shows the suspect running continuously at one of the officers. This event unfolded quickly, and our officers acted appropriately

Unfortunately, last night Chief Scott removed the gold stars from his uniform and put on his politician’s hat. He should have stood up and explained the inherent dangers these officers faced and their duty to take action to protect themselves and members of the public.

We also hope just as much public scrutiny that is being applied to these officer’s actions will also be applied to San Francisco’s open air drug markets, lack of mandatory mental health interventions and other factors that have nothing to do with law enforcement that contributed to this incident.”

Surveillance Camera Footage  
December 7, 2019  
Officer Involved Shooting  
Video

<https://vimeo.com/380148633>



## Shame on Hillary Ronen...Again!

Issued by SFPOA President Tony Montoya

To say that Hillary Ronen is an unscrupulous political opportunist would be an insult to unscrupulous political opportunists. Ronen is worse. Her short on facts and long on pandering to the usual anti-police crowd was on full display in her recently posted FB “statement” about the December 7, 2019 officer involved shooting.

Her FB post was written in a manner to make it appear as if the suspect was just minding his own business and was shot by the evil police for no reason whatsoever. That is total nonsense. The suspect, yes, he is a suspect, crashed through a front door of a resident’s home moments before attacking responding police officers, unprovoked, with a weapon. The 911 call from one of Ms. Ronen’s constituents, clearly shows a female San Franciscan scared, traumatized and in fear for herself, husband and child. She was rightfully worried that the deranged suspect named Jamaica Hampton would come back before police could arrive.

Not a word from Hillary Ronen in her “statement” about the victim who called 911 and not a word about what it must feel like to have a deranged man break through your front door while you are home with your family on an otherwise peaceful Saturday morning. Not a word from the pandering Ronen about the actual violent attack on two police officers at the hands of the suspect. One of the officers has a fractured skull and has been referred to a neurologist due to his head injury. Both are traumatized, yet Ronen wouldn’t score any political points by showing some humanity towards those officers.

Ms. Ronen offers a “pledge to be there for Mr. Hampton and his family in any way I can.” Yet, she makes no pledge of support for the San Francisco police officers that risked their lives to protect the residents of her District or to the family that had their home broken into. None. Rather, she takes ill informed cheap shots from her cushy City Hall offices.

Either Hillary Ronen doesn’t know the current state of affairs on San Francisco’s streets, or she thinks we are all too stupid about what we see every day: things are out of control. The open-air drug markets, the drug-fueled crime sprees, the mentally ill suffering on our streets and acting out with no assistance is the reality those of us not in an ivory tower live with every day. Ms. Ronen would rather fan the flames of division and discord for her own political gain and keep the focus on anything but her lack of leadership. She has been an elected member of the Board of Supervisors over the same corresponding time that San Francisco streets have

become less safe, more inundated with drugs, needles and human excrement, and a massive rise in homelessness. Rather than pointing fingers, we’d suggest Ronen take a long, hard look in the mirror.

What I find most hypocritical about Hillary Ronen is that she talks a good game about deescalating violent mental health crisis situations but she has failed to adequately fund mandatory 40-hour Crisis Intervention Training for the SFPD police officers who have to respond to these crisis situations. Only about half of SFPD officers have gone through this training. Yes, I know how shocked you must be, but out of one side of her mouth Ronen clamors for mandating officers do more to deescalate dangerous situations and out of the other side of her mouth, silence on funding the training to help achieve this goal.

Ms. Ronen states that she doesn’t know why officers fired on Mr. Hampton. She obviously has never been in a fight for her life. I’ll assume she’s never had a man, considerably larger than her, repeatedly strike her over the head with a deadly weapon, putting her at danger of him grabbing her gun and killing her or others. Read the news Supervisor Ronen. This happens to police officers all the time. Last week, the same week that this event occurred, five police officers were murdered in the line of duty in the United States just because they were police officers. Five.

The facts are that SF police officers are doing a phenomenal job of deescalating violent situations. But, we do not get to choose the calls we go to. We do not get to choose how suspects decide to react when they see a police officer. We have to react. And if a man’s first reaction to an officer is an attempt to kill that officer, we have to take that threat seriously and protect the community and ourselves. If he’s willing to literally attempt to beat a police officer to death, what are the risks to an average resident?

Ms. Rosen’s message is clear. If you choose to break into a home and attempt to kill a police officer, it’s not your fault. The police officer should have never shown up in the first place. Right?

It’s almost as if Hillary Ronen would rather not fix anything but just sit back and point fingers at police officers to curry favor with those who think our city should continue to be a petri dish for every crackpot approach toward addressing what ails our city.

So, the next time you have to step over a used drug needle or human excrement or try not to stare at the drug deal or half clothed person screaming in the street or your car insurance rates go up because your car keeps getting broken into, thank Hillary Ronen.

San Francisco deserves better.

## Epic Change in Providing Benefits

CONTINUED FROM PAGE 1

include: (1) improve safety programs to help lower employee injuries and illnesses; (2) increase access to quality medical providers and medical evaluators; (3) reduce disputes and lower litigation costs;

(4) improve collaboration between unions/associations and employers; (5) increase the satisfaction of all parties; (6) reduce delays in providing medical care and disability benefits; and (7) eliminate the costly and ineffective Independent Medical Review (IMR) process.

**San Francisco’s Public Safety Carve Out**

Both the POA and Firefighters Local 798 have their own carve out agreement with parallel and identical provisions. The POA and Local 798 have each selected 3 members as their representatives on the seven-member Joint Labor-Management Committee. The 3 members representing the POA are Tony Montoya, Sean Perdomo, and Mike Hebel. The City has also selected three and the seventh will be ADR Program Director.

Both committees have: (1) selected an ADR Program Director (Judge Steven Siemers); (2) selected an Ombudsperson — an employee advocate (Maria Mariotto); (3) selected an exclusive list of medical-legal evaluators; (4) selected an exclusive list of mediators and arbitrators, and (5) selected an exclusive list of permanent disability raters.

The ADR Program Director (Judge Steven Siemers) generally oversees claims operations, oversees the work of the ombudsperson and other ADR professionals, issues subpoenas, recommends program improvements, provides training to employee organizations (POA and Local 798) and to the Department of Human Resources; and, when necessary, conducts mediations.

The Ombudsperson (employee advocate, Maria Mariotto) provides aid and counsel to injured public safety employees, communicates with these employees on a confidential basis, contacts these employees immediately after notice of injury is received, helps these injured employees to obtain quality medical care and the compensation to which they are entitled, and facilitates the resolution of disputes.

The alternative dispute process is a negotiated process that will replace the trial level at the Workers’ Compensation Appeals Board. It is composed of the ombudsperson (advocate for the injured public safety employee), mediation where a dispute is unable to be resolved at the ombudsperson state, arbitration where a decision is required. The parties can appeal, thereafter, to the Workers’ Compensation Appeals Board commissioners by way of a Petition for Reconsideration. The program was developed and is managed by a Joint Committee made

up of an equal number of representatives of the SFPOA and the City, as is the case with Local 798’s committee.

Disputes over medical care will be subject to mediation. There no longer will be Independent Medical Review (which upheld about 92% of medical care denials).

The ADR Program commenced on July 1, 2019. Only SFPOA and Local 798 represented employees and retirees are covered. All claims on and after the commencement of the program will be covered. Prior injury claims (before 7/1/2019) may be able to opt into the program. This program remains in effect for three years and then continues year to year thereafter in **one year** terms.

**Program Savings Split**

The City Controller will evaluate and report on the ADR Programs’ estimated costs and savings at the conclusion of each full fiscal year. If the POA or Local 798 disagree with the Controller’s evaluation and report, either may request that a **mutually-agreed** upon external actuary evaluate and report on the programs’ costs and savings; this external evaluation must be reviewed by the Controller who will then issue a supplemental report. The Joint Committee will review the Controller’s report. 50% of the ADR Programs’ net annual savings will be allocated for the benefit of active employees covered by the Agreements.

Each Joint Committee, with its 3 employee members, shall determine the specific purposes for the expenditures of these funds.

**Other Public Agencies Considering ADRs**

Police Associations in Anaheim, Fairfield, Pasadena, Hayward, Santa Rosa, Marin County (for deputy sheriffs), Los Angeles County (for deputy sheriffs) and Oakland are now actively considering/negotiating workers’ compensation carve outs. Also Firefighter Unions in Oakland, Los Angeles and Santa Barbara are doing likewise.

The delays and denials occasioned by the last 15 years of so-called “workers compensation reforms” starting with the devastation wracked upon the system by former governor Arnold Schwarzenegger have led, first to a trickle, and now to a stream of public safety employees and their associations/unions who demand better treatment and are using the collective bargaining process to achieve it.

**ADR Claims to Date**

As of November 22, 2019, there have been 183 claims filed by SF police officers and 145 filed by SF firefighters. About 11% of these claims were represented claims (attorney involved). There have been 6 opt-in requests with 3 completed to date. There has been 1 mediation request which was resolved.



# Ask Mike ... The Retirees' (& Actives') Corner

By Mike Hebel  
POA Welfare Officer

## COLAs

**Q. Mike, will a supplemental COLA be paid in FY 2019 – 2020 for those who retired after November 6, 1996? A.**

**A. YES! 1%, which, when added to the already paid .2% basic COLA, results in a 3% total COLA for FY 2019 - 2020.**

The Retirement System trust fund finished the fiscal year ended June 30, 2019 with an investment return of 8.2%, outpacing the required rate of return of 7.40% and thereby creating excess earnings from which a supplemental COLA can be paid. This very joyful and stunning news was announced by the Retirement System's chief investment officer William J. Coaker at the Retirement Board's meeting of July 10th. In the month of June the Retirement System trust assets had grown by 2.42% - a 45% advance from May 30th. Wow!

What caused such a strong performance? Over the year private equity was up 17.47%, real assets had grown 8.59%, and private credit advanced 10.68%. And fixed income performed well at 7.23%. Public equities did very well in June – up 6.44%; their stellar performance carried the day preparing the way for a supplemental COLA.

At its meeting of December 11th, 2019 the Retirement Board determined that there were not sufficient excess earnings to pay the maximum increase of 1.5% but there were sufficient funds to pay a 1% supplemental COLA to Post '96 Retirees. This supplemental COLA will be paid in the February 2020 pension check (paid at the end of the month) and will contain a retroactive payment to July 1, 2019.

The November 6, 1996 date is important because it was then that a Charter amendment passed first creating the supplemental COLA. There were 3 subsequent Charter amendments affecting the supplemental COLA: November 2002 when this COLA was authorized to compound, November 2008 when

this COLA's maximum was increased to 3.5%, and November 2011 (Prop C) when awarding the COLA was subject to the second test – that the trust fund, in addition to having excess earnings, must be at 100% funded at market valuation. A previous law suit filed by *Protect Our Benefits* successfully challenged the 100% market valuation test; however, the Court of Appeal limited its decision to those who retired after November 6, 1996. While the Retirement Board determined in light of this Court of Appeals conclusion, that the proposition C addendum should not apply to members who retired before November 6, 1996, the SF Superior Court has granted an injunction (now affirmed by the Court of Appeal) preventing the Board's decision from being implemented and reserving the power to take action for the City's voters.

No supplemental COLA will be paid to Pre '96 Retirees since the Retirement System's trust fund is not fully funded. It was only 89.8% funded based on the market value of assets as of July 1, 2019. In order for a supplemental COLA to be payable to Pre '96 Retirees, the trust fund must be 100% funded based on the market value of assets.

Old police and fire payees (Tier II) receive a basic COLA based upon the increase in active member pay for the position from which they retired. Since this basic COLA increase was less than 3%, a Post '96 Tier II Retiree will receive a supplemental COLA that provides for an additional increase such that the sum of the basic COLA and the supplemental COLA is 3%.

**Q. Mike, I am a Pre '96 retiree. Will I ever be entitled to the supplemental COLA? .**

**A. For you to receive the supplemental COLA in those years in which there are excess fund earnings one of two events must happen: (1) the trust fund is fully funded (100% or better) based on the market value of its assets, or (2) a Charter amendment is presented to the voters and passed treating the Pre '96 retirees**

**the same as the Post '96 retirees.**

And there is good news on this second front. Protect Our Benefits is preparing a Charter amendment for the November 2020 ballot to make the Pre '96 retirees whole – to be treated just like those who retired Post '96 with respect to the supplemental COLA.

POB paid a very reputable political consultant (Tulchin Research) to conduct a citywide survey in July 2019 to gauge public sentiment toward a proposed ballot measure to restore retirement benefits for city employees who retired before November 1996 and had their supplemental COLA stripped away. The survey was very encouraging for supporters of this proposal as voters in San Francisco strongly support the effort to treat all San Francisco city worker retirees equally and allow those who retired before November 1996 to receive a supplemental cost of living to help them afford their retirement. Voter support increased from 57% to 65% when they were provided more context: Pre-96' Retirees used to receive a supplemental COLA when there were excess earnings in the retirement fund until a 2011 ballot measure essentially eliminated this retirement benefit; the average yearly retirement benefit increase for these members is \$450; it will affect about 5,500 retirees whose average age is 85 – the oldest and most vulnerable retirees; and many of the retired workers who would get this cost of living adjustment only receive a retirement benefit of \$15,000 a year, which is less than the minimum wage.

POB is now meeting with members of the Board of Supervisors and the Mayor in order to line up the needed support to place a Charter amendment on the November 2020 ballot when there will be a large voter turnout – U.S. presidential election – ensuring the best chances for success.

## Special Notice:

SFERS named *Public Pension Plan of the Year*. In June 2019 Institutional Investor named the San Francisco Employees Retirement Plan as Public Plan of the Year in their small fund category. Institutional Investor is a leading publisher in the investment industry including



journalism, newsletters, and research. It also manages conferences, seminars and training courses designed to help make institutional investors more knowledgeable and informed. Institutional Investor has been providing award-winning journalism, for 50 years, for the world's most influential decision makers in global asset management.

**Congratulations to the SFERS investment team, the managerial/ administrative staff, and the Board itself. Quite a distinctive accomplishment!**

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 a member of The 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 July 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](mailto:mike@sfpoa.org) or call him at 415-613-1726.

## Taxes! Taxes! Taxes!

Tax law changes happen every year.  
Are you sure you are getting the maximum benefit from your tax returns? **We can help!**

- ◆ Individuals
- ◆ Small businesses
- ◆ Partnerships/LLC's
- ◆ Small Corporations
- ◆ Estates/Trusts
- ◆ Amended Returns
- ◆ Out-of-State Returns
- ◆ Audit Representation
- ◆ Year Round Service
- ◆ Payroll & Bookkeeping Services

**NED TOTAH, EA, retired SFPD**  
(Enrolled Agent)

## Totah's Tax Service

Professional Service Since 1985

1286 University Ave, Suite 751, San Diego, CA 92103-3312

Phone 925-676-8349 • Fax 925-676-8348

E-mail: [ned@totahstaxservice.com](mailto:ned@totahstaxservice.com)

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

**BREALL  
& BREALL LLP**

Serving Bay Area **FIRST RESPONDERS**

WORKERS COMPENSATION • EMPLOYMENT LAW • PERSONAL INJURY



*"I was involved in a horrific auto collision and we could not ask for better attorneys to take care of us. The Breall lawyers patiently walked us through each step of the process and were able to maximize our settlement recovery without filing a lawsuit.*

*We were pleased with their work and highly recommend them to our colleagues, friends, and family."*

-San Francisco Police Officer

3625 California Street San Francisco, CA 94118 [www.breallaw.com](http://www.breallaw.com) 415.345.0545

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



# Retirements

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

- Officer Todd Brothers #4049 from Medical Liaison
- Inspector John Cagney #341 from Night Investigations
- Lieutenant Damon Keeve #944 from Medical Liaison
- Officer Steven Keith #2222 from Medical Liaison
- Captain Laura Knight #10 from Southern Station
- Officer Mark Lantrip #868 from Solo M/C
- Sergeant Albert Lee #2171 from Richmond Station
- Lieutenant Edward Yu #2248 from Airport Administration

The above was listed on SFPD Personnel Order #25 (November 27, 2019), #26 (December 11, 2019), and #27 (December 25, 2019).

## John Cagney & Eddie Yu Retirement Dinner



Italian  
Athletic Club

Thursday  
01/30/2020  
1800-2300

\$80  
Per Person

Includes: Full buffet dinner & gift  
(salad, anti pasta, pasta, choice chicken/salmon/tri-tip,  
dessert and bottle of wine at each table).

For Tickets Call 415 638-0099  
or Contact:

- Jon Kasper — Homicide
- Matt Mason — SID
- Kevin Murray — Robbery
- Derrick Jackson — Robbery
- Tom Maguire — NIU
- Dave Batchedler — Co E
- Kyle Cagney — Co C

NO TICKETS AT THE DOOR

# Park & Beach Patrol: 50th Anniversary



By Rene LaPrevotte  
Retired SFPD  
Former Member "Honda Unit"

In April of 1970, then Chief Al Nelder, frustrated by the hippie invasion of Golden Gate Park (what's changed?) dreamed-up the nation's first off-road patrol unit and named it the "Park & Beach Patrol".

Two Sergeants and twelve patrolmen were mounted on 90cc Honda Mini-Trail motorcycles, as well as a war surplus M-38 Jeep and a G.I. 3/4 ton utility truck. The new unit was headquartered in the former offices of the SF Police Credit Union behind Park Station. The bikes were garaged in the old mounted stables next door (the combined smell of horse manure and gas vapors lives with me to this day).

The rest, as they say is "History"  
Hundreds of men and women have

proudly served in the Honda Unit through the ensuing half century. Even though the department hasn't used Honda motorcycles since the late 70's, the name stuck and the Park & Beach Patrol became just "The Honda's".

By my count, only five of the original 14 men are still sucking air, the rest having transferred to God's own Honda Detail.

To celebrate the 50th anniversary of the founding of the Honda's, Officer Patrick Robinson presently assigned to the detail is attempting to update his member list of past alumni. If you can proudly call yourself a "Hondell", or was a supervisor in the unit, please contact Pat at: [pr4057@yahoo.com](mailto:pr4057@yahoo.com) and give him your contact info for reunion notifications and updates.

Who can identify the officers in the above photo from the May, 1970 press release?

## Honda Unit 50th Anniversary

Save  
The Date



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

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

## Julia A. Hallisy, D.D.S.

Accepting Most Dental Plans

345 West Portal Avenue, #210  
San Francisco, California 94127  
Office Hours By Appointment • Telephone: 415.681.1011  
Wife of Sgt. John Hallisy — Narcotics Bureau, retired



Visit [www.lawofficer.com](http://www.lawofficer.com)

# Why Retired California Cops are Fleeing the Golden State

By Jim McNeff  
Nov 10, 2019  
Lawofficer.com  
Forwarded to the *Journal* by Matt Lobre

Retired California cops are fleeing the Golden States in droves. I know, because I am one of them.

