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 (lateral). The Seattle Police Department 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 by 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 especially 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 a massive hiring campaign 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 for 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” (laterals) as police officers and firefighters (police officers and fire fighters) began to enjoy the same or similar workers’ compensation “carve outs” that were evaluated.

In California any large employer, its members.

San Francisco Police Officers Association
This Publication was Produced and Printed in California, USA ✯ Buy American ✯ Support Local Business
For postal service use only.
This Publication was Produced and Printed in California, USA ✯ Buy American ✯ Support Local Business

Copyright © 2019 by the San Francisco Police Officers Association
All rights reserved.
Minutes of the December 18, 2019, Board of Directors Meeting

Call to Order
1. Sergeant-at-Arms Tracy McCray called the meeting to order at 12:06 hours.

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

Swearing in of new representatives
3. Parliamentarian Mike Hebel swore in the three new representatives. Stan Bratchikov (Park Station) Joe Clark (Tenderloin Station) Bryan Santana (Mission Station)

Roll Call
4. Secretary Lobre conducted roll call. 29 Board of Directors were present, 7 were excused.

Presentation by Jasmine Barranti re. Support for The Police Unity Tour
5. Officer Barranti made a financial request of $7000 total for the 7 riders who will be participating in the unity tour in May 2020. The ride was established in 1997 in memory of officers killed in the line of duty.

Presentation by the Salesian Boys Club of San Francisco
6. Randy DeMartini made a financial request of $5,000 for the Club, which benefits the club, as well as CYO events and provides access to kids for various programs.

Presentation by Member
7. Sean Thompson with regards to issue with AFLAC
8. Sean indicated that he bought a policy from AFLAC in 2017 that was supposed to cover ON/OFF duty incidents. Sean recently sustained an on-duty injury and when he went to file the on-duty claim with AFLAC, he was told that the policy did not cover on-duty incidents, and that his Worker’s Compensation should cover this. Sean wanted to bring this to the members attention, in the event they were under the impression that AFLAC would cover an on-duty incident.

Presentation by Election Committee Chair Pat Faye
9. Pat recently took over for Lloyd Martin, who resigned recently. Pat went over the ground rules with respect to the upcoming election for the Executive Board which will be held January 13-17, 2020.

Nominations for the Executive Board (alphabetically)
10. President Rich Cibotti for the position of Vice President
11. Joe Valdez for the position of Secretary
12. Matt Lobre for the position of Treasurer
13. Sean Barranti for the position of Sgt. At Arms

Approval of the November 2019 Board Minutes
14. One correction. Lloyd Martin resigned as Chair of the Election Committee after the November General membership meeting. President Montoya appointed Tony Montoya for the upcoming election. A motion was made by Director Mansfield and seconded by Sgt. at Arms McCray. Motion carried.

President’s Message
15. President Montoya reminded the Board to remind members that today would be the last day to submit their Uber/Lyft/Taxi receipts for their respective holiday party. Any receipts received after today, will be paid out in January 2020.

16. President Montoya advised the Board that the 2020 budget will be decided after December 20th and will reopen on January 2, 2020.

17. President Montoya reminded the Board that a member has someone from IIB or Internal Affairs being a statement from a member, to please remind the member to seek counsel before giving a statement.

18. President Montoya indicated that the Brixton (which opened in May 2019) has asked for rent deferrals for November 2019 and December 2019. While nothing has been decided, all options will be weighed before making a final decision. There was a discussion amongst the Board.

19. President Montoya discussed the recent news article in the Chronicle that projects a $425 million deficit by the City over the next two years. While this is very preliminary, Pres. Montoya believes that raises will still be happening this July 1, 2020, or the MOU.

20. President Montoya reinforced the 1700-hour Department Bulletin, and re-emphasized that the bulletin still stands. Pres. Montoya had our labor attorney Greg Adam speak to trying to move the Department Bulletin into a side letter. President Montoya also emphasized that members should be mindful of not abusing their sick time.

21. President Montoya called for an Executive session for the Board of Directors at this point in the meeting.

Vice President’s Message
22. Vice President Andreotti advised the Lt. Lozada will be making a presentation to the Board of Directors meeting regarding soft body armor and load bearing vests.

Treasurer’s Report
23. Treasurer Perdomo advised that there were significant cuts made to the 2020 budget with an emphasis on bolstering the Legal Defense Fund. The budget was presented to the Board of Directors to review and ask questions. There was a brief discussion amongst the Board. President Montoya made a motion from the floor to adopt the 2020 budget, it was seconded by Director Friedman, and passed unanimously.