Upon retirement my wife and I sold our home, packed the U-haul, loaded the dogs and moved to Texas. Our daughter and her family had previously relocated, so that motivated us. But ongoing state politics made the decision easy.

Moreover, I personally know dozens of others who have done likewise. My retired law enforcement peers have primarily relocated to Texas, Idaho, Montana, and Arizona.

The biggest issues for leaving California continue to be degradation in the quality of life and over-burdensome taxes. Does this sound similar, New Yorkers? I've heard much the same from your end of the country.

The quality of life issues are experienced firsthand by police officers. Dealing with rampant drug use, unabated crime, and diseases spread through mass homelessness is sickening. Furthermore, local and state policies that reduce or eliminate consequences have created a system that profits criminal activity and promotes laziness by getting attached to the public trough.

Sadly, we left behind two sons who've since married and are trying to make their way. As a result, we frequently visit California. While I miss lifelong friends and family, not to mention our appreciation of the year-round fabulous weather, I do not miss the "junk" created by failed policies and deceptive laws, which favor the criminal element.

I recently met a friend who is a retired California law enforcement officer for lunch at a trendy location near my home. She and her retired DEA husband recently moved from the Bay Area to Texas. "Did you find a place to park," I asked, due to the crowded area in which we met.

"Are you kidding," she replied. "The no cost parking structure was clean. I didn't need to step over a homeless person or get accosted by an aggressive panhandler. And the elevator didn't smell like piss and sh\*\*. ... Yeah, no problem; easiest public parking I've seen in years."

Since moving to Texas I have heard hundreds of horror stories from California cops fighting against a state system that is unexplainably favorable to abhorrent behavior; to the degree that middle

class California's are fed up and seeking a better quality of life elsewhere.

Our first three years in Texas were spent in a rural part of Collin County—about an hour north of Dallas. "What do you like about it, Dad," my youngest son asked during a phone conversation.

I held my cellphone up toward the sky and inquired, "Can you hear that?" "Hear what?" he replied.

"Exactly, you don't hear a siren do you?" I said. "I haven't heard a siren in two years while living on this property. Moreover, I haven't been aggressively approached by a vagrant, ... and we don't have graffiti."

Admittedly, that is rural life anywhere in America. But serenity is something sought after spending a life in law enforcement.

Victor Davis Hanson is a senior fellow in military history at the Hoover Institution at Stanford University and a professor emeritus of classics at California State University, Fresno. He wrote a piece that captures the problems in California. I've pulled some excerpts from his work to provide an expanded explanation of the climate out West:

- *Californians know that having tens of thousands of homeless in their major cities is untenable. In some places, municipal sidewalks have become open sewers of garbage, used needles, rodents and infectious diseases. Yet no one dares question progressive orthodoxy by enforcing drug and vagrancy laws, moving the homeless out of cities to suburban or rural facilities, or increasing the number of mental hospitals.*
- *Taxpayers in California, whose basket of sales, gasoline and income taxes is the highest in the nation, quietly seethe while immobile on antiquated freeways that are crowded, dangerous and under nonstop makeshift repair.*
- *Gas prices of \$4 to \$5 a gallon — the result of high taxes, hyper-regulation and green mandates — add insult to the injury of stalled commuters. Gas tax increases ostensibly intended to fund freeway expansion and repair continue to be diverted to the state's failing high-speed rail project.*
- *Residents shrug that the state's public schools are among weakest in the nation, often ranking in the bottom quadrant in standardized test scores. Elites publicly oppose charter schools but often put their own kids in private academies.*
- *Californians know that to venture into a typical municipal emergency room is to descend into a modern Dante's Inferno. Medical facilities are overcrowded. They*

*can be as unpleasant as they are bankrupting to the vanishing middle class that must face exorbitant charges to bring in an injured or sick child.*

- *No one would dare to connect the crumbling infrastructure, poor schools and failing public health care with the non-enforcement of immigration laws, which has led to a massive influx of undocumented immigrants from the poorest regions of the world, who often arrive without fluency in English or a high-school education.*
- *Stores are occasionally hit by swarming looters. Such Wild West criminals know how to keep their thefts under \$950, ensuring that such "misdemeanors" do not warrant police attention. California's permissive laws have decriminalized thefts and break-ins. The result is that San Francisco now has the highest property crime rate per capita in the nation.*
- *Has California become premodern?*
- *Millions of fed-up middle-class taxpayers have fled the state. Their presence as a stabilizing influence is sorely missed. About one-third of the nation's welfare recipients live in California. Millions of poor newcomers require enormously expensive state health, housing, education, legal and law-enforcement services.*
- *California is now a one-party state. Democrats have supermajorities in both houses of the Legislature. Only seven of the state's 53 congressional seats are held by Republicans. The result is that there is no credible check on a mostly coastal majority.*
- *Huge global wealth in high-tech, finance, trade and academia poured into the coastal corridor, creating a new nobility with unprecedented riches. Unfortunately, the new aristocracy adopted mindsets antithetical to the general welfare of Californians living outside their coastal enclaves. The nobodies have struggled to buy high-priced gas, pay exorbitant power bills and deal with shoddy infrastructure — all of which resulted from the policies of the distant somebodies.*
- *California's three most powerful politi-*

*cians — House Speaker Nancy Pelosi, Sen. Dianne Feinstein and Gov. Gavin Newsom — are all multimillionaires. Their lives, homes and privileges bear no resemblance to those of other Californians living with the consequences of their misguided policies and agendas.*

- *The state's elite took revolving-door entries and exits for granted. They assumed that California was so naturally rich, beautiful and well-endowed that there would always be thousands of newcomers who would queue up for the weather, the shore, the mountains and the hip culture.*
- *Yet California is nearing the logical limits of progressive adventurism in policy and politics.*
- *Residents carefully plan long highway trips as if they were ancient explorers charting dangerous routes. Tourists warily enter downtown Los Angeles or San Francisco as if visiting a politically unstable nation.*
- *Insatiable state tax collectors and agencies are viewed by the public as if they were corrupt officials of Third World countries seeking bribes. Californians flip their switches unsure of whether the lights will go on. Many are careful about what they say, terrified of progressive thought police who seem more worried about critics than criminals.*
- *Our resolute ancestors took a century to turn a wilderness into California. Our irresolute generation in just a decade or two has been turning California into a wilderness.*

Will California do an about face?

Not if the politically progressive elites like Gov. Newsom, Speaker Pelosi and Sen. Kamala Harris continue to gain power and become enriched while the middle-class flee to safer environments. I have concern for those choosing to stick it out—like so many in my family. However, there is always room in Texas (along with Idaho, Montana, Arizona, or your preferred destination) for people seeking a better quality of life. ... But it's very hot in Texas in the summer, so bring your hat and sunscreen.



~ Active SFPD ~

**Joseph Garbayo**

REALTOR®  
CalBRE#02006853

m 510-556-4660 o 415-624-8598

f 510-768-8066

@ jgarbayo@Homesmartbayarea.com

w Homesmartbayarea.com

**HomeSmart Bay Area - San Francisco**  
100 Pine Street, Suite 1250, San Francisco, CA 94111  
Each brokerage independently owned and operated



**Maloney Security, Inc.**

Trade Show & Convention Specialists

Calif. Lic. A-6670 PP0 7549

**Maloney Security uses Off Duty Police and Retired Police Officers for armed positions.**

**For More Information Please Call Allan Kennedy**

**1055 Laurel Street, San Carlos, CA 94070**

**(650) 593-0163 • [www.maloneysecurity.com](http://www.maloneysecurity.com)**



**Purchase your next vehicle where the SFPD and SFFD buy.**

**Special Ford X-Plan prices for all Bay Area City & County employees.**

**See Frank or Mike, your X-Plan Specialists!**

**Call us today to see how easy it is to do business with Towne Ford Fleet Sales.**

**Frank Ginotti**

415-786-1701 cell

650-562-2267 office

[fginotti@aol.com](mailto:fginotti@aol.com)

1601 El Camino Real Redwood City, CA 94063 (north of Woodside Rd.)

**[www.towneford.com](http://www.towneford.com)**

*Family owned since 1926*

**Mike Pranza**

650-302-0255 phone

650-562-2231 fax

[mikepranza@towneford.com](mailto:mikepranza@towneford.com)



# San Diego Launching Police Home-Buying Incentive to Help With Officer Shortage

December 10, 2019

SAN DIEGO — San Diego’s chronic police officer shortage has prompted the city to start a home-buying incentive that will give officers as much as \$50,000 toward a down payment if they buy a house in the city.

The \$750,000 program will help the Police Department recruit and retain more officers, while also boosting community policing by encouraging more officers to live in the city instead of other parts of the region, city officials said.

“Maintaining San Diego’s status as one of the safest cities in the country starts with recruiting the best and brightest to protect and serve,” Mayor Kevin Faulconer said at a Wednesday news conference.

“This new home-buyer program gives us another powerful tool to attract top talent and provides the opportunity for more of our officers to live in the neighborhoods they’re working to keep safe,” he said. “It sends a very strong and powerful message, backed up with dollars.”

Police Chief David Nisleit said he

expected many officers to embrace the incentive, noting that three preliminary workshops hosted by the department had been well-attended.

“One of the things we constantly hear when people leave is that they can’t afford to own a home here,” Nisleit said Wednesday.

Many San Diego officers live as far away as southwest Riverside County, where homes are cheaper but the commute to work can be longer than 90 minutes. An analysis last year by the police officers labor union found that about 30% of city officers lived within San Diego.

Union President Jack Schaeffer said he also expected officers to embrace the program.

“We believe quality of life will improve for our officers and their commute times will decrease exponentially,” he said.

Since Nisleit took over the department from former Chief Shelley Zimmerman in March 2018, the number of officer vacancies has shrunk from nearly 300 to about 150.

The city’s goal is to have 2,040 officers. Nisleit said there will be just under 1,900 when a new Police Academy starts on Monday with 48 recruits.

Officials credit the reduction in vacancies to several new programs and policies, including signing bonuses and finder’s fees for San Diego officers who successfully recruit new colleagues.

In addition, the city has given pay raises of at least 25% to officers, hired a social media marketing firm to boost recruiting, and revamped the Police Department’s written exam and background checks.

While most other departments have used signing bonuses and finder’s fees for years, San Diego appears to be ahead of the curve on the home-buying program.

Chicago, San Francisco and Stockton offer similar home-buying incentives, but San Diego officials said such programs were relatively rare.

The program is open to officers who have never owned a home, and they must contribute at least 3.5% of the purchase price toward the down payment.

They must also have a credit score of at least 680.

The incentive loan must be repaid within five years and the officer must live at the property during the entire course of the loan. The city won’t charge them any interest.

City Council members Chris Cate and Barbara Bry first proposed a home-buying incentive last year. On Wednesday, Cate said he was pleased to see the program finally come together.

“Assisting our San Diego police officers with purchasing a home in the city helps them establish roots in the communities they serve, and provides them with an additional incentive to join and stay with the San Diego Police Department,” he said.

The city is contributing \$250,000 to the program. The other \$500,000 is coming from Pacific Western Bank and Mechanics Bank.

Faulconer and Cate said they expected the program to become larger in the future.

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

# Portland Police Develop Mental Health and Wellness Program For Officers, Civilian Staff

December 11, 2019

Portland Officer Leo Harris has responded to dozens of fatal car crashes.

But it’s one hit-and-run accident that sticks in his mind.

A reckless driver struck a man who was out walking his dog with his wife in the St. Johns neighborhood. As emergency medics loaded the seriously injured pedestrian into an ambulance, Harris had to keep cool while driving the injured man’s wife to the hospital.

On the ride, the man’s wife shared with him her hopes and dreams for the coming years. Harris was unsure if her spouse was even going to make it.

“It was a bad crash. He’s super injured, and she’s talking about how they were planning to go hiking and how she wants to have kids in a few years,” Harris recalled. “You want to comfort her, but you’re also worried this person has very catastrophic injuries. Just mentally, a call like that can be more taxing than some tactical incident where you burn a lot of energy and you’re physically tired.”

“It still impacts me.”

What’s traumatic to one officer may not be to another.

In the past, police officers were told to hide their emotions, “suck it up, toughen up – don’t let it affect you.”

But now officers recognize that’s just not reasonable.

Portland police have designated a sergeant and one officer to work in the bureau’s training division to develop a bureau wellness program – one of the pillars of a 2015 President’s Task Force report on 21st century policing that the chief has touted, as well as the bureau’s training advisory council.

The goal is to reduce police injuries and improve job performance and attitudes.

The bureau started training all officers – as well as non-sworn civilian bureau employees – during annual refresher training classes this fall, bringing in physical therapists to share tips on how best to stretch muscles or control

breathing to reduce stress.

As the bureau struggles to retain veteran officers while being unable to fill more than 100 vacancies fast enough, Training Sgt. Todd Tackett and Harris are tasked with developing a program that will help police get through their law enforcement careers intact, both physically and mentally.

“There’s a need here to support our folks and help build their resilience throughout their careers,” Harris said. “We can be bouncing from a horrible crash scene to someone upset because they’ve had to wait a long time for a police response. How do we give our folks the ability to stay grounded?”

Portland’s program is still in the formative stage. Tackett and Harris are hoping to follow the lead of other law enforcement agencies who have already set up similar programs successfully, such as the Bend police.

The Bend police officer resilience program includes a combination of physical and mental fitness programming, using yoga and mindfulness, as well as health screening. It’s available to all officers, both on duty and off duty.

“We’ve demonstrated how you can attack your recruitment problem through having a department that embraces officer physical and mental health,” Bend police Lt. Brian Beekman said.

Portland Police Bureau’s Training Advisory Council, which is made up of community members, this year recommended a wellness program for cops.

Shawn Campbell, chair of the training advisory council, said it’s all about making sure officers “are in top condition to do the job that we expect them to do.”

The council expects the program will improve officers’ contacts with the community, boost morale and reduce injuries and sick time.

“Everything – use of force, procedural justice, interactions with community – can be helped by this,” Campbell said, at a recent training council meeting. “I think we forget that the officers themselves are people too. People who are in a very dif-

ficult job and situation. And if we want to make these things that we care about better, we have to take care of the officers who are doing them as well. We can’t just continually put people into a situation and expect things not to go wrong.”

Aside from the annual training, the police bureau is considering a pilot meditation class with division managers and setting up a wellness advisory council with representatives from around the bureau.

The officer’s and sergeant’s positions were already authorized in the bureau’s budget, but reassigned to the training division to develop the program.

**Breathing And Stretching Exercises**

In a large room at the bureau’s Northeast Portland training center, physical therapists Ryan Baugus and Curtis Dodson on a recent day encouraged civilian employees of the police bureau to learn how to regulate their internal physiology to handle stress better.

The therapists had the class stand up and get out of their chairs to do breathing and stretching exercises.

They talked about how to avoid staying in one position for long periods, regardless if they’re doing desk work or computer work. They stressed the importance of getting enough sleep and hydration, eating properly and getting regular exercise.

Seated before them were an assortment of civilian employees: from records clerks and property evidence control specialists to fiscal managers and police auto mechanics.

“Knowledge is the most powerful tool we can provide to the police bureau,” Baugus said. “People can have a high degree of perceptual ability to deal with stress but eventually the internal physiology catches up and you burn out, can’t deal with it.”

Someone in the class nodded knowingly, whispering to a colleague, “Fake it until you break it.”

Matthew Burnett, 32, who works in the police evidence warehouse, said he

agreed with the premise of the training.

“I think a healthy body contributes to a healthy mind for sure,” Burnett said.

Burnett said he also appreciated that the police bureau included civilian employees in the training.

“It’s easy for us to feel secondary to sworn officers,” Burnett said, “and this helps bridge the gap.”

**Bend Police Build Workouts into Workday**

The Bend Police Department has been recognized nationally for its officer wellness program.

A small team of officers began working to promote individual wellness training in the mid-2000s, and by 2010, the bureau began encouraging team-based workouts and soon got the OK to allow workouts for officers while on duty, Lt. Brian Beekman said.

Today, the department holds yoga and mindfulness classes about five to six days a week during the department’s midday shift.

“Our philosophy is to build it right into the workday,” Beekman said.

In 2014, the agency added a health screening program, named after a sergeant who died that year from a sudden heart attack immediately after his shift. As part of the Johnny Lawrence project, the bureau sends officers for diet, cardiac and sleep screenings to help identify potential problems early.

The bureau pays a yoga and behavioral health instructor, contracts with a physical therapist, and with the help of a community grant, St. Charles Medical Center has provided the health screenings. Almost half of the force volunteered for the screenings.

It’s hard to quantify the impact of the wellness programs, but Beekman said the time officers are out of work, called time loss, is at a five-year low.

“We’re just trying to get healthier cops so they can be better on the street,” Beekman said.

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



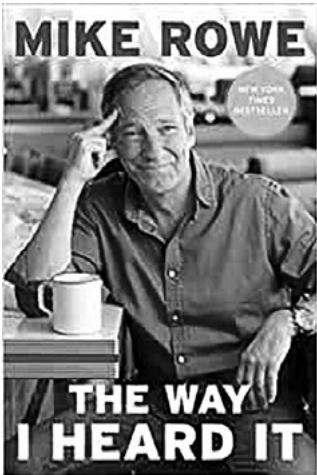
# Book Review

## The Way I Heard It

By Mike Rowe  
Reviewed by Dennis Bianchi

I have to admit that I was not familiar with Mike Rowe, but his face looked familiar and the review I read of his book, *The Way I Heard It*, sounded very interesting. Then, I looked him up and learned that he is somewhat famous as a television program host and announcer. I still didn't know him as I never followed the programs he hosted and participated in, but I was familiar with the titles of those shows such as: *Dirty Jobs*, *American Hot Rod*, *Deadliest Catch*, *Shark Week*, *After the Catch*, *How the Universe Works*, *Somebody's Got to Do It*, and several others. Then I remembered where I had seen him. He was a spokesperson/salesman for Ford trucks. I thought to myself, what can this guy write about that would interest me? As it turns out, I found him interesting and his book a great read. He hosts a podcast which shares the title of this book, *The Way I Heard It with Mike Rowe*, which he describes as "short stories designed specifically for the curious mind plagued with a short attention span."

Mr. Rowe was born in Baltimore, Maryland but currently resides in San Francisco. While a teenager in Baltimore and a member of the Boy Scouts of America, he attained the rank of Eagle Scout. For his service project for



that rank he read aloud to students at the Maryland School for the Blind, an exercise he cites as how he became interested in narrating and writing. His deep voice allowed him to participate in several choirs and barbershop quartets. In search of a union card into the television and movie industry, he applied to sing with the Baltimore Opera. One of the 35 stories found in this book describes this particular effort. Not only did he receive a union card, his romantic life vastly improved upon his entry into show business.

Mr. Rowe is an avid fan of the late radio host Paul Harvey. Mr. Harvey would always close his shows with the phrase, "And now you know the rest of the story." It was with that phrase in mind that he gave the title to this book, *The Way I Heard It*. Like Paul Harvey, Mike Rowe likes to tell stories and, though different in style, they both do it very well.

The author has a style that takes a bit of getting used to. He frequently intentionally tries to mislead the reader into believing he is introducing one set of facts or people that the reader might be familiar with, only to be surprised to learn that the focus is upon something or someone else. At first reading this method is thought provoking but then, as the reader becomes used to this literary device, the reader begins to try and figure out where or whom the author is

going to reveal. Mr. Rowe writes of stories that go back to The Civil War, World War I, the Vietnam War era, stories of soldiers who liked to tell stories and who later became well known. He writes about people he has met through his many television programs. He tells of how he attempted to try his hand at some of the unglamorous and dirty jobs that he observed others doing, such as chimney sweep, worm farmer, sewer inspector (one of the more gross sections of the book) and, as he describes it, the jobs of, "hard-working men and women who earn an honest living doing the kinds of jobs that make civilized life possible for the rest of us." He writes of all of this with both humor and respect.



He writes about Charles Manson, James Dean, John Wilkes Booth, Joan Rivers, John Wayne and Ted Williams. Other stories, the one about people we have never heard of but who worked at unusually difficult or distasteful jobs, he makes as interesting as the stories of the rich and famous. He writes about his mother, who is an author in her own right. When he writes about himself

Mr. Rowe has also involved himself in an effort to promote job training and skills in so-called blue-collar and manufacturing trades.

He spins stories about several very famous people from a unique point of view, one that a reader may have never thought about. His description of Mel Brooks as a young soldier in the war is both humorous and filled with courage. The chapter about the foray into space by the Soviet Union's space program's beginning will move dog lovers, as it did Sandy, Mr. Rowe's female companion. To this day, she has not forgiven the Russians for what they did to a stray dog in the early process of space exploration.

and his work he exhibits true humility, referring to himself as "a B-list celebrity." Mr. Rowe has also involved himself in an effort to promote job training and skills in so-called blue-collar and manufacturing trades. He has a website that addresses this problem: [mikerowe-WORKS.org](http://mikerowe-WORKS.org). He is now the CEO of a foundation of the same name.

This book is relatively short, about 270 pages. It is not complicated reading. I found it to be very enjoyable, educational, and worth my time.

# Deal with Police Union Would Require New City Cops to Live in Syracuse for 5 Years

December 5, 2019

SYRACUSE, N.Y. — New Syracuse police officers would be required to live in the city for their first five years on the job, as part of a deal inked today between the police union and Mayor Ben Walsh. The residency requirement is part of a tentative four-and-a-half year contract between the city and the Syracuse Police Benevolent Association. Both Walsh and PBA President Jeff Piedmonte signed the agreement Tuesday. Starting with the next academy class, new officers will have six months from graduation to provide proof of city residency to city hall. Officers who transfer from other departments are exempt from the clause. The agreement is similar to a deal reached with the Syracuse firefighters union in 2016. Other details of the police contract include a retroactive 2.5 percent raise for 2018 and 2 percent pay raises for 2019 to 2022. It includes an option to change a shift scheduling practice called "the wheel," that some lawmakers and a former police chief have argued costs the city too much money and drives up overtime costs. The proposed contract offers incentive pay increases for officers who are military veterans, can speak a second language and officers with higher educa-

tion degrees. There are also big pay bumps for ranking officers and for longevity. The pay increases are designed to attract and keep experienced leaders in the department, according to Chief Kenton Buckner. Under the current pay structure, rank-and-file officers sometimes make more than their superiors, mostly due to overtime pay. Many officers retire after 20 years, once they are able to collect a full pension. "Our goal with these four terms — residency, rank differential, longevity increases and incentives for education, language and military service — is to build a stronger police force for the people of this city," Buckner said in a statement to [syracuse.com](http://syracuse.com). "With more officers able to speak a language other than English, we can better serve the diverse residents of the city." The contract includes an option to try a new schedule for officers if the department reaches a staffing level of 450 officers. There are currently 403 officers, including 43 recruits. If that level is reached, the city and PBA agreed to try putting officers on 10-hour shifts on a rotating 4/3, 4/4 schedule. That means cops would work four days, followed by four days off, then work four more days, followed by three days off. Officers currently work four days

on, two days off, on eight-hour shifts. A [syracuse.com](http://syracuse.com) review last year found that the schedule meant officers work 17 days fewer than other city employees. The schedule also contributed to higher overtime costs. The average officer worked 7.5 hours of overtime per week in 2017 — nearly one full shift. After a year using the pilot schedule, the city and the union will review the results and decide whether to revert back to the existing schedule. Frank Caliva, the city's chief administrative officer, said the negotiation process, which was about six months long, was unlike many previous contract settlements. The two sides agreed to a series of objectives before deciding on specific contract points. Most important, Caliva said, was rewarding and incentivizing professionalism and experience. Officers on the force more than 20 years used to be paid \$2,200 extra, with a \$200 bump each year after 20. That's been upped to \$10,000 after year 20. Pay for sergeants, lieutenants and captains jumped anywhere from 9 to 19 percent. Captains with more than three years in the job will now make a base salary of \$109,000, compared to the \$91,226 they currently make. Caliva said the higher pay will encourage more officers to seek leadership positions. "One of the concerns I think we

shared across the table was the willingness of folks to take the test and take on additional responsibility in leadership," he said. "The differentials were just not sufficient." The base salary increases will cost about \$800,000 in the first year of the contract and up to \$2.5 million in the later years, Caliva said. The other incentives will also add to the department's budget. Adding more officers, however, could cut down on overtime costs. The residency clause is a big win for city officials, who have sought for years to make officers and other public servants a part of city neighborhoods. When Walsh ran for mayor in 2017, [syracuse.com](http://syracuse.com) asked whether he believed officers should be required to live in the city. He said he would negotiate a PBA contract with a "reasonable residency requirement." "In doing so, I will be sensitive to the concerns I've heard from officers regarding the safety of their families given the nature of their work," Walsh said at the time. The contract must still be approved by the Common Council and by the PBA. Piedmonte, the union president, could not be reached for comment Tuesday afternoon.

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



# Widows' and Orphans' Aid Association

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

## Thursday December 12, 2019

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at the Italian Athletic Club in San Francisco, at 1700 hours.

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

**Approval of the Minutes:** Vice President Jim O'Meara made a motion to accept the minutes from our November 2019 meeting. Trustee Al Luenow seconded the motion. The motion passed without objection.

**Receiving Applications; Suspensions and Reinstatements:** There were no new applications or suspensions. President Ray Kane will respond to the San Francisco Police Academy on Monday December 23, 2018 at 0800 to present our membership to the 267th Recruit Class. Dropped member Morgan Petiti paid his back dues and fines, and submitted a Doctor's note of good health. Vice President Jim O'Meara made a motion to reinstate Morgan Petiti. Trustee Leroy Lindo seconded the motion. The motion passed without objection. Welcome back Morgan Petiti.

**Communications and Bills:** Treasurer Dean Taylor read aloud the bills and the death benefit payments to the beneficiary of Mike Toropovsky and Richard Janese. Trustee Rob Forneris made a motion to pay the monthly bills and the death benefit for the beneficiary of Richard Janese and Mike Toropovsky. Trustee Leroy Lindo seconded the motion. The motion passed without objection.

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

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

**Barbara Ruth Pinelli, age 56:** Barbara Ruth Pinelli was born on August 18, 1963 in San Francisco. Barbara was known as "Ruthie" by her family. Barbara was

raised in Daly City by her parents Ray and Barbara. She attended Our Lady of Mercy Grammar School and St. Rose Academy High School, Class of 81. Barbara had a love for baseball and worked her way through school as an Usher at Candlestick Park for the San Francisco Giants. Barbara entered the San Francisco Police Department on September 2, 1986. Barbara was assigned to Star #1611. Barbara worked the following assignments during her 30 plus year career: Southern Police Station (December 30, 1986), Park Police Station (April 18, 1987), Vice Crimes (August 26, 1995), Mission Police Station (April 26, 1997), Violent Crimes T.F. (January 18, 2002), Personnel (June 7, 2003), Operations Center (June 20, 2003), Crime and Intel Center (April 3, 2010), BRICC Crime (June 26, 2010), Operations Center (September 3, 2011), and F.O.B. (September 23, 2017). Barbara retired on June 28, 2018 with a Service Pension. Barbara Pinelli was awarded a Bronze Medal of Valor for services rendered on August 14, 1993 at approximately 2200 hours. Barbara responded to 222 Schwerin Street on a call of a building fire. Several units responded. Pinelli and other Officers entered the building and observed the sprinklers to be malfunctioning. Pinelli and the other responding Officers deployed themselves to several parts of the building and were able to assist in the removal of 100 occupants, many of whom were elderly and disabled. Several Officers encountered smoke and fire and faced the danger to save lives. The fire caused major damaged and injured nine Fire Department Officers, two Police Officers, and three citizens. For their efforts in the case of extreme danger and known risks, Barbara Pinelli, Sergeant George Pohley, and Officers Steve Ford, Damon Williams, Kirk Tomioka, Peter Walsh, John Mulkern, John Robertson, Kenny Park, Severo Flores, and Patrick Tobin were awarded the Bronze Medal of Valor. Barbara was awarded the Department's highest award on August 24, 1994, the Gold Medal of Valor. There was no date given for this incident in the Police Commission report. Officer Pinelli and her partner Joseph Buono were working in a plainclothes assignment and assigned to the gang activity reduction team in the

Ingleside Police District. While driving an unmarked vehicle into the Alemany Street Housing Projects, they observed a large group of males congregating as Buono drove on to Ellsworth Street. Almost immediately, a group of six to eight subjects began running at the Officer's vehicle. As the group neared, they observed one subject to have a revolver in his hand. Buono yelled out to the group identifying Pinelli and himself as Police Officers. Buono ordered the subject to drop the firearm, but the subject moved adjacent to Buono's Window, raised the weapon, and aimed and fired at the Officers. Buono reacted by trying to bend forward and bring his left arm upward to shield his head. Officer Pinelli ducked down in her seat. Buono then fired three rounds from his service weapon at the suspect. The suspect fired six rounds from his firearm into the driver's side of the unmarked police vehicle. The suspect then appeared to fall backwards. Officer Buono believed his best chance of surviving was to exit the vehicle. He rolled out and observed the suspect's weapon on the ground, and the suspect crawl behind an adjacent parked car. Pinelli exited the unmarked police vehicle after the first series of gunshots. Pinelli was unable to see Buono or the suspect. Pinelli moved to a position that gave her better visibility. Pinelli observed a different suspect fire two rounds at Officer Buono. Pinelli moved to a better position of cover and ordered the second suspect to drop his firearm. When the suspect failed to comply, Pinelli fired one round at suspect two. Suspect two dropped his gun and raised his hands in a display of surrender. Buono peering under the parked vehicle observed the suspect to be bleeding. Buono yelled for the suspect to raise his hands and it was at this moment that the suspect surrendered and was taken into custody. Buono and Pinelli were maintaining control of their prisoners, when a third man approached the first suspect's discarded firearm but stopped when the Officers issued a warning. Buono and Pinelli, while performing their job, were confronted with a life and death situation without warning or provocation. Two armed suspects fired their guns at the Officers subsequent to the Officers identifying themselves as Police Officers. The obvious intent of the suspects was to kill Officers Buono and Pinelli. Buono and Pinelli demonstrated outstanding bravery and resourcefulness in not only protecting their lives, but simultaneously taking the suspects into custody

and seizing the suspect's firearms. Buono and Pinelli were awarded the Gold Medal of Valor. Barbara loved cooking and had a passion for all animals, especially horses and dogs. She will be missed by all who knew her and by her dogs Kenai and Makena, and her mini donkey, Rudy. Barbara was preceded in death by her brother James (Elizabeth), and her nephew Matthew Pinelli. She will be deeply missed by her sister Rae Marie (Steve) England, her nieces Carolyn England-Judeh, Erin (George) Landry, Sarah (Dave) Lofgren, and her adoring grand-niece Fiona England.

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

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

**New Business:** Our WOAA nominated Officers for 2020 resulted in the following: President Jim O'Meara, Vice President Al Luenow, Treasurer Dean Taylor, and new Trustee Ray Kane. Rob Forneris is our Senior Trustee and Sally Foster will remain as the WOAA Administrative Assistant for 2020. The WOAA board will have a Past President Dinner in January for the Board only, honoring out-going President Ray Kane.

**Good of the Order:** No report this month.

**Adjournment:** President Kane led our board in a moment of silence for member Barbara Pinelli, and all our passed members. President Kane then scheduled our next meeting for Tuesday January 14, 2020. The meeting will be held at the Hall of Justice 850 Bryant Street room #150 in San Francisco, at 1230 hours.

**To All Members:** Please visit our website [sfwidowsandorphans.org](http://sfwidowsandorphans.org). For beneficiary changes, please click on the RESOURCES box. The link for beneficiary form will appear. Print the form. Complete the form and obtain a signature of a Notary, or a WOAA Board member. We give our monthly gratitude to the following people who assist us in providing customer service to our members: Retired San Francisco Police Department Captain, and now the POA Defense Administrator Paul Chignell, retired San Francisco Police Lieutenant and the host of the Gold Country Reaper Website, Rene LaPrevotte, retired San Francisco Police Department Sergeant and the long standing editor of the *POA Journal*, Ray Shine, Risa Tom of the Police Commission Office, David Ng of Personnel, and to the Traffic Solo Command and Officers who provide us space for our meetings and files.

Mark J. McDonough,  
WOAA Secretary

## CONFIDENTIAL SUPPORT FOR FIRST RESPONDERS & THEIR FAMILIES

Supporting Clients with:  
Critical Incident Stress, Depression, Anxiety,  
Trauma Recovery, Grief & Loss, Relationships



**Mary Dunnigan, MFT**  
Licensed Marriage & Family Therapist  
Retired Sgt. SFPD/  
Behavioral Science Unit  
Office in Petaluma  
(415) 755-7877  
[agent99md@comcast.net](mailto:agent99md@comcast.net)

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

## On-Line Voting January 13 through January 17, 2020

As per Section 602(C) of the bylaws, regular elections shall be held commencing at 8:00 a.m. on the second Monday of January (January 13, 2020) and continue until midnight of the third Friday in January (January 17, 2020).

To cast your vote, do the following:

- On the Internet, go to [www.sfpoa.org](http://www.sfpoa.org)
- In the bottom right hand corner of the Home Page, click on "Member Center."
- Log in with your User Name and Password.
- Click on On-Line Voting and cast your votes.
- Contact Cyndee at the SFPOA if you experience any problems logging on and voting.

Email: [cyndee@sfpoa.org](mailto:cyndee@sfpoa.org) Phone: (415) 861-5060

This Association is about the members, and  
**YOUR VOTE COUNTS!**



## Deaths

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

**TIMOTHY FOLEY**  
Age 64, Retired SFPD  
Died December 16, 2019  
Notified By M. Ortelte

**BRUCE JONES**  
Age 92, Retired SFPD  
Died December 19, 2019  
Notified by M. Jones

**JULIAN “JULIE” LANDMAN**  
Age 92, Retired SFPD  
Died December 9, 2019  
R. LaPrevotte

**BARBARA RUTH PINELLI**  
Age 56, Retired SFPD  
Died November 28, 2019  
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.

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



## BALEAF Mourns the Loss of Board Member, Timothy “Tim” Foley

By Robin Matthews  
BALEAF Vice President

It is with heavy heart that I let you know that retired SFPD Captain Timothy “Tim” Foley died suddenly of a heart attack in Paris the week before Christmas, where he was attending an IACP (International Association of Chief of Police) event. He was 64 years old. Information on any memorial or services that may occur will be provided at a later date from the family.

Tim joined the SFPD in 1977, and served at a variety of stations and bureaus throughout the Department. After retiring from the SFPD in 2010, he started teaching POST certified management and leadership classes for a local consulting group. In 2013, Tim applied for, and got, the Chief’s position for the Nevada City Police Department, where he served for several years before becoming the Interim Chief for the Saint Helena Police Department, until very recently.

Tim was one of the founding members of BALEAF (the Bay Area Law Enforcement Assistance Fund) when the organization was first formed in 1999. He had been a peer support and CIRT member for about 20 years in the Department, and wanted to be involved with BALEAF so that he could give back to officers and



their families that were experiencing a traumatic event. He remained an active member of the BALEAF Board until he took on the Chief’s position in Nevada City; however, he chose to remain on the Board as an Associate member, so he could continue to be “kept in the loop” on what BALEAF was doing, and to participate in events when he could, or support them in whatever way he could from afar.

I had the honor of working for Tim when he was a Lieutenant at Ingleside Station for a number of years. He was one of the best bosses I had the honor of working for.

Rest in peace, my friend.

### Contribute to the *Journal*; It’s Your Paper.

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

The deadline for the February 2020 issue is  
Monday, January 27, 2020

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



**RAINS LUCIA STERN  
ST. PHALLE & SILVER, PC**  
THE ULTIMATE BACKUP



### SERIOUS LAWYERS FOR SERIOUS CASES.

RLS IS A PREMIER STATEWIDE  
LAW FIRM SPECIALIZING IN  
THE REPRESENTATION OF  
PEACE OFFICERS.

- Internal Affairs
- Peace Officer Rights
- Critical Incidents
- Personal Injury
- Criminal Defense
- Civil Litigation
- Workers’ Compensation

24 HOURS / 7 DAYS:

**866.964.4513**

NOTICE: Making a false or fraudulent workers’ compensation claim is a felony subject to up to 5 years in prison or a fine of up to \$50,000 or double the value of the fraud, whichever is greater, or by both imprisonment and fine. NOTE: Seth Merrick is our firm’s primary workers’ compensation attorney.

**SERVING SF AND ALL OF CALIFORNIA**  
[www.RLSlawyers.com](http://www.RLSlawyers.com)



Photo courtesy of Insp. Matt Perez (ret.)