Treasurer Perdomo advised the Association was 9% under budget for 2019.

New Business
24. Director Hart made mention for continued on next 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. Remember 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 Carey, for the Salesian Boys Club. 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 Lobro

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.

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 Flurwitz, 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/r8nf22x

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
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.

**Specially Scheduled Events**

**POLICE DOBBELDAG TOURNAMENT**

- **Where**: Italian Athletic Club
- **When**: January 11, 2020, 1:00 pm
- **Contact**: Kevin Worrell 415-533-4840
- **Phone**: 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**: cjhr69@gmail.com

**JOHN CAGNEY & EDDIE YU RETIREMENT CELEBRATION**

- **Where**: SF Italian Athletic Club, 1630 Stockton St, SF
- **When**: Thursday, January 30, 2020
- **Contact**: Phone 415-638-6999

**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@thepoliceca.org

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

- **Where**: (To Be Announced)
- **When**: Third Wednesday of every month, Noon
- **Contact**: POA Office 415-861-5060

**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 larry75@ix.netcom.com

**WIDOWS & ORPHANS ASSOCIATION**

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

**AMERICAN LEGION SF POLICE-FIRE POST**

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

**POA BOARD OF DIRECTORS MEETING**

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

**RETIRED EMPLOYEES OF CCSF**

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

**RETIREE RANGE RE-QUALIFICATION**

- **Where**: SFPD Pistol Range
- **When**: Contact Lake Merced Range for Dates
- **Contact**: Range Staff 415-567-2274

---

**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—basically underpinning the most progressive criminal justice system on our planet. They are a large band of hypocrites who unconditionally support the men and women of law enforcement. 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, Díaz 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, dissection of the bail system, elimination of all barriers to those convicted of crime, early release, shutting down of jails, with drawing gang enhancement provisions, and complete a 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 acknowledgment that crime victims deserve a semblance of justice is incomprehensible. 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 prowling 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 can 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 dared 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, rule of law and administrative sanctions.

Even the ubiquitous carpetbagger himself, George Gascon, has signed off as not worthy of any criminal prosecution at 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 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. Some of the most popular 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 all about needing police officers for their community work. One day they are contacting police officers 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 ignoramuses 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
danielerally.com
realtybrokerfrank@yahoo.com
DRE#0080828
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 report to you’ll have to deal with justifying your actions. Then, at some point, people with official titles will take months to decide whether or 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 Petuya 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. Officer Michael Toomey, Officer Richard Hawkins, Officer Pierre Mayorga, Officer Ian Mikulas, Officer Mark Wilk- er, 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 pereimeter was set up just about the same time the 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 the suspect had already been felony probation for several violent assaults.

The Vallejo Police Department responded to a home invasion robbery where a young woman was report- edly 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 investi- gating 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 unifi- formed patrol with his partner Officer Anh Nguyen when they were flagged down by several bystanders all point- ing out an individual who had just col- lapsed. The suspect was a 64-year-old man with no pulse and unresponsive. Officer Abucay immediately began CPR chest compressions until he was relieved by SFPD Engine #1 personnel. Unfortunately, the man they were trying to help passed away later that evening at SFCH.

Sergeant Eric Balmy wrote an impressive commendation citing, “Officer Abucay demonstrated that one of the core values of The Department’s Mis- sion 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 Offi- cer 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 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 inves- tigation 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 if the individual they en- countered 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. Fortu- nately, 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 calen- dar 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.
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 locations can shop and finance a ride with us will receive a 1.25% APR rate discount! A full list of car sale dates will be 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 a seminar 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 posted by the end of January, so check our website or your email for details.

Important Reminder! As of January 1, 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 any feedback about the Credit Union, please send a note by going to www.thepolicecu.org/contact-us. If you have a specific concern, the Credit Union encourages you to work with a 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 in the 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.

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

Checks payable to the “Darius Jones”, A# 1402242590 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 had mixed results. Krueger, a Northville police captain, said he initially had concerns about body cameras but now believes the devices provide greater transparency and accountability to the department.

“The citizens want to know we are doing things right,” 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 use. The legislation, Senate Bill 514, includes provisions requiring police agencies to set up policies for the devices within the 9 Bay Area counties. To see a list of legislative language, visit 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, CA
Time: Doors will open at 8:30 a.m., breakfast buffet is served at 9:00 a.m.
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.
The Police Credit Union Board of Directors. The Nominating Committee nominated candidates Croce “Al” Cascio (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 de deemed elected under the By-laws at Article VIII, Section 6.