### Duggan’s Serra Mortuary, Daly City

500 Westlake Ave, Daly City 650-756-4500

*The Duggan Family Serving San Francisco Community Since 1885*

Sullivan’s and Duggan’s Serra Funeral Services, 6201 Geary Blvd. SF FD228

[duggansserra.com](http://duggansserra.com)

[sullivanssf.com](http://sullivanssf.com)



# Police-Fire Post 456 News

By Greg Corrales  
SFPD 1969-2014

On Tuesday, December 10, Post 456 performed one of its most important annual functions. Post Commander Gary Gee, 1st VC Frank Wood, 2nd VC Darby Reid, Sgt-at-Arms Mike O'Yang, and Chaplain Jeremiah Morgan visited 95 patients at the Community Living Center at Ft. Miley Veteran's Hospital to wish each Happy Holiday and thank them for their service to our nation. Our fellow veterans who call the CLC their home and were able to respond to their presence were clearly pleased to see them. Several shared their military experiences from their deployments going back from World War II to Afghanistan.

The CLC management conveyed special thanks to Second Vice-Commander Reid for his several trips and time to the first-floor community and dining room to work on and repair the electric-train set that had been inoperable for several years.

Our younger vets should pay close attention to the U.S. defense policy bill which contains several provisions aimed at addressing the Pentagon's ongoing use of open-air burn pits for waste disposal in combat zones and which documents locations where they operated. The National Defense Authorization Act, which passed the House recently and is now under consideration in the Senate, will require the Pentagon to draft a plan to close any remaining burn pits still in use and provide a historic, comprehensive list of burn pit-use sites to the Department of Veterans Affairs. Rep. Raul Ruiz,



D-Calif., spearheaded the effort to get the burn pit language into the bill.

"The first step to take is to stop using the harmful burn pits that emit smoke with carcinogens and other toxins that are ruining the veterans' health," Ruiz, an emergency medicine physician, told *Military Times*. Burn pits have been used by U.S. troops for decades to destroy human waste and garbage generated in deployed locations where proper disposal was difficult or impossible. But following the invasions of Afghanistan and Iraq, the Pentagon also elected to use them at locations where large amounts of troops were stationed, resulting in disposal sites that were acres wide and blazed 24 hours a day. More than 250 burn pits were used at U.S. military bases in Iraq, Afghanistan and Djibouti and elsewhere, and some service members who lived and worked near the sites report having respiratory diseases, autoimmune disorders and cancer as a result. Ruiz said having a list of locations would help post 9/11 troops who develop a potentially related disease. "This could facilitate helping the veterans get the health care to be better to take care of their illnesses as well as get them the benefits that they earned and they need," Ruiz said.

VA has contracted with the National Academies of Sciences, Engineering and Medicine to conduct a systemic review of available scientific literature on burn pits and related environmental pollution. The report is expected to be released in 2020.

The final concept for a National Desert Storm Desert Shield War Memorial



First VC Frank Wood, Chaplain Jeremiah Morgan, Sgt.-at-Arms Mike O'Yang, Second VC Darby Reid, Commander Gary Gee at Ft. Miley CLC.

has been unveiled. The design — a stone, sand-colored sweeping left hook around an elevated pool of water — symbolizes the left hook that U.S.-led coalition forces, coming out of Saudi Arabia, used to sweep into southern Iraq and Kuwait, outflanking Iraqi troops. The concept was approved by the Commission of Fine Arts recently and unveiled at a ceremony in Fredericksburg, Texas, at the site of one of the partners of National Desert Storm War Memorial Association. Some details may change, but the basic structure and overall look of the memorial will fit into the concept that's been approved by the U.S. Commission of Fine Arts. Scott Stump, president and CEO of NDSWM Association, explained some of what happens next.

"This essentially approves the design footprint and layout. We continue to work on developing the commemorative content and details such as quotes, carvings, statues, relief, etc. to be included on the memorial. We would then go before the CFA for final design approval, projected to happen sometime next year," Stump wrote.

A member of the Tuskegee Airmen celebrated his 100th birthday by taking a flight.

Retired Army Air Forces Col. Charles McGee flew a private jet Friday between Frederick, Maryland, and Dover Air Force Base in Delaware, news outlets reported. The Tuskegee Airmen is the nickname of the first African American unit to fly combat airplanes in World War II. The Air Force recently honored the famed group of airmen with the naming of its new trainer jet.

McGee is one of the Air Force's most celebrated pilots. He flew 409 fighter

combat missions over three wars. McGee, who turned 100 on Saturday, attributes positive thinking to his longevity.

At the risk of giving wives sinister ideas, the Salt Lake Tribune reported that due to concerns for 75-year-old Jeanne Souron-Mathers, police were called to check on her welfare. They found the deceased body of Souron-Mathers the moment they entered the Tooele, Utah, apartment, a discovery that prompted a detective's subsequent arrival to inspect whether any foul play was involved. What he found shocked him. He started looking around, and opens up a deep freezer and finds an unidentified adult male that is deceased," reported Tooele City Police Sgt. Jeremy Hansen. There, piled into the freezer, was the fully intact body of Souron-Mathers' husband, military veteran Paul Edward Mathers, the *Salt Lake Tribune* reported. Neighbors and friends said they had not seen the husband since early 2009 and investigators determined the corpse had been occupying the freezer for the last decade. Imagine the electric bill. Subpoenas distributed to various financial institutions then revealed Souron-Mathers had been receiving her husband's benefits checks from the Department of Veterans Affairs since the veteran's death over 10 years ago.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, January 14, 2020. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at [gc1207@comcast.net](mailto:gc1207@comcast.net).



Darby Reid is credited with repairing the CLC's Lionel electric train set, which had been inoperable for several years.

## Okla. Grand Jury Indicts LEO on Murder Charge For Shooting Of Suspect Who Fired at Police

By Nolan Clay  
The Oklahoman

OKLAHOMA CITY — A state grand jury has found a Blackwell police lieutenant at fault in the fatal shooting of a road rage suspect during an early morning pursuit.

John Mitchell, 40, is accused in a second-degree murder indictment of causing the death of pickup driver Micheal Ann Godsey by firing approximately 60 rounds at her May 20.

Grand jurors concluded he acted without justifiable or excusable cause and engaged in "imminently dangerous conduct" toward Godsey. If convicted, he faces at least 10 years in prison.

Defense attorney Gary James said Mitchell acted lawfully to stop a threat. "It's a sad day for law enforcement and society," James said.

The attorney described the suspect as a "violent, fleeing felon."

"She shot at the police twice. She has shot at her mother twice. She has shot at a private citizen. We know she fired other rounds around town. And Mitchell gets in behind her," the attorney said. "He took his AR-15 and he started shooting through the front windshield at her."

Both Mitchell and another officer fired further after the pickup abruptly turned and stopped, the attorney said.

Godsey, 34, was found dead in the driver's seat of the pickup, the Oklahoma State Bureau of Investigation said in May.

The attorney said Mitchell had just completed training on how to deal with an active shooter and was cleared by an independent internal affairs review of the incident.

McClatchy-Tribune News Service



# What Trauma Taught Me About Happiness



By Kelly Blackwell-Garcia

I was driving across the Golden Gate Bridge passing through the City I have known for nearly 50 years. It was peaceful and beautiful as I drove through the rainbow tunnel dedicated to the late and great Robin Williams. Somewhere between the bridge and the tunnel, I just began to cry out of pure joy. Like... messy, ugly cry. It was probably the first time in my life I had spontaneously burst into tears from nothing more than wholehearted joy. AND the feeling was overwhelming. My heart couldn't hold all of the gratitude and joy I had.

**At some point it occurred to me that I was happy because iI no longer believed that life was about shame. I no longer believed that my life would have to be about coping with pain and**

**trauma. And that small realizations are amazing.**

I've been a trauma survivor since I was 3 years old. Between grief, death, abandonment, emotional abuse, physical and medical traumas, I quite simply believed that life was about dealing with it. Cleaning up the mess and trying to cope with the pain. For much of my life, I was ok with that. I got really good at it, because I had to be. I made it my personal mission to find better ways to work through it all. I got real cozy with my shadow (I mean...REAL cozy), healing became my #1 priority, a way of being. Never once did I consider that the years upon years of work would make me feel truly...better. Neglecting the fact that I needed to take care of myself as much as I took care of and cared for others. A young woman who wanted to help others who had experienced a catastrophic event and whose family had lost a beloved member Sgt. Thomas Francis Blackwell of SFPD tragically in 1994. It was important through my many years of volunteering that Law Enforcement suicide awareness be a important topic. We could no longer see it as a stigma. More police officers die by suicide the in the line of duty. Compared to the general population there are significantly higher rates of anxiety and depression among first responders. Nine out of 10 first responders will be exposed to a traumatic event and one out of three will develop PTSD. In the last 10 years SFPD has lost

eight members to suicide. The national statistics for suicides in 2018 was 167 documented and 145 in 2019. Suicide is perceived as a weakness in an occupation where showing strength physically and mentally are so very important. Reaching out or taking off the mask should not be shameful.

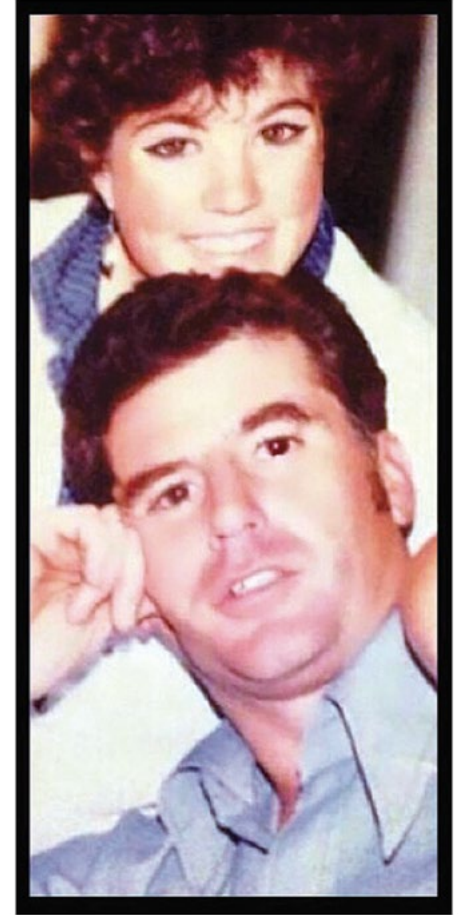
The thing about trauma, especially early trauma, is that it teaches you to survive from day one. Being the daughter of a Cop taught me to, pick myself up, face every obstacle; good, bad or ugly. Dangerous, heart wrenching and even devastating to just pretend it never happened and start over and most importantly...survive. It also kept me attached to suffering. It had me believing on some level that it could never be over. In some sense, I built myself at an early age around "defender" identity. And while I honor everything that she had to do to survive, I've also had to ask her to put her dukes down on many occasions. There are times when there has been no other choice then to throw in the towel and surrender. There are times when softness or acceptance is called for.

I didn't realize that years later, even after letting go of so many of the beliefs, perceptions, feelings, and attachments that held me to the trauma, I still had a tiny part of me that was holding her breath. I felt in some small way I may have made an impression. That understanding, awareness and compassion for those who have been impacted in some way by suicide is called connection. Suddenly, after many, many years of deep emotional processing, life was no longer about suffering, or getting by, or coping, or even healing. I was finally allowed to just...be.

Suicide is not a choice. Seeking help when in crisis is not a sign of weakness it is incredibly courageous and shows great strength. You and your brothers and sisters behind the badge and their families are worth it. There is an importance in connection. When you see a change in behavior, appearance or if something seems like it's a little uneasy, reach out and support that person. Take the time to talk and care. It's hard to evaluate someone's feelings, listening and encouraging each other to seek resources when in crisis is really what having each other's 6 means.

The Blackwell Family will hold a private dedication and lunch reception

(invitation only) at Northern Station in January 2020. Kelly Blackwell-Garcia and her brothers have made a very generous donation to purchase new gym equipment for the SFPD Northern Station Gym dedicated to their Dad SFPD SGT Thomas Francis Blackwell.



## Akron Should Rehire Cop Fired Over Facebook Post About Louis Farrakhan, Arbitrator Says

December 13, 2019

CLEVELAND, Ohio — An arbitrator has ruled an Akron police detective fired earlier this year over a social media post about Nation of Islam leader Louis Farrakhan should get his job back, according to the union that represents the city's officers.

The arbitrator found the city's February firing of 23-year department veteran James Anthony to be excessive, Fraternal Order of Police Lodge 7 President Michael Leslie said in a statement.

Anthony was fired after an internal investigation into an Oct. 30, 2018 posting made on his personal Facebook page that wondered "how it is that no one has offed Farrakhan," according to WKYC.

The arbitrator found that a 60-day suspension was appropriate, and awarded Anthony backpay from the date a 60-day suspension would have ended,

the statement said.

"The Fraternal Order of Police is pleased with the ruling and agrees that the termination was excessive. We welcome back Detective Anthony and hope in the future that discipline issues will be determined more appropriately," Leslie's statement said.

A spokeswoman for Akron Mayor Dan Horrigan could not immediately be reached for comment Sunday.

The city said in a February statement that Horrigan and police chief Kenneth Ball decided to fire Anthony after they agreed his post "meaningfully impacted the efficient operation of the Police Department in the discharge of its public mission."

It's unclear if the city plans to appeal the arbitrator's decision to a Summit County Common Pleas Court judge.

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

### Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273

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

#### SERVICES:

Critical Incident Response Team (CIRT)  
Contact DOC - 24 hour response (415) 553-1071

\*\*\*

Work Related Trauma  
Stress Unit Alcohol/Substance Abuse Support

\*\*\*

Catastrophic Illness Program

\*\*\*

MHN: Your free outpatient mental health benefit  
(800) 535-4985, company code SFPD

#### MEMBERS:

Sgt. Art Howard	(415) 378-5082
Officer Dennis Rodelas	(415) 660-8664
Officer Aaron Cowhig	(415) 696-0607



# SF PAL News & Updates

By PAL Staff

Greetings from the SFPAL Team. By far, December was one of the busiest months for us. We ended the year with some great events, benefiting the San Francisco community, so let's get to it.

We left off by promising you an update on the SFPAL Cadets and their Sims training. The Cadets experienced what our brave SFPD women and men encounter on a daily basis. Even though our Cadets receive crisis intervention training during their Summer Academy,



## We look forward to another great year for our Cadets in 2020!

On December 11th, we held our Annual Toy Drive benefitting Sutter Health's CPMC Mission Bernal Campus. The Toy Drive was supported by the SFPAL Cadets, members of the 267 & 268th SFPD recruit classes, the Police



each Cadet goes through a Sim scenario that requires them to put their summer training to use. They concluded their training by conducting a missing person investigation. The Cadets got to see first hand how much stress goes into each investigation, what the public expects of a police officer, how to establish "command presence," and how to take control of a scene.

All of our Cadets took something valuable from the training and will be better the next time they go through their scenarios. It was definitely an eye-opening experience for some of our Cadets. The goal of Sims is to push them physically and mentally and to demonstrate how they will act under stressful conditions. Congrats to all of our Cadets who took part in this strenuous training.

It was a fun semester and we ended the year by having a pizza dinner with the Cadets and their families. Congrats to Bill Wang, Jason Chan, and Angel Li for achieving the highest volunteer hours of the year. This program would not be where it is today without all of your hard work. Thank You!

Credit Union, Costco, and Wells Fargo's IP team. Shout out to everyone who so generously donated their time and toys to the cause and helped us put smiles on kids' faces this Holiday Season. The smiles on the kids' faces when picking out their toys make the event special year in and year out. A big SFPAL Thank You goes to Captain Gaetano Caltagirone, Officers McMaster, and Officer Rosales-Renteria from Mission Station, who supported the event. We also would like to thank the hospital staff for their continued support and allowing us to use their community room.

On December 13th, The SFPAL 49ers held their end of year Football and Cheer banquet at the Scottish Rite. We are so proud of all our teams for completing another successful season. We celebrated their accomplishments, the coaches' dedication to the kids and the program, and we acknowledged all of the volunteers who helped make this program successful. Retired Captain Rick Bruce served as the Emcee and a delicious meal was had by all. SFPAL President, Commander Daniel Perea,



welcomed the crowd and thanked everyone for their work with the program. SFPAL Board members Deputy Chief Ann Mannix and Captain Tim Falvey also thanked members of the team. A Big Thank You also goes to CED Captain Juan Daniels for his support of the event. The night was filled with lots of smiles and laughter. What a wonderful way to finish out yet another successful season. Well done, SFPAL 49ers!

On December 18th, the SFPAL Jiu-jitsu program ended the year by holding a belt promotion. This was a great night

and a way for the Jiu-jitsu staff to reward the hard work of their students. Deputy Chief and Executive Board member, David Lazar, was also present to congratulate the students and to thank all of the instructors for their dedication to the students and the program. Sensei Dante and his staff were nice enough to give the class the rest of the Holiday season off. Classes will resume on January 6th.

On December 20th, SFPAL, Boston Properties, and CBF Electric & Data

CONTINUED ON NEXT PAGE





# SF PAL News & Updates



CONTINUED FROM PREVIOUS PAGE

hosted the Annual Winter Wonderland event at the Embarcadero Ice Rink. Over 200 kids from all over San Francisco came out and were treated to a day of ice skating, a visit with Santa, and lunch. The best part of the day was seeing members of the SFPD ice skating with SF youth. We are so grateful for the continued support of our sponsors and would like to send a special Thank You to Bob Pester and Helen Han from Boston Properties for this wonderful partnership and hosting us. We also thank all of the SFPD officers and Command staff who supported the event. We look forward to continuing this great tradition in 2020!

### Our December Shining Star

This month, SFPAL would like to highlight Donny Perez, Assistant General Manager of Costco SF, who has been a strong supporter of our organization and our many community service projects. For the last four years, he supported SFPAL's Canned Food Drive, Coat Drive, and Toy Drive benefiting organizations like St. Anthony's Foundation, La Casa de las Madres, Glide Memorial Church, and CPMC Sutter Health each Holiday Season in an effort to serve those members of our community who are less fortunate. Donny has seen the impact that he and his fellow co-workers at Costco have made through their generous donations of food, clothing, and toys to the various communities that make up San Francisco. He is always eager to help his community in any way that he can and serves as an inspiration to us all. We are truly grateful to Donny and Costco SF for all of their support throughout the years in helping SFPAL make a difference in our community. We

send a sincere thank you to Donny and Costco SF for their continued support and generosity to San Francisco's diverse communities.

That's all for this year Folks.

We wish you a very Happy and Safe Holiday Season.

Your SFPAL Team

### Upcoming Events:

Registration for our FREE Girls Basketball program is now open. For more information and registration please visit our website.

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



2ND ANNUAL

San Francisco Bay Area Law Enforcement

Emerald Society

SF Italian Athletic Club

1630 Stockton St.

Friday January 31st, 2020

TICKETS \$85 per person

21+ only

(Includes antipasta, salad, pasta, CRAB, and dessert)

Cocktails 6:00PM, Dinner 7:00PM

Tickets Available from:

Aislin Palladino (HOJ) 415.987.9192

Brian Burke (HOJ) 415.553.1893

Jennifer O'Keefe (Acad)

Kevin Lynch (Co. E)

Will Palladino (Co. B)

Cullen Roche (Co. J)

Tickets also available online

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

SFBALEES 2nd Annual Crab

SFBALEES.ORG

A 501(c)3 Non-Profit Organization

236 West Portal Ave, PO Box 355, SF CA 94127

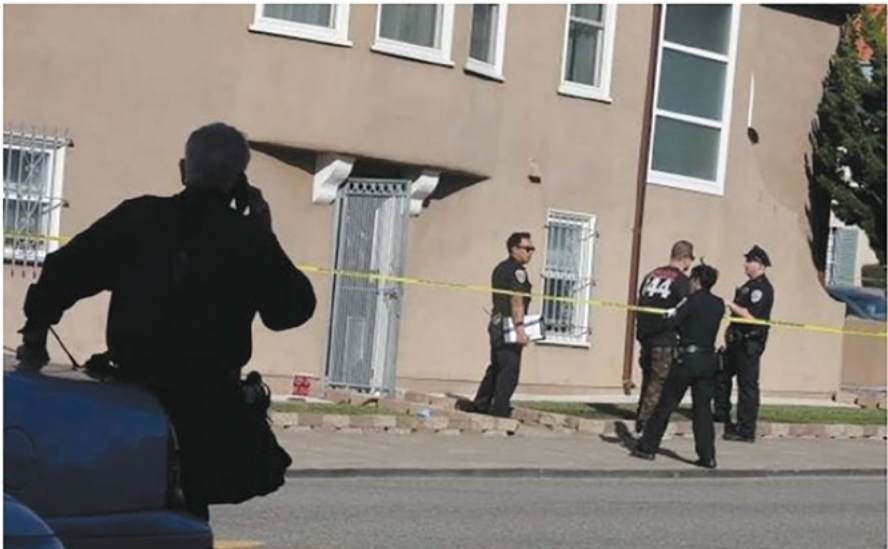


# POA in the News

December 11, 2019

This week the SFPOA has been featured in several news stories, most notably a Phil Matier column in the *Chronicle* that details the shenanigans surrounding SFPD emergency response times to Priority A calls. The POA also spoke out about a “protest” over an OIS where a suspect attacked, slashed and severely injured one of our members. The selected clips are featured.

## SFPD Response Times



SFPD finds crime response times longer than thought. So it adds to its goal

For years San Francisco has been clocking the average response time to serious crimes at 5.5 minutes, when in fact it takes a median time of 7 minutes from when the 911 call is made for police to arrive on the scene, according to revised calculations just released in a joint Police Department and city controller’s report.

“From the time 911 is dialed, you should have an officer on scene in under 6 minutes,” said Police Officers Association President Tony Montoya. “Residents deserve the truth as to how long it will take police to arrive and whether or not that amount of time is acceptable,” Montoya said.

— San Francisco Chronicle

<https://tinyurl.com/syulcwz>



## Response to Mission Station Protests



SFPOA Responds to Protests Regarding Attack on Officers that Led to Mission OIS

— KTVU Fox 2

<https://tinyurl.com/r3oxdzp>



# SF Dispatcher of the Month



London Breed  
Mayor

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



Mary Ellen Carroll  
Executive Director

Date: December 1, 2019  
To: **Alex Keel, Public Safety Dispatcher**  
From: Zoila Lechuga, Employee Recognition Coordinator  
Re: **Communications Dispatcher of the Month — December 2019**

The Department of Emergency Management has selected you as **Communications Dispatcher of the Month for December 2019**.

While assigned to the roll of call taking in the month of October, you received a call from a very anxious and nervous dad indicating that his wife was in active labor. Alex, you quickly verified the location, and immediately dispatched the Fire Department. There was no time to waste; the baby was coming now, and without hesitation you began giving instructions on delivering the baby. The very anxious dad repeatedly asked what to do next, and you expertly instructed him along the way. Your instructions were consistently clear and precise throughout the call.

Once the baby arrived it got a little tricky. The father was overwhelmed by it all, and was not listening to your instructions on how to tie off the umbilical cord. Alex, you respectfully took control of the situation, always keeping the baby’s and mom’s wellbeing in mind. For being a newly released call talker, it was very impressive the way you were able to balance between being firm but empathetic towards the caller. You showed compassion by providing encouraging words, and repeatedly reminding him that you were there to support him aswell.

Alex, your skills and confidence that you displayed throughout the call is what made it a successful outcome. It served as a compass for the dad to believe in the instructions that were being given, and to help deliver a healthy baby. This call is a prime example of what a compassionate, dedicated, and true professional you truly are. We are proud of you here at DEM. **Congratulations, Alex!**



## SFPOA Member Benefit (Retired and Active)



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

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

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



Join your Golden State Warriors as they take on the Denver Nuggets inside their brand new home at Chase Center in San Francisco! Come out and Celebrate Local Heroes Night. A portion of each ticket sold will benefit BALEAF and the San Francisco Fire Fighter’s Cancer Prevention Foundation!

BALEAF is providing an application for tickets.  
Get your tickets today!

## Thursday, January 16 • 7:30 pm • Chase Center

TICKET LOCATION	PRICE	# OF TICKETS	TOTAL
Upper Level	\$75	_____	\$_____
Modelo Cantina *Assigned seating w/ all inclusive food, beer, wine package	\$200	_____	\$_____

**DEADLINE FOR ORDERS: WHILE TICKETS LAST**  
\*Rates can increase based on factors affecting supply and demand.  
Lock in your price and purchase today!

PAYMENT OPTIONS	
<input type="checkbox"/> Venmo (Candy-Hilder)	
<input type="checkbox"/> Paypal ( <a href="mailto:candy.hilder@sfgov.org">candy.hilder@sfgov.org</a> )	
<input type="checkbox"/> CASH: \$ _____	
<input type="checkbox"/> CHECK: \$ _____	
Payable to: <b>BALEAF</b>	
NAME: _____	
ADDRESS: _____	
CITY / ST / ZIP: _____	
EMAIL: _____	
PHONE: _____	

Return completed order form and payment to:  
BALEAF Board Member Candy Hilder at [cjh869@icloud.com](mailto:cjh869@icloud.com)



# Weight of The Call: The Dogs are Here

December 11, 2019

SALT LAKE CITY (ABC4 News) – Every first responder will see a trauma that stays with them throughout their career. The weight of the call can take a huge emotional toll with few places to turn for help.

Roy City Advance EMT Stephanie Fischer said, “You don’t want to put that weight on other people or your family, or anybody else, and burden anybody with your thoughts, and sadness, and feelings.”

Most first responders have access to an Employee Assistance Program or the Utah Critical Incident Stress Management Team to deal with tough traumatic calls.

“There was a couple calls that I was just continually reliving for whatever reason, and every time I would fall asleep, get into a good sleep, you know there I was again,” said Roy City Firefighter Dave Ermer.

Work-related nightmares haunted Ermer for years. Not to mention the memories from his time serving our country in the Navy.

But, it was a personal tragedy that turned Ermer’s world upside down.

“My brother who had returned from Iraq shortly before that he had committed suicide,” he said.

Ermer says he would often turn against the people he loved the most due to the immense emotional strain.

“My kids are my life, my wife is you know my best friend, and I was angry all the time at people I loved the most. And, that was the worst part,” he told ABC4’s Jason Nguyen.

...the dogs are creating a new line of defense against mental health for first responders.

What Dave didn’t know was his wife signed him up for a shelter dog named Able through 4 Paws 4 Patriots – Utah. It’s an organization that pairs veterans and first responders with rescue dogs who become service animals.

“We look at it as saving two lives,” says 4 Paws 4 Patriots founder James Mann. “There is not a difference. They go through a lot of the same things veterans do.”

The dogs are trained to help their new partners cope with mental health issues like anger, nightmares or Post Traumatic Stress Disorder.

Mann said, “It is an invisible wound and as someone who deals with post-traumatic stress myself, it can be very debilitating.”

The training comes in three courses.

Both the dogs and owners have to pass each course to complete the program.

During this training both Dave and his family realized the value of man’s best friend.

“He immediately started breaking me of some of the bad habits I had, which was my nightmares, some anxiety issues I didn’t even know I had,” said Ermer.

This unique form of therapy extends beyond the borders of Roy City. Firefighters in Ogden City are benefitting from canine companions.

“We don’t realize that we are doing group therapy because we are all thinking we are in the room training dogs, but what is really happening is we are talking about each other’s personal experiences, sharing personal experiences,” said Ogden City Fire Department’s Captain Targee Williams.

Capt. Williams noticed a change in attitude within the department when he brought his dog Copper around.

“We’ve had a firefighter suicide six-years ago at our department and if we can prevent that from ever happening at our department ever again, it’s worth every single minute, every single hour that we spend doing the work with peer support and Copper,” said Capt. Williams.

On Thursday, ABC4 News was told the program at Ogden City Fire Department is going so well it was expanded to Ogden City police through a Peer Support Partnership Program.

In Roy, the dogs are also having a positive impact.

Ermer said, “I started bringing him here just recently after doing our podcast with you.”

Both Ermer and Capt. Williams appeared on *Nguyening with Dogs* in September to talk about 4 Paws 4 Patriots – Utah and how it changed their lives.

“To be able to see a dog and be able to have a little bit of their own time to be able to kind of focus on something different for a moment seems to be helping,” said Chief Jeff Comeau with the Roy City Fire Department.

The positive impact is not just with moral the Chief says his paramedics and firefighters are more mentally prepared because of it.

“We really weren’t sure what to expect out of it but everything we’ve seen has been extremely positive,” said Chief Comeau.

Fischer added, “They still love you. They don’t hold grudges. They suck that sadness out of you and absorb it.”

Word has spread in the first responder community about the canine companions and in Weber County, the dogs are creating a new line of defense against mental health for first responders.

Chief Comeau said, “The dogs are here.”

From [www.abc4.com](http://www.abc4.com)



## POA Mail

Editor —

As a past employee and current member of the POA it disgusts and angers me that an elected Supervisor of SF, **Sandra Fewer**, would publicly lead a chant of “F@%K” the POA”. If this example of leadership is the best we can do, shame on us. Surely there are far more qualified members of the public who could, or would, step up to the plate to challenge public leaders whose thinking inspires such an immature and vulgar response as this to ANY public statement expressed by the people they serve.

Shame on you Ms. Fewer.

L. Petrucci

**Supervisor Fewer —**

The reason for this letter is to let you know that the San Francisco Police Officers Association is an organization that has the back of all its police officer members and their families.

My husband was diagnosed at the end of 2017 with a rare type of cancer. The POA contacted us right away to see what they could do for us. They helped with fund raisers and donated money to our family so that my husband and I could move out of state in order to get a liver transplant. Unfortunately, my husband’s cancer came back, and he passed away on September 12th of this year. The POA was by our side every single step of the way, helping with funeral expenses, food at the service and making sure that my two sons and I are doing well.

Clearly, you dislike the San Francisco Police Officers Association; however, please be respectful of an organiza-

tion that fights for every single one of its members and their families.

Sincerely,  
Liliana Vizcay  
c: San Francisco Police Officers Association

Editor —

**Dear Sandra:**

Your “F@#& the POA” chant was quite revealing. It revealed, for example, a lack of statesmanship; an inability to think through the consequences of one’s actions; and a lack of empathy (SF police officers work and likely live in your district).

I used to live in District 1 — on Third Avenue, between Fulton and Ca-brillo. My wife and I moved our family to Piedmont shortly before our oldest child (now a United States Marine Infantryman) started school, in order to provide our children with acceptable public schools. I am glad not to be so unfortunate as to live in a District that you nominally represent.

Hopefully neither you nor any of your family will ever be so unlucky as to require the services of the San Francisco police. If that day ever comes, given what you’ve said, do you think you’ll have a legitimate claim to their protection and services? Do you think that you’d deserve them?

Again, Sandra: if you had any grace, you’d resign. Our politics are filled enough with hate and intemperance. Your constituents deserve better than what you’re giving them. So does the City.

Sincerely,  
Vernon M. Winters



# January Word Find

Created by Officer Michelangelo Apodaca,  
Airport Bureau

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

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

2020 is finally here. See if you can find each of the 12 months in 2020. Happy New Year!

JANUARY	APRIL	JULY	OCTOBER
FEBRUARY	MAY	AUGUST	NOVEMBER
MARCH	JUNE	SEPTEMBER	DECEMBER

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

## Classified Ads

### House For Rent

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

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

### Vacation Rental

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

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

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

### Vacation Rental

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

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

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

### Free Classified Advertising Available for POA Members

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

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



Working for you to keep you safe,  
working with you to portect our City.

San Francisco POA  
@SanFranciscoPOA



Follow us on Twitter

## Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273 • Confidential e-mail: [sfpd.bsu@sfgov.org](mailto:sfpd.bsu@sfgov.org)

### SERVICES:

Critical Incident Response Team (CIRT)  
Contact DOC - 24 hour response (415) 553-1071  
\*\*\*

Work Related Trauma  
Stress Unit Alcohol/Substance Abuse Support  
\*\*\*

Catastrophic Illness Program  
\*\*\*  
MHN: Your free outpatient mental health benefit  
(800) 535-4985, company code SFPD

### MEMBERS:

Sgt. Art Howard  
(415) 378-5082  
  
Officer Dennis Rodelas  
(415) 660-8664  
  
Officer Aaron Cowhig  
(415) 696-0607



# Special POA Election Pages

As per SFPOA bylaws, the following nominations were made and accepted at the December 18, 2019 membership meeting.

## Nominations for Executive Board

President

Rich Cibotti  
Tony Montoya  
Joe Valdez

Vice President

Kevin Lyons  
Tracy McCray

Secretary

Matt Lobre  
Kevin Worrell

Treasurer

Sean Perdomo  
Louis Wong

Sergeant at Arms

Rick Andreotti (Unopposed. Will not appear on the ballot.)

All nominated persons were provided with instructions for submitting to the *Journal* his or her campaign material. The deadline for those submissions was 5:00 PM, Thursday, December 26, 2019.

## On-Line Voting — January 13 through January 17, 2020

As per Section 602(C) of the bylaws, regular elections shall be held commencing at 8:00 a.m. on the second Monday of January (January 13, 2020) and continue until midnight of the third Friday in January (January 17, 2020).

To cast your vote, do the following:

On the Internet, go to [www.sfpoa.org](http://www.sfpoa.org)

In the bottom right hand corner of the Home Page, click on “Member Center.”

Log in with your User Name and Password.

Click on On-Line Voting and cast your votes.

Contact Cyndee at the SFPOA if you experience any problems logging on and voting.

**Email:** [cyndee@sfpoa.org](mailto:cyndee@sfpoa.org) **Phone:** (415) 861-5060



**This Association is about  
the members, and  
YOUR VOTE COUNTS!**



DELIVERING RESULTS FOR THE SFPOA

We would appreciate your vote



- ✓ Delivered 7% in longevity raises and shortened qualifying service to 10 years
- ✓ Delivered unlimited time off use that does not affect longevity pay
- ✓ Delivered on an Alternative Dispute Resolution (Workers Comp Fix) program to get you quality timely care when injured and back to work faster
- ✓ Delivered expanded health coverage for job related illnesses
- ✓ Delivered on keeping “objectively reasonable” as the standard in OIS incidents
- ✓ Delivered on suing for our members’ rights in Superior Court against unfair discipline
- ✓ We are delivering a smarter, more strategic and more aggressive POA in the media and at City Hall

RE-ELECT THE DELIVERING RESULTS...

NOT TALK SLATE

RE-ELECT:

- |                                  |                             |                                      |
|----------------------------------|-----------------------------|--------------------------------------|
| ✓ Tony Montoya<br>President      | ✓ Matt Lobre<br>Secretary   | ✓ Rick Andreotti<br>Sergeant At Arms |
| ✓ Tracy McCray<br>Vice President | ✓ Sean Perdomo<br>Treasurer |                                      |

VOTE FOR RESULTS!

Vote January 13th – 17th



# TONY MONTOYA FOR POA PRESIDENT



On December 18, 2019 at the monthly POA Board of Directors Meeting, I was humbled and honored to have been nominated to continue to serve as your SFPOA President.

Having served the members for the past 20 years in various roles and positions-at the POA, I know that having a dedicated and experienced-team in place is paramount to success as the POA moves forward and addresses current and upcoming challenges faced by our profession and by our association.

It is with honor to be running with Tracy McCray, Matt Lobre, Sean Perdomo and Rick Andreotti. Each of these board members are seasoned cops, who are battle-tested and have proven themselves on the street, at PHQ, DHR, City Hall and at the State Capital. We are Team Montoya and we are unified in our continuing efforts to improve wages, benefits and working conditions, and to ensure that every POA member receives top-shelf legal and administrative representation.

We are unified in our belief that our association is strongest when we advocate publicly for the necessary tools, laws and policies that support what you do every day to try and keep San Francisco and yourselves safe. We are also unified in telling the truth when confronting those that advocate for policies or programs what will put you in further harm’s way. We won’t back down.

Since being appointed by former President Halloran to finish the 20-months remaining on his term, Team Montoya has worked to deliver results for our association, including:

- Delivering 7% in longevity raises and shortened qualifying service to 10 years
- Delivering unlimited time off use that does not affect longevity pay
- Delivering on an Alternative Dispute Resolution (Workers Comp Fix) program to get you

quality and timely care when injured and back to work faster

- Delivering expanded health care coverage for job related illnesses
- Delivering on keeping “objectively reasonable” as the state standard in OIS incidents
- Delivering on suing for our members’ rights in Superior Court against unfair discipline

I have personally experienced the trauma of being falsely accused of something and having to put my entire career, and life on hold. There is nothing worse than facing allegations you know aren’t true and being acutely aware that those same allegations could destroy your career. In the end, the truth prevailed and I survived the ordeal. I was truly grateful for all the support I received from the POA and I wanted to give something back, so I became actively involved with the organization that I credit with protecting my career—the SFPOA. I wanted to be there for the next officer who might face the same nightmare I did.