Check 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 locations can shop and finance a ride with us will receive a 1.25% APR rate discount! A full list of car sale dates will be 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 posted by the end of January, so check our website or your email for details.

Important Reminder! As of January 1, 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 any feedback about the Credit Union, please send a note by going to www.thepolicecu.org/contact-us. If you have a specific concern, the Credit Union encourages you to work with the local Police Credit Union in your area and a direct deposit posted to your checking account monthly.

Promotions
You 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, CA
Time: Doors will open at 8:30 a.m., breakfast buffet is served at 9:00 a.m.
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.

Promotions
You 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, CA
Time: Doors will open at 8:30 a.m., breakfast buffet is served at 9:00 a.m.
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.

The Police Credit Union Board of Directors. The Nominating Committee nominated candidates Croce “Al” Cascio (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 deemed elected under the By-laws at Article VIII, Section 6.

Checks payable to the “Darius Jones”, A# 1402242590 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!

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 1402242590. 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”, A# 1402242590 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!

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 1402242590. 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”, A# 1402242590 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!
The policy offers no distinction between outcomes derived from this policy. Since, activating at all. I am not advocating for forget to activate, so it goes on late, it may as activating late, the discipline can actu- tion for not activating at all, is the same of the Strategic Management Bureau. School we spoke to Director McGuire can also be activating late. At Sergeant’s turning the BWC on at all. However, it

What is a Failure to Activate?

termination. Meaning that three failure sion. Third offense, starts at a 1-10 day suspen
discipline standardized, it also leads to some absurd outcomes. Case in point correct this oversight, although that’s no happy they are finally taking steps to us improve. The short classroom train has tried to train us in actually using add the BWC to our Force Options train

New Police Commission Disciplinary Guidelines

For those who have never read my articles, or have not heard, the Police Commission has adopted new disci- plinary guidelines for us. Now, while I understand its lofty goals of making discipline more 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 dis- cipline. 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.

The department wants us to record more, and I am fine with that. But a third violation opening you up to termination is insanity. Here’s how I can possibly 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 one or two.

I’m all for police reform, but it has to be logical. If you can have over 99% compli- ance from a member that 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 train- ing. 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 train- ing 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 consolidation to those who are currently being disciplined.

What Does the Entirety of the Event Mean?

Another policy contention is the defini- tion 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 ap- pointment, and went to the Chief’s office. 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 oth- erwise the folks at DPA would be open to interpreting it in any favorable way 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 Ac- countability, 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 finally had an 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 repeat- ed the answer. When I stated, “Ok so you have no standard,” it was explained that there are four 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 you show 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% compli- ance could still leave you up for termina- tion, you have a problem. Batting .998 in baseball would make you an instant Hall of Famer, here you could get put on the bench 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 fail.

It's called so, because successful players succeed way above average, be a failure, and possibly be terminated.

By Rich Cibotti

Taraval Station

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273
Confidential e-mail: 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
Officer Dennis Redelas
Officer Aaron Cowbig

(415) 378-5082
(415) 660-8664
(415) 696-0607

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 $95,000.00, or both. DO NOT FRAUDULENTLY MAKE A CLAIM OR 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.”
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, charged 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. No warrant was served on the same day as the suspect called 911 when he told the dispatcher he was a suspect 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 that occurred. 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 our police 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 invaded by Ronen. None. Rather, she takes ill informed cheap shots from her busy City Hall offices.

Either Hillary Ronen doesn’t know the current state of affairs on San Francisco’s streets where we think we are all too stupid about what our police officers 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 that none of us 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 controlled in lieu of some personal safety. 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 publicly endorse the de-escalation reform funding that is needed 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 one side of her mouth Ronen clammers 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 we learned that a suspect who had been in prison was walking the streets in line the 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 choose to 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 seriously and protect the community and ourselves. If he’s well he’d better literally attempt to beat a police officer to death, what are the risks to an average resident?

Ms. Ronen’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. It’s her fault. 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 is out of control. Ronen, 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 insurance rates go up because your car keeps getting broken into, thanks Hillary Ronen.

San Francisco deserves better.

Epic Chance in Providing Benefits

CONTINUED FROM PAGE 1

include: (1) improve safety programs to help lower employee injuries and illnesses; (2) increase the number of 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 represent the POA, Firefighters Local 798, employee advocate (Maria Mariotti), Susan Perdomo, and Mike Hebel. The City has also selected three and the City will be ADR Program Director.