I have been a police officer for 31 years, the last 25 with the SFPD. My various assignments include: Mission Station, Southern Station and the CPC K-9 Unit as an officer. As an officer, I have worked a sector car, walked a foot beat, bike beat and plain clothes. As a sergeant, I have worked Bayview Station, Southern Station, Violence Reduction Team and Mission Station. In both ranks, I have served as a FTO, peer support, CIRT Team Leader and Hostage Negotiator.

In 2000, I was elected as the POA Representative for Mission Station where I served 2 ½ terms. In 2005, I was nominated and elected as the POA Secretary and was subsequently elected to an additional two terms. In 2013, I was appointed to

POA Vice President by then POA President Marty Halloran, and once again was elected to two additional terms as Vice President. In May of 2018 when President Halloran retired, he appointed me to fill the remainder of his term as POA President where I have served for the past 20 months.

For the past two decades, I have served on and chaired the following POA Committees: Legislative Committee, Uniform and Safety Committee, Real Estate and Building Committee, Screening Committee, Case Analysis Committee, Civil Service Committee, OCC Defense Team, Legal Defense Trustee, Use of Force Committee, Taser Committee, BWC Committee and Contract Negotiations where I have negotiated every one of our contracts since 2002.

As a Defense Representative, I have represented hundreds of members at OCC (now DPA), Internal Affairs (formerly MCD), DABOR (now CBOR), Chiefs Hearings and EEO, always looking out for your rights.

I have advocated in Sacramento on legislation impacting your work as a police officer and I coordinate our association’s overall legislative efforts with CCLEA and other like-minded large city police associations across California.

With my combined experience as a police officer, SFPOA Board Member and Executive Board Member, I have the experience and institutional knowledge and dedication to continue to be an ardent advocate for our rights.

In closing, I humbly ask for your vote in the upcoming SFPOA Executive Board Election for myself and Team Montoya.

Stay safe,  
Tony

I am endorsing Tony Montoya, to return as our President of the POA. I feel Tony has proven he can do the job as our Association President. We may have had disagreements on how our Association should be run for the last 10 yrs, but I feel Tony has shown the last 8 months he can do this job, with his own ideas and moxie.

Tony never wanted to be President, but took over the position when Marty Halloran retired. When Tony made the decision to remove past President and paid advisor Gary Delagnes from the association, for his public comments of Jeff Adachi’s drug induced death, it was the first step of many by Tony showing his leadership. Tony received a lot of heat for that move, but it was the right one for the membership. Tony didn’t have to run his administration with past presidents advising him each step of the way. He has shown he can do it himself.

Tony has proven and done things I wanted the Association to do for the last 9 years and it has shown during this past year.

- When brought to his attention the lack of

comprehension of our MOU by a payroll clerk to properly pay members, Tony acted swiftly and resolved it. Members were paid and the pressure continues on this clerk to get it right.

- When brought to his attention the cronyism by the Chief, paying LWLP for over 25 positions of all ranks by the Chief instead of promoting within the ranks, Tony acted quickly and demanded promotions be made by starting a grievance.
- Tony has and continues to take on the command staff for better working conditions (currently pushing to move P1 lists for fairness because all the members have left now is P1 and seniority)

Tony is the best candidate for President. And surrounded by the right Board members, this Association can be strong. I don’t want the Association living in the past but moving forward.

I am endorsing Tony Montoya for POA President and I will be voting for him.

Larry Chan  
Central Station Representative

SEE FOLLOWING PAGES FOR  
TEAM MONTOYA ENDORSEMENTS



# TRACY MCCRAY FOR POA VICE PRESIDENT



My name is Tracy McCray, and I was given the honor of having my name brought forth to run for the Vice President position. It is with great humility and a deep sense of gratitude that I accept this nomination.

The position of Vice President for the San Francisco Police Officers Association comes with great responsibility and big shoes to fill! Just the sheer knowledge and experience that have held this position in years past — Rick Andreotti, Tony Montoya, Marty Halloran, Kevin Martin, and

many more — have helped to move our Association forward.

I believe I bring a unique set of skills to our Association, among those, a determination and strong will to do what is in the best interest for our members — to be your advocate and stand up for our membership even when some want to shut us out or silence us, for we will not be silent!

During my time as a Station Rep, Defense Rep and Executive Board Member, I have sat across from city politicians, city department heads, DPA Investigators and community members strongly advocating for our members and what we need to be able to do our job safely and effectively.

I began my law enforcement career by joining the United States Army in 1985. I became a Military Police Officer with the belief that it would be the start of a long career in service to others. Upon returning to the City, I had hoped to joined the SFPD, but that dream was dashed due to a hiring freeze. Fortunately, I got hired at SFO International Airport, first as a Police Service Aide, then as a Police Officer soon after. In 1997 after being a miscellaneous city department, the Airport merged with the SFPD, thus I became an SFPD Officer. After a few years, I was able to take my P1 to Ingleside Station where I served until I was promoted to the rank of Sergeant and spent my probation year at Taraval Station. Following probation, I was sent to Bayview Station, where I served for the past 13 years until my recent promotion to Lieutenant at Northern Station where I currently serve.

In all my time in the department, serving at Bayview was a time of not only personal growth but career growth. Early on, I knew I wanted to give back and I did by becoming a Field Training Officer in 2001. I have been fortunate to train some of the best and brightest in our department, people

who have risen through the department. I believed this was my calling in the department, training not only new officers coming into the department but also working in and with the community. The Bayview District gave me the opportunity to do both. I didn't believe I needed anything else until Marty Halloran asked me to think about running as a Station Rep.

I never thought too much about the POA. I knew that I voted in the elections and when contracts came up but I never gave a second thought to who or what it was they did. I would sometimes go to the meetings to see what was happening but that was the extent of my involvement, until Halloran kept after me. Finally, I said yes and I am thankful every day that I did!

From my time as a Station Rep, a Defense Rep, Legal Defense Fund Trustee, Chair for the Women's Action Committee, Chair for the Annual Poker Tournament to the numerous meet and confer meetings I have been a participant of, my commitment to our members has continued to grow and expand. From talking with our members at AO to speaking with new officers on the day of their graduation, I believe we all come to this career to serve others.

I have been fortunate to work with Montoya, Andreotti, Lobre and Perdomo out in the field as well as on the Executive Board. We are all committed to fight and serve each and every one of our members through some very challenging times coming our way. We have proven that these last 20 months and with your support we will continue our advocacy for our members for the best wages, benefits and working conditions.

I respectfully ask for your vote this January.

God bless,  
Tracy McCray

## THE FOLLOWING MEMBERS ENDORSE TEAM MONTOYA

Gaetano Acerra  
Jason Acosta  
Gabe Alcaraz  
NicoH Alday  
Ricky Alejandrino  
Mike Alexander  
Arnie Aleman  
Omar Alvarenga  
Donnie Anderson  
Tig Antonian  
Michele Aschero  
Dave Aschwanden  
Derek August  
Joel Aylworth  
Yossef Azim  
Antonio Balingit  
Curt Barr  
Fernando Barranco  
Jasmine Barranti  
Mike Beaird  
Scott Biggs  
Joaquin Borromeo  
Glenn Brakel

Stan Bratchikov  
Derek Brown  
Robert Brown  
Gary Buckner  
Justin Bugarin  
Gayla Bunton  
Greg Burchard  
Danny Burns  
Mike Bushnell  
Josh Cabillo  
John Cagney  
Jeff Camilosa  
Jayme Campbell  
Jose Canchola  
Chris Canning  
Chad Campos  
Ed Carew  
Jason Castro  
John Cathey  
Paul Chavrin-Rubio  
Kevin Chin  
Darren Choy  
Dan Chui

Al Ciudad  
Joe Clark  
Tony Claudio  
Matt Cloud  
Steve Coleman  
Chuck Collins  
Bill Conley  
Mikayla Connell  
Dave Correa  
Alex Cortez  
Tom Costello  
Mike Cota  
Brian Cotter  
Aaron Cowhig  
Jeremy Cummings  
Pat Cummins  
John Crudo  
Bo Dahlberg  
Dustin Daza  
Tai DeBernardi  
Kyle Deidrick  
Reilly Deidrick  
Chris DelGandio



# MATT LOBRE FOR POA SECRETARY

Hello, I am Matt Lobre, and I am running for POA Secretary.

In May 2018 I accepted an interim position on the Executive Board as Secretary when asked to step up by President Montoya. Having the opportunity to work closely with the other members of the board, has been an eye opening and rewarding experience. I joined the Department in January 1998. I trained at Northern, did my probation at Richmond, and my permanent assignment was Bayview. I was fortunate enough to have P-1's at Ingleside and then was eventually assigned back to Northern where I spent almost 15 years of my career. I served on former Mayor Newsom's detail for one year (2007). My last two years at Northern were spent working the homeless car.

Some of my early experiences with the POA occurred while on FTO. My second phase FTO Kathleen Mullins was a Station Rep for Northern Station. Later, at Ingleside Station, Jenny Marino and Val Kirwan were our Reps. It was then that I began to understand the importance of being Station Rep and having a strong union. Watching these officers handle various issues that were important to the members was something I really appreciated. By the time I returned to Northern in December of 2002, Dave Householder and Steve Murphy were the Reps, and my appreciation for what the Reps did for our members was solidified. I still remember when Steve Murphy mentioned to me how he thought I would be good at this. "Matt you care and are conscientious about what is going on". While I didn't choose to pursue being a rep at that time, it wasn't until June 2013 when Tim Flaherty stepped down due to retirement, that I decided to go for it. While at Northern, I had the opportunity to co-chair the Legislative/Political liaison committee with Lt Chris Canning. I was fortunate enough to win two elections while at Northern, and remained there as a rep until May 2017.

Shortly thereafter, I was asked by then Lt. Steve Ford to work on the DOJ reforms at Headquarters, where I currently am assigned on loan from

Northern. I became the headquarters Rep when a vacancy opened up in June 2017. It was that same year I became involved with the contract negotiations team for the second time (2006-2007 was my first opportunity).

Over the course of my time in the department, I have always tried to take the conscientious approach to my work. Those efforts were on display during my time as a Rep at Northern and headquarters, where I would personally e-mail members the notes from the POA Board meetings, talk to as many as I could about what the union was doing and I am always available by cell phone to talk. The importance of keeping members informed and trying to work on solutions that benefit the membership has always been something that I have strived to do and will continue to do.

As your POA Secretary, I have served on the Body Worn Camera/Tasers/Use of Force Committee, the Legal Defense Fund, Legislative/Political Liaison Committee, and Contract Negotiations committee (2006-2007 and 2017-2018). If elected, I remain committed to all these committees. My willingness and ability to continually help the members as issues arise will continue if you vote for me. The SFPOA is one of the most successful police labor unions in the country, but it has not been easy for Police labor organizations nationally in recent years. Public opinion seems to get wrapped up with a ten second Use of Force video seen on the news or political grandstanding looking to curry favor with the public.

We as an Executive Board have worked on getting Heart presumption legislation in line with state law which protects our members in the event of a heart attack or unforeseen heart ailment related to the day in day out grind of our profession. We worked with Peggy Sugarman and the Department of Human Resources to streamline the Worker's Compensation process. Those of you who may have had to access Workers Comp since July 1st will hopefully have discovered a much more streamlined process without all the red tape that would slow the process down.



In the last 20 months, I have been fortunate to talk to more of you at A/O lunches or our membership engagement events. I have been able to hear your concerns. Whether it was issues with longevity pay, getting paid for your mandatory overtime when it had been reduced to straight time, or simply listening to many of the ideas and thoughts you all have shared with me. Your issues became my issues, and I will continue to strive to help our members as best I can. Continually moving forward, I believe we need to be smart and make sound decisions for the benefit of our union. We are one election away from having a completely different playing field. We will need to continue to stay united as an association and fight hard for our rights and benefits that those who came before us delivered. The main question members should be asking in this election is who will best represent the membership in these next few years? I am proud to run with Montoya, McCray, Perdomo and Andreotti. Each one of them has a proven track record, and I believe we are the strongest team moving forward. I am honored to serve as your POA Secretary. I humbly ask for your vote in January.

## THE FOLLOWING MEMBERS ENDORSE TEAM MONTOYA

Brian Devlin  
Cassandra Devlin  
Paul Dominguez  
Jen Dorantes  
Dan Dudley  
Chris Dunne  
Eric Eastlund  
Scott Edwards  
Javier Elizonde  
Jamel Ellison  
Joe Emmanuel  
Martin Fabela  
Dave Falzon  
Heather Fegan  
George Ferraez  
Ronney Freeman  
Rodney Freeman  
Matt Friedman  
Edwin Gaffud

Jason Gallagher  
Grace Gatapandan  
Irv Garcia  
Chris Giles  
Dave Goff  
Fidel Gonzalez  
Francis Graves  
Pat Griffin  
Sean Griffin  
Dan Guzman  
Krystle Guzman  
Rigo Haro  
Frank Harrell  
Joelle Harrell  
Niko Hawes  
Shyrlie Hawes  
Phil Helmer  
Steve Hildebrand  
Brandon Hoge

Mark Hutchings  
Malek Jisrawi  
Tom Johnson  
Ryan Jones  
Rob Kaprosch  
Brian Kelly  
Chahmal Kerow  
Paul Khamarskiy  
Dan Kroos  
Johhny Lara  
Kim LaSalle  
Dan Laval  
Kevin Lee  
Ray Lee  
Stan Lee  
Michelle Liddicoet  
Maureen Leonard  
Angel Lozano



# SEAN PERDOMO FOR POA TREASURER



My name is Sean Perdomo and I am running for Treasurer. I've been the Treasurer for the last three years and during that time I've advised on limited spending and greater investment. Our association is a multi-million dollar organization that has the potential to grow. To that end, I advise on cutting

the fat and spending that builds our war chest.

Our investments have increased in value and continue to bring in revenue. Our spending has been significantly cut by focusing on righteous grievances, lawsuits, and political causes. The last two years we have seen abundant growth with limited spending.

As Treasurer, I'd like to continue another term to see this Association flourish.

I began my involvement at the Association as a DPA defense representative in 2011. Since that time I have represented our members before DPA, Internal Affairs, and Chief's Hearings. I increased my involvement by assisting Marty Halloran's executive board by representing our members involved in officer involved shootings. I became familiar with the investigatory procedures and disciplinary process that followed as well as how best to preserve our member's POBRA and Constitutional rights.

In 2015, President Marty Halloran appointed me the Acting Secretary. In that role I became involved in matters affecting our members' working conditions. I attended many meet and confers on disciplinary procedures, use of force, workers' compensation, and many more. I also learned

about the Association's involvement in local politics as well as the behind the scene network of lobbyists, advisors, and media consultants the Association uses.

In 2016, I ran for Treasurer and was lucky enough to get the job. Managing our stream of revenue, investments, and buildings was an eye opener. Aside from all of the advocacy work representing our members, this is where the Association develops its status as a state and local player. We have abundant resources and I seek to make it grow so that our members have influence. As I stated above, I'm focused on trimming the non-necessaries and growing our war chest.

My Association life has never compared to my love for police work. There is nothing more satisfying than protecting the public by apprehending those that prey on them. I've worked with some great patrol and plainclothes cops at Mission, Bayview, Taraval, Fugitive Recovery Enforcement Team, Narcotics, Violence Reduction Team, and Criminal Investigations Unit that I would gladly stand up for to ensure they have the best defense. At the end of the day when scared people call 911, they expect us to help them and I want to give you the security you need to do your jobs.

## THE FOLLOWING MEMBERS ENDORSE TEAM MONTAYA

Bryan Lujan  
Matt Mackenzie  
Luke Martin  
Eddieberto Martinez  
Jason Maxwell  
Mike Mayo  
Hava McCarter  
Will McCarthy  
Darren McCray  
Ana Mendoza  
Eureka Monroe  
Mike Moody  
Gordon Moore  
Kevin Mullins  
Carlos Mustafich  
Nick Nagai  
Herb Najarro  
Bob Nevin  
Mike Nevin  
Brandon Newman  
Anh Nguyen  
Jen Nguyen  
John Norment  
Matt O'Leary  
Bassey Obot  
Fred Oropeza  
Alexander Ortega  
Jessie Ortiz  
Steve Otaguro  
Sean Padilla

Jung Park  
Matt Pashby  
Maura Pengel  
Frank Pereira  
Scott Phillips  
Michele Primiano  
Franco Ragusa  
Nicole Ramirez  
Tony Ravano  
Joseph Reavey  
Eric Reboli  
Sara Richmond  
Kevin Rightmire  
Gabe Rivera  
Jason Robinson  
Brandon Rock  
Dan Rosaia  
Maricela Sainez  
Dave Sands  
Bryan Santana  
Sonny Sarkissian  
Ryan Seto  
Adam Shaw  
Mari Shepard  
Mike Shugars  
Dan Simone  
Frederick Smally  
Phil Smith  
Rose Smith  
Jeff Smethurst

Anthony Srinivas  
Terry Stangel  
Greg Stetschulte  
Talent Tang  
Leroy Thomas  
Vashti Thomas  
Brandon Thompson  
Jim Trail  
Ernest Trapsi  
Rich Trujillo  
Rob Trujillo  
Dexter Tsang  
Mike Tursi  
Maina Tuimavave  
Amanda Tweedy  
Frank Valiquette  
Cladia Valle  
John Van Koll  
Chris Viehweg  
Mike Walsh  
Graig Wells  
Shante Wells  
Gordon Wong  
Jimmy Wong  
Wayman Young  
Nate Yuen  
Jessica Zamora  
Ed Zelster



# RICK ANDREOTTI FOR POA SERGEANT AT ARMS

My name is Rick Andreotti and I am running for Sergeant at Arms. I was born and raised in San Francisco. Upon graduating from UC Davis, I returned to the City and started working at the Youth Guidance Center while I applied throughout the Bay Area for a job in Law Enforcement. Unfortunately, the SFPD was experiencing a hiring freeze in 1988. I was eventually hired by the Oakland Police Department.

Over the next 25 years at OPD, I had a number of assignments as both an officer and sergeant. As an officer, I worked patrol, entry team (SWAT), narcotics task force and crime prevention with the latter two focusing on open air drug markets. As a sergeant, I worked patrol, crime prevention, traffic and investigations. My investigative experience included burglary, robbery and homicide. Sergeants at OPD who supervise street officers are also required to conduct IA overflow investigations. I completed dozens of internal investigations over the years.

In 2013, I decided to return to the City and finish out my law enforcement career at the SFPD. I lateralled to SFPD in April 2013. I completed the lateral academy and was assigned to Southern Station for field training. I transferred to Central Station for probation and was assigned to Bayview Station as my permanent assignment. My assignments at Bayview included patrol and housing. Last December, I transferred to Company K as a Solo and am currently assigned to the San Francisco International Airport.

I had one career goal in mind when I transferred to the SFPD. That goal was to help officers navigate these difficult times by passing along things I have learned over the years. Coming from an agency that has been dealing with reform measures since 2005 has given me experience and insight as to how “21st Century, transparent, stakeholder” policy puts officers in no win situations. I started achieving my goal while at Central by riding with young probationary officers. I then became a FTO at Bayview. This not only allowed me to teach officers how to stay safe on the job but how to avoid complaints. I have always said that the number one rule in police work is to go home at the end of the shift and have a job to go to the next day!

I started my involvement in the POA as a Bayview POA representative. I decided to become a rep as this was a natural fit for my career goals at the SFPD. It was while as a rep at Bayview that President Halloran asked me to participate in the meet and confer process for body worn cameras tapping into my experience wearing a BWC. President Halloran subsequently asked me to be a member of his executive board as Secretary. Since then, I have participated in dozens of meet and confer sessions including but not limited to use of force, DA/SFPD OIS MOU and disciplinary matrix. I was also a member of the last contract negotiations team. I have been the POA Vice President for the past 20 months after being appointed by President Montoya.

I am respectfully asking your permission,



through your vote, to continue with my career goal at the SFPD and fight the good fight against issues that negatively impact the safety and security of my fellow officers.

Take care and be safe,  
Rick

## On-Line Voting

**January 13 through January 17, 2020**

As per Section 602(C) of the bylaws, regular elections shall be held commencing at 8:00 a.m. on the second Monday of January (January 13, 2020) and continue until midnight of the third Friday in January (January 17, 2020).

**To cast your vote, do the following:**

On the Internet, go to [www.sfpoa.org](http://www.sfpoa.org)

In the bottom right hand corner of the Home Page, click on “Member Center.”

Log in with your User Name and Password.

Click on On-Line Voting and cast your votes.

Contact Cyndee at the SFPOA if you experience any problems logging on and voting.

**Email:** [cyndee@sfpoa.org](mailto:cyndee@sfpoa.org) **Phone:** (415) 861-5060



**This Association is about  
the members, and  
YOUR VOTE COUNTS!**





# VOTE FOR TEAM CIBOTTI 2020

## *New Team and New Ideas, for a New SFPOA.*

**Are You Better Off Than You Were 18 Months Ago? Is the POA Stronger?  
Since the current regime took over, has the POA improved? Or is the POA struggling?**

These are the key questions you must evaluate before voting. If you think that everything is fine and no change is needed, then vote how you feel. However, if you think there are things that must be changed, please join Team Cibotti 2020 and help us restore the POA.

We believe that change is needed, now. Although we are friends with the current board, the style of leadership and the way business is conducted must go. We believe we have a plan that will transform the POA and bring our association back a position of strength in San Francisco.

For the past two months, our team has been touring the stations, meeting with our members, and listening to their issues. We have been putting in the work to ensure all members are heard so that real change can happen. It has been a pleasure to hear what the membership has to say. It's been nice to see the membership's passion. We are hoping to channel that passion into the change that is sorely needed. Throughout our visits we've heard many concerns and frustrations that we believe we can begin to resolve.

**Our plan starts with membership involvement.** The only way to start turning public perception to our favor is for all of us to start taking ownership in the POA. We must all start getting involved in whatever way we can. We must utilize the immense diversified talents that our members possess to turn this place around. While we may never agree on all the issues, we can all work together to find solutions and improve our position.

Secondly, we must **Build Community Networks to Spread Our Message.** The POA is very philanthropic, but does that side of our association reach the public to our full benefit? We would like to evaluate our philanthropic contributions and their benefit to our community.

While City Hall can ignore us, label us toxic, and

walk all over us, they cannot treat the community the same way. The only way to start changing our position is to get the community on our side. If 10 cops show up to a government meeting to state our position, it falls on deaf ears. However, if 10 community members show up, they have to listen, because they will need them to get reelected. We need to work hard to empower and **motivate San Francisco community members** to speak in our favor.

We plan to begin by binding with small business. Small Businesses in San Francisco are over regulated, over taxed, fined, and pay out of control permit/licensing fees until there's nothing left to run the business. Small business is the backbone of San Francisco, but they're not treated that way by San Francisco's Board of Supervisors. There are so many wonderful businesses out there and luckily for us, we work with them every day. Working together can pay dividends for us both. We are proposing a **"Small Business Bump."** At one station a month, we will poll the members, and pick a business that could use some help. We will throw a community event at the chosen small business and drive commerce to the shop. While this event helps out the business owner and promotes them, it also builds good public relations for the POA. In addition, it will help build a stronger community networks, which we can work with for years to come.

As four POA defense representatives, our observations of poor policy, unwarranted discipline, and lack of training in our regulatory agencies has led us to believe simply, **we need to take the fight to the DPA.** Our observations at DPA, Internal Affairs, and Chief's hearings have led us to the conclusion that the DPA is running out of control. We need to empower our POA Administrative Defense Attorney and help evaluate DPA cases to potentially seek legal damages. Talk about out of control: when the Public Defender's Office cannot win in court, they take it to the DPA. The DPA is

being used as a club against us, which is not why the DPA was formed. There is no reason a properly run DPA cannot be used to reform and improve policing, but wielded as a club, they do not improve our craft and only cause further decline in morale.

Lastly, **we need to stand up for ourselves.** We so often stick up for the victims and people who cannot help themselves, that we sometimes forget about ourselves. It's not easy to take a stand in the current political climate, but hiding or hoping we will not be attacked never works. We need to get out front and write our own story. If you do not control our own narrative, someone will do it for us. We must get out front and **start controlling our story.** We must produce positive and proactive rhetoric instead of reactionary letters and interviews. Getting ahead and writing out own narrative is needed to begin moving the needle of public perception.

We're already moving to execute Step 1 of **More Membership Involvement.** We are an association, we should want to associate with each other. So, come on out and join your co-workers, with friends and family, on Saturday, January 11 at our Police Dodgeball Tournament. Whether you agree with our position or not, this is an event tailored toward our competitive spirit as police officers. Create a team and come out to have a good time! If you do not want to play come to enjoy the show. We need to all work together and we hope this serves as a first step in the future of the SFPOA.

We are asking you to join Team Cibotti 2020. Please vote for **Rich Cibotti** for President, **Kevin Lyons** for Vice President, **Kevin Worrell** for Secretary, and **Louis Wong** for Treasurer.

**PLEASE VOTE  
JANUARY 13-17, 2020  
at SFPOA.ORG**



# Rich Cibotti For POA President

When I first considered running for POA President, I heard many of you say, “You have to be crazy to want that job.” I totally understand the sentiment, but while I know it’s a large undertaking, I fear doing nothing much more.

In my almost 12 years in the SFPD, I have seen one constant, change. I do not always agree with the change, but, as in life, it is inevitable. However, it seems that at some point every year an event occurs and I say to myself, “It can’t possibly get worse than it is right now.” And the following year, we still find a way to fall deeper into the hole. Change may be inevitable, but we need to control the change. We control our own destiny. We can make our own fate. But in order to do so, there must be, yet again, change.

We need strength right now in the POA. We must communicate and make decisions from a position of strength, not weakness, and not due to outside influence. In the current case, Team Cibotti 2020 came together and created our team. Our team created a plan. We have spent the past two months going station to station communicating our plan, and our vision, to the members. We are confident in our team and our vision for the future. We have been handing out cards with our message and have nothing to hide. We proactively hand out our message because we want everyone to be on the same page, working together. We have taken feedback from anyone who has offered it, and we are working toward our collective goals.

What has the current board been doing? This is a question that sparked our campaign in the first place. Kevin Lyons and I were partners for the past year and a half. During that time, we kept being asked the same question when issues popped up, “What is the POA doing about this?” It became infuriating to not have answers. It became unbearable to see no plan to move forward. And we both grew tired of answering, “I don’t know.” So, in June 2019, we decided to look into running for the SFPOA Executive Board.

It is no easy task to take on the current board. We are all friends and co-workers, and no one wants to bump up against their friends. However, competition promotes efficiency and improvement. So, while we like the current board, and respect their style, we felt someone needed to offer an alternative. Since no one was coming forward, we met with a few friends and supporters to discuss our ideas. While we knew it was a long hard road ahead, we all believed that: 1) We had a chance, and 2) It was going to take a lot of work to make it happen.

So, Kevin Lyons and I started to build a team. We spoke to many members who were interested in, or wanted change. But due to family, or other outside engagements, they could not join our burgeoning team. We are still grateful for their insight and support. However, with Kevin Worrell and Louis Wong, we knew we had a team that could make a difference. We are all fighters. We all work as POA Defense Representatives and are still on patrol. At the outset we all committed to seeing this through, no matter what the cost.

Since then we have kept moving forward. It seems to be no coincidence that in the past two months, more press releases and emails have been coming from the POA than the previous 16 months. Our push to run for the Executive Board sparked an adjustment that was needed, a fighting spirit that only a challenger or competition can bring to an organization.

However, in the face of competition, they attempted a tactical retreat. Unfortunately, they could not project confidence in their own team.

While we have been confidently promoting our team and our vision with cards and postings at every stop, the current board has been keeping their plans a guarded secret. Ultimately, shuffling their own slate at nomination time to try and stay in the game. Shuffling a deck of cards does not change them. Whether dealing from the bottom or the top, it’s still the same cards. It will not provide the change we all believe is needed. There is no need for secrets, we should all be open with one another so we can all work together toward our future. Secrets further alienate the membership and discourage sorely needed involvement by the members.

The poster put up by the current board is telling. “Results Delivered” seems to be the theme. However, there is one very expensive and glaring “result delivered” that does not appear on any flyer. That would of course be the over \$600,000 spent to try and defeat a local District Attorney candidate. His name needs no mention here, because the POA paid advertisement provided him with much needed name recognition. Since the ad featured no alternatively endorsed candidate, it arguably handed him the election. This parochial political strategy has put the POA in a more precarious position than ever. Only time will tell the true cost the new DA will impose on the POA.

In other “results delivered” we are regaled with the “unlimited time off use that does not affect longevity pay.” While this sounds good on its face, it does not disclose the “1700 hour rule” problem. This issue is a result of the board’s own oversight in allowing payroll to interpret what the “WK” paycode means.

What is the “WK” paycode? That’s a great question. The typical paycode is “REG” for a regular day of pay. I have not seen a “WK” code in my 11 plus years. Why was this term not defined in the contract? Why did we let this loose end stay as part of our deal? These are all great questions. The purpose of contracts is to establish an agreement that parties have made to fix their rights and duties. If we leave holes in our contract that is our fault.

Since then they have tried to fix it by a Department Bulletin signed by the Chief. Apparently, this has “fixed the issue.” I sincerely hope it has fixed it, but the contract says “this Memorandum sets forth the full and entire understanding of the parties regarding the matters set forth herein” and this “Memorandum may be modified, but only in writing, upon the mutual consent of the parties and ratification by the Board of Supervisors.” So, although they believe a Department Bulletin may suffice, and the issue may be “settled,” if I were near retirement, I would count all 1700 hours to make sure my “unlimited time off use” does not make me miss out on longevity pay. Because in the end, if payroll objects, it will be litigated, and I would not want up to 7% of my retirement based on a Department Bulletin, when the contract should have spelled it out in the first place. Unfortunately, we will not know for sure if it is fixed until it comes time for payment in July. A great “result delivered” is to create a problem, then maybe fix the issue, and run on it as an accomplishment.

Lastly, there is an issue with letter writing. Do something against the POA, get a letter. Bash the members, get a letter. Lambaste the membership, get a letter. Tell the POA to go “F” itself, get a letter and a box of soap. Politicians know they can continue to walk on us because at the end of the day the only pushback will be a mean-spirited letter waiting for them. The POA has turned into a literal “Paper Tiger.” Eventually we must all take action, letters will not suffice.



Recently, concerned community members in the Richmond decided to stand up for us. They spearheaded their own campaign to recall Sandra Fewer for her vile comments about all of us. Instead of fostering this community organizing effort into a lasting relationship with the POA, they squandered the opportunity. When asked about the recall effort in the Examiner, Tony said “If they want to do a recall, that’s on them.” We don’t need to stand behind and support the recall, but this quote disheartens the supporters who were standing behind us. It wastes the support they offered, and destroys a potential community bridge that we cannot afford to lose. We cannot sit back and squander opportunities presented to us.

It is paramount that the POA leadership is accessible and out amongst the membership. I’ve found it to be an absolute pleasure to visit all the stations and discuss the issues with our members. While it’s not hard to go all over the city and meet with the members, it does take time and effort. A group of faceless names that are never seen will not be able to move the membership forward. The leadership must be a part of the members. The leadership must come from within the members, advocating and leading the charge. No change will be possible without collaboration amongst us all. We may never agree on all the issues, but that does not mean we cannot work together to arrive at the best solution. We must utilize our talents among the members to help maximize our involvement at City Hall.

It is time to stand up for change. It’s time to be bold. Taking risks is how change happens. I find motivation in standing behind every member. We are worth fighting for, and I intend to fight for every one of us, until our position has improved. I will not quit, I will not phone it in. We all cannot afford to sit back and do nothing. We must take a stand, put our necks out, take a chance, and begin moving forward. If we do nothing, we can only blame ourselves.

One person is not going to change the whole union. We all need to fix the POA. Please join Team Cibotti 2020 and transform the future of the POA.





# Kevin Lyons for POA Vice President



- Joined the SFPD 9/18/2000 as a member of the 198th Recruit class
- Career long member of the POA in good standing
- Career long patrol officer
- POA Rep at Tenderloin Station since 2005
- Active member of the following POA Committees:
- Community Services Committee
- OCC/DPA Defense Committee
- Co-Chair POA Defense Committee
- At Large Member of LDF Committee

My name is Kevin Lyons and I am honored to be running for the office of POA Vice-President. I have been a proud member of this Department and Association for close to twenty years. My family, my fellow officers, and I have greatly benefitted from the wages, benefits, and working conditions that have been fought hard for by previous administrations within the POA and I have committed myself to follow in those very successful footsteps.

Through my work on the various committees and as Co-Chair of the POA Defense Committee for the past seven years, I have gained a valuable institutional and historical knowledge of the POA.

More importantly, I have come to personally know hundreds of members within our association through contact in my many various capacities.

As a dedicated street cop for the past twenty years, I know all too well the trials and tribulations of police work in San Francisco. I know first-hand how as a police officer you can do everything “right” but still be “wrong.” I know the importance of credibility and trust amongst my fellow officers especially in the light of the current political fabric maintained by our so called “city leaders.” I know the importance for the need of a strong leadership to vocally stand up to those who publicly decry our association and the members therein.

I know the importance of vocally standing up to those so-called City Leaders who are quick to criticize our members, without the benefit of the facts, and using police action to politically pander for their own benefit.

The voices of our association have to be heard loud and clear so that so called city leaders will be on notice. We will not be their door mat and they should not mistake kindness a perceived weakness on our part.

The voices of our membership need and deserve a leadership that will proactively take on the Department of Police Accountability when our members rights are being circumvented by an agency who has proven they will go to great lengths to do our members great harm.

I have been very fortunate and grateful to have been very active member of this association for the past twenty years and I am proud of the work I have accomplished in that time. I have always been proud to stand up for the woman and men of this Department and Association and lend assistance and a helping hand to those members in need.

I now ask for your help and assistance by voting for me for your Vice-President in the upcoming POA general election. Please support me so that I can continue to work hard for you, your fellow officers and for your families and loved ones. I also ask you to support my fellow candidates **Rich Cibotti** for President, **Kevin Worrell** for POA Secretary and the Great **Louis Wong** for POA Treasurer. Together we will work hard for you and let your collective voice be heard.

I am endorsing Kevin Lyons for Vice President of the POA for the upcoming Executive Board Election.

I have known Kevin, aka “Badger” for 19 years since he came in the police department and worked with him in the Tenderloin when he arrived there. I’ve known Kevin to be an honest and loyal worker. Kevin has been involved in the POA for the last dozen years plus, as a station rep and legal defense rep. Kevin’s main concern as is mine always is to represent and take care of the rank and file. That’s why we are members of the POA, mainly for legal defense as well as working conditions.

Kevin cares about the membership and will serve the members vigorously, without bias.

There comes a time when members are fed up with the way things are run or could be run better and I commend Kevin for stepping up and running for Executive Board office.

Being Vice President, Kevin will serve the membership well and I know he will have the members’ best interests in mind for all decisions.

Kevin is a lifelong, San Francisco police officer, with no ambitions of climbing in rank. He knows the ins and outs of our department and will pull no punches when speaking up for the membership against the administration.

A commissioned officer should not be serving as the Vice President of the Association, and with the possibility of becoming appointed to the Presidents position if something happens. I feel it’s a conflict of interest, as Lieutenants and above are management. Will a commissioned officer have the best interests at hand of the rank and file? Not with this Command Staff.

I will be voting for Kevin Lyons as our next POA Vice President and I urge all the members to do the same.

I am not picking one slate over another. Only the individual candidate I feel will make our Board stronger. And Kevin Lyons is that candidate for Vice President.

Larry Chan  
Central Station Representative

## The Following Members Have Endorsed Team Cibotti 2020:

- Ofc. Lorenzo Adamson (Co. C)  
Ofc. Sandro Alioto (Co. E)  
Sgt. John Andrews (Co. J)  
Lt. Joe Barretta (Co. E)  
Ofc. Ginger Bass (HSOC)  
Sgt. Louie Benavidez (IA)  
Ofc. Ray Biagini (Co. C)  
Ofc. Carl Bryant (Ret.)  
Ofc. Dennis Buckner (Co. H)

- Sgt. Steve Bucy (Co. F)  
Ofc. Dominic Busalacchi (Solos)  
Ofc. Scott Butland (Co. I)  
Ofc. Patrick Butherus (TAC-K9)  
Ofc. Jon Cairo (Co. E)  
Sgt. Rex Calaunan (Co. J)  
Sgt. Ray Callo (Airport)  
Ofc. Carlos Castro (Co. J)  
Capt. Sergio Chin (SVU)  
Sgt. Bud Clinton (Co. F)  
Ofc. Trent Collins (Co. B)  
Insp. Clifford Cook (Ret.)  
Ofc. Mike Cunnie (Narcotics)  
Ofc. Mike DeFilippo (Co. E)  
Sgt. Paul Doherty (Burglary)

- Ofc. Steve Domecus (Co. A)  
Ofc. Nick Donati (Co. J)  
Ofc. Malia Dudum (Co. D)  
Lt. Will Escobar (Airport)  
Ofc. Damien Fahey (Co. A)  
Ofc. Nick Ferrando (Co. J)  
Ofc. Mike Francheschi (Co. B)  
Cmdr. Joe Garrity (Ret.)  
Ofc. Kevin Gil (Co. G)  
Ofc. Edgar Gonzalez (Co. B)  
Ofc. Danny Guo (Co. B)  
Ofc. Viet Ha (Co. J)  
Ofc. Antone Hailey (Co. F)  
Ofc. Anthony Halligan (Co. C)





# Kevin Worrell for POA Secretary 2020

- I have worked as a San Francisco Police Officer for over 18 years.
- Assignments: Mission, Ingleside, and Central Stations.
- SFPOA defense rep 2013-present
- Commissioner of SF Police Softball League 2009-present

My goal in the running for the SFPOA Executive Board Secretary’s position is to unite and inspire fellow members of our excellent Police Department. I believe this begins with an open-mindedness to new ideas and creating a welcoming environment to collaborate with our members. Then taking all of that information and formulating a calculated decision.