Both Committees have: (1) selected an ADR Program Director (Judge Steven Siemers); (2) selected an Ombudsper- son (an employee advocate (Marina Mariotti)); (3) selected an exclusive list of medical-legal evaluators; (4) selected an exclusive list or mediators and arbitra- tors; (5) selected an exclusive list of permanent disability raters.

The ADR Program Director (Judge Steven Siemers) generally oversees day-to-day operations of the ADR Program as well as the ombudsper- son and other ADR professionals, issues subpoenas, recom- mends program improvements, provides training to employee organizations (POA and Local 798) and to the Depart- ment of Human Resources; and, when necessary, conducts mediations.

The ADR 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 the 798 carve out.

Disputes over medical care will be subject to mediation. There no longer will be Independent Medical Review (which upheld about 95% of medical care denials).

The ADR Program commenced on July 1, 2018. Only SFPOA and Local 798 represent employees covered. All claims and on after the commencement of the program will be covered by the program. (If prior claims filed 7/1/2019 may be op to into the program. This program remains in ef- for three years and then continues indefinitely thereafter for the 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 evalu- ation and report, either may request that a mutually- agreed-upon external entity evaluate and report on the pro- grams’ costs and savings; external external external external evaluation must be reviewed by the Joint Committee and may result in a new joint program. The Joint Committee will review the Controller’s report. 50% of the ADR Programs’ net annual savings will be devoted to the benefit of active employees covered by the Agreements.

Each Joint Committee, with its 3 em- ployee members, shall determine the specific allocations for the expenditures of these funds.

Other Public Agencies Considering ADRs

Police Associations in Anaheim, Fair- field, Fort Worth, Santa Rosa, Marin County (for deputy sheriffs), Los Angeles County (for deputy sheriffs) and Oakland are now actively consider- ing incorporating similar medical reviews carve outs. Also Firefighter Unions in Oakland, Los Angeles and Santa Barbara are actively considering similar medical reviews carve outs.

The delays and denials occasioned by the last 15 years of so-called “workers’ compensation reforms” starting with the devastation wreaked upon the system by former governor Arnold Schwarzeneg- ger have led, first to a trickle, and now to a stream of public safety employees and their associations/units 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 345 filed by SF firefighters. About 11% of these claims were represented claims (attorney involved). There have been 60 in-requests with 3 completed to date. There has been 1 mediation re- quest which was resolved.

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 events that occurred during the officer incident where our officers were 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 was several times attacked by both of them. Below is the statement I issued to the San Francisco Examiner today in full regarding the incident:

“Our officers attacked these officers. Yielding a bottle, the suspect struck one officer to the
By Mike Hebel
POA Welfare Officer

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

YES! 1%, which, when added to the already paid 2% basic COLA, results in a 3.5% 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%; their stellar performance carried the supplemental COLA.

In order for a supplemental COLA to 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 paid 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 both COLAs is 3%.

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 supported 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 3,500 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; with the large voter turnout (estimates range from 60% to 65%) they will not have a low turnout vote – 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 of training courses designed to help make the most influential decision makers 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 Workforce's 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 SFPPD in 1999 with the rank of captain after a distinguished 28-year career. He served as the POA's Secretary and on its Board of Directors for 19 years. Mike is a frequent and long-time contributor to the POA Journal. If you have a question for Mike, send an e-mail to mike@sfpoa.org or call him at 415-613-3726.

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

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

**Totah’s Tax Service**

**Professional Service Since 1985**

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

Phone 925-670-8349 • Fax 925-670-8348

E-mail: ned@totahstaxservice.com www.totahstaxservice.com

**NED TOTAH, EA, retired SFPPD**

(Enrolled Agent)

**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

365 California Street • San Francisco, CA 94118 • www.breallfirm.com 415.345.0845

* The POA has verified that this quote was made by an SFPPD 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 #190 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 Batchelder — 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 and give him your contact info for reunion notifications and updates.

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 • 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
Why Retired California Cops are Fleeing the Golden State

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

Retired California cops are fleeing the Golden State 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, unattended 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?”

“You are kidding,” she replied. “The no cost parking structure was clean. I didn’t need to step over a homeless person or get assaulted by an aggressive pan handler. And the elevator didn’t smell like piss and shit” … 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 unreasonably 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 daughter asked during a phone conversation. I held my cellphone up toward the sky and inquired, “Can you hear that?”

“What do you mean?” she 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 perspective.