It is imperative for me to effectively communicate our stances with members of our rank and file, city politicians, and the many different com-

munity groups. I believe that we need to be proactive in the communication of these stances rather than reactive to negative criticism. We should have both long-term and short-term plans, with milestones throughout to measure our progress, in place to best prepare for our future. We should anticipate adversity and welcome the challenge, not be overwhelmed by the unknown.

I am a positive person by nature and believe we have nowhere to go but upward from here.

I believe that if we can inspire one another to vote during this upcoming election, we can send a message to City Hall that we are all vested in our interests as Police Officers. It could be a start to changing the negative narrative against Police, in general, in the City, and then eventually in this country. This is why I am asking all of you to vote for me, Kevin Worrell for Secretary, **Rich Cibotti** for President, **Kevin Lyons** for Vice President, and **Louis Wong** for Treasurer.

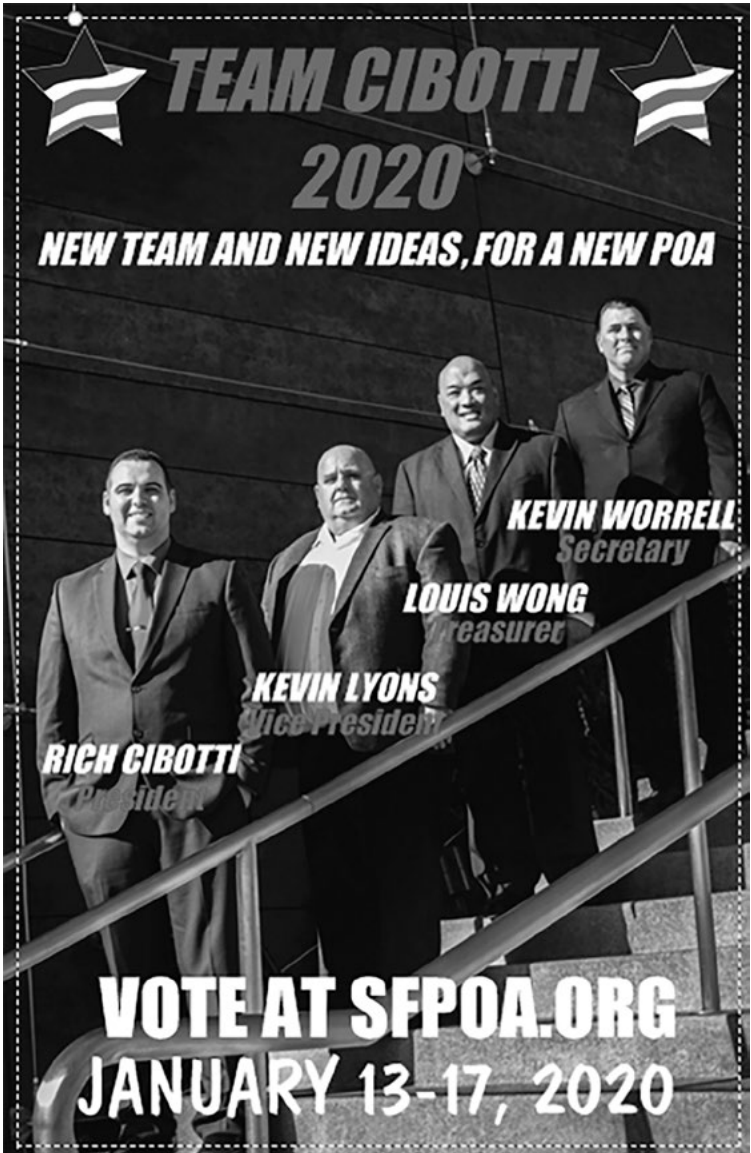


## The Following Members Have Endorsed Team Cibotti 2020:

Ofc. Louis Hargreaves (Co. J)  
Sgt. Phil Haymond (Co. B)  
Lt. Kevin Healy (Co. J)  
Ofc. Juliana Henry-Garcia (HSOC)  
Ofc. Renae Hofmann (FOB)  
Lt. A.J. Holder (Co. E)  
Ofc. Brendan Jensen (Co. H)  
Ofc. Ryan Jensen (Co. A)  
Ofc. Seamus Jensen (Co. J)  
Ofc. Sarah Jones (Co. B)  
Ofc. Eyad Joseph (HSOC)  
Sgt. Leo Kiang (Airport)  
Ofc. Scott Korte (Hondas)  
Ofc. Gavin Kundert (Co. B)  
Sgt. Kevin Labanowski (GTF)  
Sgt. Sylvia Lange (Burglary)  
Ofc. Niko Ledesma (Co. B)  
Ofc. Dave Lee (Co. H)  
Cmdr. Kenwade Lee (Ret.)  
Sgt. Nate Lee (Co. C)  
Sgt. Candiece Lewis (Co. J)  
Ofc. Horace Liu (Co. J)  
Ofc. Ryan Liu (Co. G)  
Ofc. David Lucchetti (Co. J)  
Ofc. Anders Mac (Co. I)  
Sgt. Angie Marin (HSOC)  
Lt. Pat McCormick (Staff Services)  
Ofc. Cory McDowell (Co. J)  
Sgt. Meaghan McMilton (Robbery)  
Ofc. Brian Michaud (Co. J)  
Ofc. Irene Michaud (Co. J)  
Insp. John Monroe (Ret.)

Ofc. Mike Montero (Narcotics)  
Ofc. Kevin Moylan (Academy)  
Ofc. John Murphy (Co. E)  
Ofc. Sean Neary (Co. J)  
Sgt. Bridget O’Connor (Burglary)  
Lt. Tim O’Connor (Co. H)  
Ofc. Eugene O’Malley (Co. A)  
Sgt. Jennifer Orantes (Robbery)  
Ofc. Steven Orengo (Co. B)  
Ofc. Luciano Ortega (Co. D)  
Ofc. Nick Parkin (Co. J)  
Sgt. Matt Parra (Co. A)  
Sgt. Jesus Pena (Co. E)  
Ofc. Michael Peralta (Co. H)  
Ofc. Maria Peregrina (Co. H)  
Ofc. Michael Petuya (Co. E)  
Lt. Brian Philpott (Narcotics)  
Ofc. Thomas Redmond (Co. J)  
Sgt. Carmichael Reyes (Co. A)  
Ofc. Kevin Richens (Hondas)  
Ofc. Nikky Rissetto (Co. A)  
Ofc. Michael Ross (Co. G)  
Ofc. Robert Royer (Co. J)  
Ofc. Chris Sabella (Co. A)  
Ofc. Andrew Sargenti (Co. I)  
Ofc. Manny Serrano (Co. A)  
Ofc. Jim Shaini (Co. J)  
Ofc. Chris Simpson (CSI)  
Ofc. Yvonne Strickfaden (Co. B)  
Ofc. Hammed Suleman (Co. F)  
Ofc. Brittney Taylor (Co. B)  
Ofc. Alejandro Tiffer (Co. I)

Ofc. Daneille Tjhia (Co. J)  
Sgt. Tina To (Burglary)  
Ofc. Dominic Vannucchi (Co. E)  
Ofc. Erika Viola (Co. B)  
Sgt. Robert Walker Jr. (Co. H)  
Ofc. Greg Watts (Narcotics)  
Ofc. Glen Wilson (Co. D)  
Ofc. Johnny Wood (Academy)  
Ofc. Kathryn Winters (Co. E)  
Sgt. Aaron Yoo (TCIU)  
Ofc. Ari Zuckerman (Co. A)





# Louis Wong for POA Treasurer



I am **Louis Wong** and I'm running for POA Treasurer. I joined the SFPD in June of 1995 as a member of the 181st Academy Class and completed my Field Training at Park Station. I also worked at TTF and I have been working at Southern Station for over 21 years.

I have been a member of the POA Board of Directors since 2013 as a Station Representative. I am also an active POA Defense Representative. I have defended many members at the Department of Police Accountability.


Many of you know my humor and care-free personality. A lot of you know me as a jokester. But even though I like to keep everything light, you also know when an incident arises, I will have your back no matter what. For instance, we believe that a professional full-time negotiator is needed

to improve our possibilities our next contract negotiation. It has been made clear by current POA staff that the City has not taken us seriously in our labor negotiations. I have been completing preliminary research on other comparable department's compensation packages and working conditions. As a team we have been putting in research and exploring thoughtful opportunities to turn the tides in our favor. Our pay, benefits, and livelihood are serious business and deserve proper preparation and attention.

We all know that police work is changing and our hands seem to be tied. We have a team in place to adapt to those changes and protect our best interest. This is why I am asking all of you to vote for me for Treasurer, **Rich Cibotti** for President, **Kevin Lyons** for Vice President, and **Kevin Worrell** for Secretary.

## VOTE FOR TEAM CIBOTTI 2020

*New Team and New Ideas, for a New SFPOA.*



**ELECT**  
**RICH**  
**CIBOTTI**  
**POA President**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

<b>Vice President</b>	<b>KEVIN LYONS</b>
<b>Secretary</b>	<b>KEVIN WORRELL</b>
<b>Treasurer</b>	<b>LOUIS WONG</b>

- BETTER COMMUNICATION
  - BRING FIGHT TO THE DPA
  - ALWAYS FIGHTING TO BETTER OUR POSITION
  - MORE VOCAL LEADERSHIP
  - NO MORE MISSED OPPORTUNITIES
  - UTILIZE COMMITTEES

- INCREASED MEMBER INVOLVEMENT
  - MORE MEMBERSHIP EVENTS/ ACTIVITIES
  - BUILD UP COMMUNITY NETWORKS
  - IMPROVED USE OF TECHNOLOGY
  - ONLY SUPPORT POLITICIANS WHO SUPPORT US

★ ★ ★ ★ ★ ★ ★ ★

**JOIN TEAM RICH!**  
**Elect our slate to the POA Executive Board**  
VOTE AT [SFPOA.ORG](http://SFPOA.ORG)  
**JANUARY 13-17, 2020**



# Joe Valdez for POA President



- Approximately 17 years with SFPD.
  - ◆ Held assignments at Southern, Northern, Mission, Park, Legal Division, Written Directives, Bayview, Airport Bureau and Prior Specialist Team (Spec 66)
- Elected to the Executive Board as Sgt. At Arms- 3-year term, Elected as Treasurer- 3-year Term. Current Airport Bureau POA Representative.

.... whoever wants to be a leader among you must be your servant. Matthew 20:26

I want to be your POA President because I don’t like the manner and direction the POA is being guided. Just like previous terms where you the membership elected me, I represent all.

- ISSUES:
1. Legal Defense, Wages, Benefits equally for all.
    - For too long we have bargained away our young officers during contract negotiations. No more, not on my watch. We will stand together and win or stand together and fall. But we stand together and support each other just like we do on the street.
  2. Update our POA website/ Journal/ App.
    - Increase sponsorship of members sports and unrelated activities (Police Games, Unity Tour, Station Sports Teams, Members that are coaches)
    - A new section in the journal and website called, “Beyond the Blue”, that will have stories of Officers doing great things outside of police work.
    - Feature an outstanding Officer each month.
  3. Improve board meetings to include;
    - Holding meetings at the stations, guest speakers on wills and trusts, investments, things personally affecting our members outside of police work.

I want each of you to know you are valued and have something to offer, you are more than a warm body wearing the uniform. Many of you have felt forgotten, left out, alone on an island during various times in your career and life. I have not forgotten, I will include and welcome everyone, I will paddle out to that island to get to you. We face many challenges ahead, not more or less difficult than those that came before us, just different. Many whom I have spoken to have told me, “I didn’t know you were running, and I gave my endorsement to someone else, but **you have my VOTE.**”

*We cannot be separated in interest or divided in purpose. We stand together until the end.*  
—Woodrow Wilson 28th President of the United States of America

## Supporters:

- |                           |                     |                   |
|---------------------------|---------------------|-------------------|
| • Bob Cooke CNOA Delegate | • Mihn Du           | • Patrick Brady   |
| • Yolanda Williams        | • Lionel Lucas      | • Ken Konieg      |
| • Gregory Pak             | • Ben Pagtanac      | • Kelly Kruger    |
| • Martin Covarrubias      | • Mike Peralta      | • Carlos Manfredi |
| • Josey Russell           | • Christopher Giles | • Albert Esparza  |
| • Ray Pascua              | • Steven Gomez      | • Rodney Chan     |
| • Frank Leonetti          | • Tony Claudio      | • Benny Chin      |
| • Michael Madrieres       | • Ryan Mariano      | • Carolyn Gassen  |
| • Andrew Bryant           | • Art Madrid        | • Megan MacAuley  |

***STATUS QUO! No More!***

**The time is now for a New Generation of Cops to take control of their future!**



# Sports



## Nick’s Notes

By Nick Shihadeh,  
Journal Sports Editor

### Seals Softball

CHECK IT OUT: The Seals tournament team went to the Field of Dreams Sports Complex in Manteca on Friday, December 13th, for a Toys for Tots one day softball tournament. Every participant is to bring an unwrapped toy to donate toward needy families during the holiday season. The team that played that day was run by Nick “Iron Greek” Stewart and also included the following: Mike Hara, Ray Biagini, Dennis Tupper, Josh Tupper, Dustin “Moose”

Colclough, Frank Olcomendy, Zack “Peanut” McAuliffe, Cedric Hood, and Luis “Lois” Guitron.

In November during a one day food drive tournament, it was a Thanksgiving Massacre on the field when Stewart was playing in the critical time of the tournament. He ended up making up for it this time around though as he put a very competitive team together, coached well, and played decently on the field. Guys who hit the long ball were Colclough and Josh Tupper, while Hara was an additional standout while at the plate. Josh by the way played excellent defense in the outfield along with his brother Dennis and Guitron.

Biagini, Hood and Olcomendy of course did their part to contribute to the Seals early success that day, but the guy that hurt the team and got the “Tom Foolery” of the tournament award was McAuliffe. He was literally a hatchet man while on the field and killed rallies by striking out too many times to remember when at the plate according to his teammates. Santa is definitely not going to be very good to Peanut. The Seals did salvage a fourth place finish out of thirteen teams and that was good to hear. Will only give nine of the ten players kudos for their efforts.

### Hoops Update

Note the standings for the department basketball league at the printing of this column that was sent to me by Commissioner Steve Coleman. His thoughts on the league early on in the season are

as follows: “It’s been great seeing some familiar old faces and great getting to meet the new ones out on the court this season. Teams are adjusting to new rosters after transfers and promotions reshaped them. Also, we have a record number of women participating this season, which was highlighted by Bayview’s Rosa Dixon’s first week explosion of five three-pointers.

Rookie Alexander Austria has had impressive performances while leading the Southern Bees to an undefeated 2-0 start. The league will have a two week break during the holiday season, but games will be played again soon for everyone to get a good workout to go along with good competition. Otherwise, Happy New Year and we’ll see you on the hardwood before you know it.

### Dodgeball

Note the flyer below about the Police Dodgeball Tournament that is taking place for the first time at the Italian Athletic Club in North Beach on Satur-

SFPD Basketball League Standings:				
Team	W	L	Pct	GB
Southern	2	0	1.000	
Park	2	0	1.000	
Central	2	0	1.000	
Cadets	1	1	.500	1
Bayview	1	1	.500	1
Northern	1	1	.500	1
Ingleside	1	1	.500	1
The Hall	0	2	.000	2
Tenderloin	0	2	.000	2
SF CHP	0	2	.000	2

day, January 11th. It’s being put together by Kevin “Topper” Worrell and Mike “Lunch Box” Franceschi and it’s open to all first responders and their families, with teams of six members each. It only costs \$25.00 to play; so, hurry up and find a team to play on, start practicing, and see you there!

That’s it for now, stay well and safe this New Year and So See Ya next month.

## Letter to Sports Editor

Nick, Attached please find a team photo of the Fall Ball team. We participated in the Bay Area Men’s Baseball Fall League, Which is an 18 and over, wood bat league at Big Rec. We finished in third place with a 6-4 record.



Front row: Mark “OB” Obrochta, Ruben Herrera (CHP), Edgar “Puppet” Gonzalez, Niko Hawes, Dom Celaya (retired). Back Row: Scott Butland, Mike “Monty” Montero, Glenn “Slumdog” Ortega, Kevin O’Sullivan, Mitch “Mitchelob” Rowan. Thanks, Hope to see you soon!

Mark “OB” Obrochta

**POLICE DODGEBALL TOURNAMENT**

Teams of 6  
\$25 per player

Includes Lunch, Refreshments, Prizes and Bragging Rights for the Winners

Open to ALL First Responders  
Family/Kids Welcome Too

Uniforms/Costumes Encouraged

January 11, 2020  
Starting at 1 pm  
Italian Athletic Club

SPOTS ARE GOING FAST...DON'T MISS IT  
TO REGISTER YOUR TEAM CONTACT:  
KEVIN WORRELL (415) 531-4840  
MIKE FRANCESCHI (415) 297-8250

As per SFPOA bylaws, the following nominations were made and accepted at the December 18, 2019 membership meeting.

All nominated persons were provided with instructions for submitting to the *Journal* his or her campaign material.  
The deadline for those submissions was 5:00 PM, Thursday, December 26, 2019.

### Nominations for Executive Board

President  
Rich Cibotti  
Tony Montoya  
Joe Valdez

Vice President  
Kevin Lyons  
Tracy McCray

Secretary  
Matt Lobre  
Kevin Worrell

Treasurer  
Sean Perdomo  
Louis Wong

Sgt. at Arms  
Rick Andreotti  
(Unopposed. Will not appear on the ballot.)

**On-Line Voting — January 13 through January 17, 2020**  
**See pages 23 – 35 for voting instructions and candidates’ statements**