• 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 health providers.

• 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 immobile on antiquated freeways that are
designed to be a modern Dante’s Inferno. They descend into a modern Dante’s Inferno.

• The quality of life issues are experienced firsthand by police officers. Dealing with rampant drug use, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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, unattended 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.

• 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.
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 led the city to start a home-buying incentive that will give officers as much as $50,000 toward their payment if they buy a house in the city.

The $750,000 program will help the Police Department recruit and retain more officers in an effort to boost community policing by encouraging more officers to live in the city instead of other parts of the region, city officials said. San Diego was one of the safest cities in the country starting with recruiting and being the best and brightest and 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. “This is 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 48 officers sign up.

“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 far away as southwest Riverside County, said Nisleit. But Southwestern counties are “richer” because the commute to work can be longer than 90 minutes. An analysis last year by the police officers labor union found that the average of officers who live in 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 2016, 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 March 4. The city expects to hire about 48 officers a year.

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 to at least all police officers, as well as hiring officers for 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 two or more years of experience and must contribute at least 3.5% of the purchase price toward the down payment.

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, they were 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 the State Western Bank and Mechanics Bank.

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

From www.latimes.com

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

December 11, 2019

Portland Officer Leo Harris has re- sponded to dozens of fatal car crashes. But it’s one hit-and-run accident that stick ed 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 the 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 in- jured, and she’s talking about how they were planning to go hiking and how she wants to have kids in a few years,” Harris recolled. “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’s a mind thing.”

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 realistic.

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 Portland’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 to boost stretch muscles or control breathing to reduce stress.

The program includes new strategies to retain veteran officers while being unable to fill more than 100 vacancies fast enough, Training Sgt. Todd Tackett and Harris have launched 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. “In a situation like this, there’s always your gut reaction of wanting to run to the scene to help someone upset because they’ve had to wait a long time for a police response. How do we give our folks the opportunity to still respond?”

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 screenings. It’s available to all officers, both on duty and off duty.

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

The Portland Police Bureau 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 give us the quality that we expect them to do.”

The council expects the program will prove for our officers and their commute will decrease exponentially,” he said.

Since Nisleit took over the department from former Chief Shelley Zimmerman in 2016, 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 March 4. The city expects to hire about 48 officers a year.

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

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

“ It’s easy for us to feel secondary to sworn officers, ” Beekman 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 for yoga and behavioral health instructor, contracts with a physical therapist, and with the help of a community grant, St. Charles Medical Center’s program, the health screenings. Almost half of the force volunteered for the screenings.

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

“ It’s just not that the healthier cops so they can be better on the street,” Beekman said.

From www.oregonlive.com
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 some-what famous as a television program host and announced, “I didn’t know him as I never fol-lowed the programs he hosted up until recently, 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 Iron Mike. I remembered where I had seen him. He was a spokesperson/salesman for Ford trucks. I thought to myself, “Why is 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 his 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 Balti-more, he had two of his fellow members 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 in-terested 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 sto-ries I found in this book, describes this particular effort. Not only did he receive a union card, his “romantic fiction” 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 this is 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 liter-ary 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 like to tell stories and who later became very well known. He writes about people he has met through his many television programs. He tells of how he attempted to throw 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 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 Rus-sians for what they did to a stray dog in the early process of space exploration.

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: mikeroweworks.org. He is now the CEO of a foundation of the same name.

This book is relatively short, about 250 pages. It is not complicated reading. I found it to be very enjoyable, educa-tional, and worth my time.

By Mike Rowe
Reviewed by Dennis Bianchi

---

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 department 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 residen-cy 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 city police chief have argued costs the city too much money and drives up overtime costs.

The proposed contract offers incenti-ve 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 contract includes an option to change the existing schedule. A 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 adminis-trative 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 profes-sionalism 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 20 years.

Pay for sergeants, lieutenants and captains jumped anywhere from 9 to 19 percent. Captains with more than three years on the job will receive a raise of $10,000, to $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 willing-ness 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 incenti-ves 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 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. The agreement cannot be reached for comment Tuesday afternoon.

From www.syracuse.com

---
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.

Call to Order: President Ray Kane, Vice President Al O’Meara, Trustee Al Luenow, Rob Formian, Lou Barbarini, 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, 2019 at 0800 to present our membership to the 26th 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 and known as “Ruthie” by her family. Barbara was in San Francisco. Barbara was known by her parents Ray and Barbara. She attended Our Lady of Mercy Grammar School and St. Rose Academy High School, Class of 81. Barbara entered the San Francisco Police Department on September 2, 1986. Barbara was assigned to Star #611. Barbara worked the following assignments during her 30 plus career: Special Investigations Unit, Police Station 3, (September 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, 2004), BRRIC Crime (June 26, 2010), Operations Center (September 3, 2011), and FOB. (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 2225 hours. Barbara responded to 2228 Schwiner Street on a call of a building fire. Several units responded. Pinelli and other Officers entered the building and observed the fire was under control. 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 ran up the stairs and faced the danger to save lives. The fire caused major damage to a home and injured a 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 Pokley, and Officers Steve Ford, Damien Williams, Kirk Tomuska, Peter Walsh, John Mulkerin, 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 billboard company assigned to and assigned to the gang activity unit in the Ingleside Police District. While driving an unmarked vehicle into the Alemanni Street Housing Projects, they observed a group of males congregating at the curb in front of a commercial building on Alemanni Street. The most immediately, a group of six to eight subjects began running at the Officer’s vehicle. As the group neared, they observed one subject to raise 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. Pinelli approached the subject and ordered him to come back Morgan Petiti.

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.

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 day of January (January 13, 2020) and continue until midnight of the third Friday in January (January 17, 2020).

On-Line Voting
To cast your vote, do the following:
On the Internet, go to 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, Phone: (415) 861-5060

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

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

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

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.

In Memoriam...

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

2000: Officer James F. Dougherty, killed in SFPD helicopter crash.

The Duggan Family Serving San Francisco Community Since 1885
Sullivan’s and Duggan’s Serra Funeral Services, 6201 Geary Blvd. SF 94128
duggansserra.com sullivansfh.com

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 or phone 415-861-5060 for more info.

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 CIT 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 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.

*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.

*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.

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 or phone 415-861-5060 for more info.

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 or phone 415-861-5060 for more info.

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 or phone 415-861-5060 for more info.

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 or phone 415-861-5060 for more info.
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, Spif-at-Arms Mike O’Yang, and Chaplain Jeremiah Morgan visited 95 patients at the Community Living Center at Ft. Meyer’s 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 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 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 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 Fredericksburg, 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 Sour-Mathers, police were called to check on her welfare. They found the deceased body of Sour-Mathers the morning they were in 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. Mike O’Yang. "The victim cycled into the freezer, was the fully intact body of Sour-Mathers’ husband, military veteran Paul Edward Mathews, 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 Sour-Mathers had been receiving her husband’s benefits checks from the Department of Veterans Affairs since the veteran’s death over 10 years ago.

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.

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 peace-ful 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 it 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, physi-cal and medical traumas, I quite simply believed that life was about dealing with it. Cleaning up the mess and try-ing 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 cata-strophic 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 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 re-sponders 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 occupa-tion 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 daugh-ter 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 im-portantly...survive. It also kept me at-tached 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 10 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 under-standing, awareness and compassion for those who have been impacted in some way by suicide is called connec-tion. 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 impor-tance 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 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 gen-erous donation to purchase new gym equipment for the SFPD Northern Sta-tion Cym 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 Febru-ary firing of 23-year department veteran James Anthony to be excessive, Fraternal Order of Police Lodge 7 President Mi-chael Leslie said in a statement.

Anthony was fired after an internal investigation into an Oct. 30, 2018 post on his personal Facebook page that I was happy because I 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, physi-cal 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 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 10 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 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.

The arbitrator’s decision to a Summit ap-artment in the discharge of its public mission.”

The city said in a February statement “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

Behavioral Science Unit (BSU)

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

Confidential e-mail: 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

MEMBERS:

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

Catastrophic Illness Program

- MHN: Your free outpatient mental health benefit
- (800) 535-4965, company code SFPD
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, 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!

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 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 made the event special 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
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 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.

CONTINUED FROM PREVIOUS PAGE
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

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/sgquw3z

Response to Mission Station Protests

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

— KTVU Fox 2

https://tinyurl.com/3joxd2p

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 to schedule a Notary appointment.

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

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!

Return completed order form and payment to:

BALEAF Board Member Candy Hilder at cj869@icloud.com

SF Dispatcher of the Month

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

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

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

Date: 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 as well.

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!
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 therapy, but even there, some are on their own. 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 Ermers 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 do 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 owners with PTSD.

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 benefiting 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 so good 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 Nguyen 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

"SUPERVISOR FEWER, THIS OBSESSIVE, IRRATIONAL HATRED YOU HAVE FOR THE POA IS TURNING YOU INTO A MONSTER!"

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

Sincerely,
Lilliana Vizcay
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 California. 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 polities are filled enough with hate and interpersonality. Your constituents deserve better than what you’re giving them. So does the City.

Sincerely,
Vernon M. Winters

SAN FRANCISCO POLICE OFFICERS
THEY WORK TO MAKE YOUR DAY
SEE THEIR STORIES • SFCITYCOPS.COM
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

Classified Ads

House For Rent

BIG ISLAND HAWAII FOR LONG TERM RENTAL — Panoramic Ocean Views from 3 bed 2 bath 1800 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 415-634-5137


Vacation Rental

MAUI — KAPALUA GOLF VILLA RENTAL — 1700 sq ft. 2 bedroom 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, tennis courts, and many more amenities, which is associated with the Ritz-Carlton Hotel. Pictures and additional information is available at www.VRBO.COM listing #276140. SFPD members receive discount on posted rates. Contact Alan Honniball at (415) 298-7205.

MAUI — 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 TVs, 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.


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 be 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@sfpov.org

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273 Confidential e-mail: 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 Covhig (415) 696-0607
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
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 **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
President

Matt Lobre
Secretary

Rick Andreotti
Sergeant At Arms

Tracy McCray
Vice President

Sean Perdomo
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, CIT Team Leader and Hostage Negotiator.

In 2000, I was elected as the POA Representative for Mission Station where I served 2½ 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 Delagne 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 asked me after. I really 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 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. As a Station Rep.

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 Beard
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
Chack 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
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 Marinho 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/Poliical 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 servicing 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.
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 what 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.

**SEAN PERDOMO FOR POA TREASURER**

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 Shugas  
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

**THE FOLLOWING MEMBERS ENDORSE TEAM MONTOYA**
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

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 Phone: (415) 861-5060

This Association is about the members, and YOUR VOTE COUNTS!
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 100 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 businesses 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 can not 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.

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?

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 that 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 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 current board doing?” This question 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 be the naysayer 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 have nothing to say about the “WK” paycode. That’s a great question. The actual paycode is “REC” 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. They fix the rights and duties of the parties. If we leave holes in our contract that is our fault.

Since then they have tried to fix it by a Depart- ment Bulletin signed by the Chief. Apparently, this has “fixed the issue.” I sincerely hope it has fixed it, but the contract says “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 1708 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 to be litigated.

The “unlimited time off use” 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 actual paycode is “REC” 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. They fix the rights and duties of the parties. If we leave holes in our contract that is our fault.

Since then they have tried to fix it by a Depart- ment Bulletin signed by the Chief. Apparently, this has “fixed the issue.” I sincerely hope it has fixed it, but the contract says “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 1708 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 to be litigated.

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 it on as an accomplishment.

Lastly, there is an issue with letter writing. Do something against the POA, get a letter. Be a member, 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 San- dra 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 ac- cessible 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 change. 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 fight the POA. Please join Team Cibotti 2020 and transform the future of the POA.
Kevin Lyons for POA Vice President

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 a 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 Aliotto (Co. E)
- Sgt. John Andrews (Co. J)
- Lt. Joe Barrettta (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 Buthers (TAC-K9)
- Ofc. Jon Cairo (Co. E)
- Sgt. Rex Calaunan (Co. J)
- Ofc. 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)
- Cmndr. 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)

CONTINUED ON NEXT PAGE
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 community 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 (Honda)
- 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. Candice Lewis (Co. J)
- Ofc. Horace Liu (Co. J)
- Ofc. Ryan Liu (Co. G)
- Ofc. David Lucchetti (Co. J)
- Ofc. Anders Mac (Co. J)
- 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 Oreno (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 (Honda)
- Ofc. Nikkly 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 Stickladden (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 Vannucci (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 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 joker. 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

Vice President KEVIN LYONS
Secretary KEVIN WORRELL
Treasurer LOUIS WONG

- 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

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.

   - 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
- Yolanda Williams
- Gregory Pak
- Martin Covarrubias
- Josey Russell
- Ray Pascua
- Frank Leonetti
- Michael Madrieres
- Andrew Bryant
- Mihn Du
- Lionel Lucas
- Ben Pagtanan
- Mike Peralta
- Christopher Giles
- Steven Gomez
- Tony Claudio
- Ryan Mariano
- Art Madrid
- Patrick Brady
- Ken Konieg
- Kelly Kruger
- Carlos Manfredi
- Albert Esparza
- Rodney Chan
- Benny Chin
- Carolyn Gassen
- 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 on the hardwood before you know it.

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

In November during a one day softball 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 Harra was an additional standout while at the plate. Josh by the way played excellent defense in the outfield along with his brother Dennis and Gautron.

Bagiini, 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 going to be very good to Peanut.

In November during a one day softball 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 Harra was an additional standout while at the plate. Josh by the way played excellent defense in the outfield along with his brother Dennis and Gautron.

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

See pages 23 – 35 for voting instructions and candidates’ statements

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

SFPD Basketball
League Standings:

<table>
<thead>
<tr>
<th>Team</th>
<th>W</th>
<th>L</th>
<th>Pct</th>
<th>GB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Southern</td>
<td>2</td>
<td>0</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>Park</td>
<td>2</td>
<td>0</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>Central</td>
<td>2</td>
<td>0</td>
<td>1.000</td>
<td></td>
</tr>
<tr>
<td>Cadets</td>
<td>1</td>
<td>1</td>
<td>.500</td>
<td>1</td>
</tr>
<tr>
<td>Bayview</td>
<td>1</td>
<td>1</td>
<td>.500</td>
<td>1</td>
</tr>
<tr>
<td>Northern</td>
<td>1</td>
<td>1</td>
<td>.500</td>
<td>1</td>
</tr>
<tr>
<td>Ingleside</td>
<td>1</td>
<td>1</td>
<td>.500</td>
<td>1</td>
</tr>
<tr>
<td>The Hall</td>
<td>0</td>
<td>2</td>
<td>.000</td>
<td>2</td>
</tr>
<tr>
<td>Tenderloin</td>
<td>0</td>
<td>2</td>
<td>.000</td>
<td>2</td>
</tr>
<tr>
<td>SF CHP</td>
<td>0</td>
<td>2</td>
<td>.000</td>
<td>2</td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>President</th>
<th>Rich Cibotti</th>
<th>Louis Wong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President</td>
<td>Kevin Lyons</td>
<td>Sean Perdomo</td>
</tr>
<tr>
<td>Secretary</td>
<td>Matt Lobre</td>
<td>Louis Wong</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Kevin Worrell</td>
<td>(Unopposed. Will not appear on the ballot.)</td>
</tr>
<tr>
<td>Sgt. at Arms</td>
<td>Rick Andreotti</td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>President</th>
<th>Rich Cibotti</th>
<th>Louis Wong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President</td>
<td>Kevin Lyons</td>
<td>Sean Perdomo</td>
</tr>
<tr>
<td>Secretary</td>
<td>Matt Lobre</td>
<td>Louis Wong</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Kevin Worrell</td>
<td>(Unopposed. Will not appear on the ballot.)</td>
</tr>
<tr>
<td>Sgt. at Arms</td>
<td>Rick Andreotti</td>
<td></td>
</tr>
</tbody>
</table>

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

See pages 23 – 35 for voting instructions and candidates’ statements

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 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 Saturday, January 11th. It’s being put together by Kevin “Topper” Worrell and Mike “Lunch Box” Francieschi 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.

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

<table>
<thead>
<tr>
<th>President</th>
<th>Rich Cibotti</th>
<th>Louis Wong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President</td>
<td>Kevin Lyons</td>
<td>Sean Perdomo</td>
</tr>
<tr>
<td>Secretary</td>
<td>Matt Lobre</td>
<td>Louis Wong</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Kevin Worrell</td>
<td>(Unopposed. Will not appear on the ballot.)</td>
</tr>
<tr>
<td>Sgt. at Arms</td>
<td>Rick Andreotti</td>
<td></td>
</tr>
</tbody>
</table>

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

See pages 23 – 35 for voting instructions and candidates’ statements

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 Saturday, January 11th. It’s being put together by Kevin “Topper” Worrell and Mike “Lunch Box” Francieschi 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.

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

<table>
<thead>
<tr>
<th>President</th>
<th>Rich Cibotti</th>
<th>Louis Wong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President</td>
<td>Kevin Lyons</td>
<td>Sean Perdomo</td>
</tr>
<tr>
<td>Secretary</td>
<td>Matt Lobre</td>
<td>Louis Wong</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Kevin Worrell</td>
<td>(Unopposed. Will not appear on the ballot.)</td>
</tr>
<tr>
<td>Sgt. at Arms</td>
<td>Rick Andreotti</td>
<td></td>
</tr>
</tbody>
</table>