



# JOURNAL



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“Enough!”

# The Anti Law Enforcement Bandwagon is Overcrowded

## Scapegoating the Police for Society’s Ills Takes the Heat off Politicians and Bureaucrats

By Martin Halloran  
SFPOA President

As the anti law enforcement rhetoric continues to flood the media print and airways in this country, and as certain groups and politicians are jumping on this bandwagon to bolster their own status or posture for a possible better political position, some police associations and responsible individuals are saying, “Enough is enough.”

Now in San Francisco, a labor organization (San Francisco Labor Council), a political organization (Democratic County Central Committee), and Gavin Newsom-appointed District Attorney George Gascon – who was also a seat-warming Chief of Police for a few months -- have either introduced ill-conceived anti-law enforcement resolutions, or have organized a task force to investigate alleged “systemic racism in the SFPD.”

As a labor leader I’m saying, “Enough!”

Let me be the first to say that there are problems within the SFPD. Name an organization of over 2200 members that has zero problems. You can’t, simply because they do not exist. If the Public Defender and the District Attorney believe that there is explicit and implicit bias among police officers, then they must also concede that they too have these biases, as do their employees. There are problems within the District Attorney’s Office,

as well as in the Public Defender’s Office. The common denominator is that we are all human and prone to make mistakes. The question is can we learn and advance from those mistakes?

When problems have arisen with the SFPD, our Chief has taken swift action. The Chief has demonstrated more transparency, and has been more forthcoming with information than any Chief in the past 30 years. This is not necessarily true with other agencies throughout the country. Perhaps that is why we are seeing resolution after resolution from certain organizations and politicians. They attempt to lump our department in with every agency that are dealing with some extremely controversial issues. They paint all of the SFPD with a broad brush then, try and grab their 15 minutes of fame on the backs of the hard working, dedicated, and committed members of the SFPD.

Recently, I was compelled to respond in writing to the DCCC regarding their Racial Justice Committee resolution. After requests to meet with them to discuss the resolution were denied, I had no recourse but to send a formal opposition letter to every committee member. As of this writing, this resolution has yet to pass at the DCCC. On the other hand, The San Francisco Labor Council was willing to meet with the POA and the Chief to discuss their resolution. A healthy dialog took place where much of the Adachi 9 point plan was refuted, and an amended resolution was put forward with no objection from the POA.

I also felt obligated to send a letter to every assistant district attorney at the San Francisco District Attorney’s Office demonstrating the support of the POA for his and her tireless work on behalf of the residents of this great city. They are the attorneys that deal directly with the rank and file of the SFPD, and they are the ones who work countless hours ensuring that the violent and harden criminals, who have victimized the people of San Francisco, are held accountable. The ADAs have proven themselves in court, and they have earned that respect regardless of who their boss might be.

There is, and should be, accountability on all levels of the SFPD. Few American law enforcement agencies have more oversight. The men and

women of the SFPD are reviewed by both civilian and government entities. I believe that accountability and responsibility rest not only with the SFPD but with all members of our community. These include faith-based leaders, community activists, elected officials, and yes even those accused of violating the law. Even suspects have the responsibility to follow a lawful order from a peace officer. The venue to challenge that authority lies not on the streets of the City; it lies in court of law.

Having served as POA Treasurer for nine years, Vice President for a year, and as President for over two years, I can unequivocally state that we (SFPD and SFPOA) are committed to the community and have taken a level of responsibility for those who we serve. The personal involvement of our members in concert with the fiscal contributions to worthy non profit organization, in predominately under privileged or low income neighborhoods, clearly demonstrates our hope and aspiration for the youth, the elderly, and minorities in these neighborhoods. Let me name a few: Recently, Officer Jason Johnson of Bayview Station chaperoned a group of



African American youth from the Bayview/Hunters Point on a trip to West Africa to learn about their ancestral heritage. Known as Operation Genesis, the program was primarily funded by the Department and the POA. Also, Officer Todd Burkes of Mission Station recently escorted a youth group from the Mission District to Washington DC to learn about American civics. This was also funded by the Department and the POA. The POA is also an annual and major contributor to Operation Dream, SFPAL, The Wilderness Program, Hanna Boys Club, Helpers of the Mentally Retarded, Make a Wish Foundation, Omega Boys Club, SF Youth Fishing Program, and the UCSF Pediatric Ward. All of these groups serve some of the most vulnerable individuals of our community.

I wish that those politicians and organizations who vilify, chastise, and criticize what we do and how we do it would publicly acknowledge what this department and this association has done and continues to do for our community. Get off of your bandwagons and get as involved as we. When it comes to compassion and charity, there can never be *enough!*

*Slainte!*

*“This incessant drumbeat against the police has resulted in what St. Louis police chief Sam Dotson called the “Ferguson effect.” ... Not surprisingly, homicides in [St. Louis] surged 47% by early November and robberies were up 82%.”*

(Read more about the New Nationwide Crime Spree on Page 13)

### More from the President’s Desk ...

- President Halloran chastises the authors of the Racial Justice Committee for its ill-conceived resolution that appeared before the Democratic County Central Committee. Page 21.
- The SFPD is not the only group of folks who must suffer the dalliances of George Gascon. On Page 15, President Halloran expresses his appreciation for the patience and hard work of the unsung corps of Assistant District Attorneys who must wear a straight face around their elected boss.
- Mayor Ed Lee is also standing behind our dedicated members. He rejected a request for additional funding of the DA’s “Corruption Task Force” in favor of saving important resources and relying upon the many layers of police oversight currently in place. President Halloran expressed his appreciation to the Mayor in a letter reprinted on Page 5.

# Minutes of the June 17, 2015 SFPOA Board Meeting\*

1. Sergeant at Arms (SA) Val Kirwan called the meeting to order at 1200 hours.
2. SA Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty. President Martin Halloran asked for a moment of silence for Inspector Marty Bastiani (ret.) who recently passed away.
3. Secretary Mike Nevin conducted roll call.
4. President Halloran announced that Chief Suhr would be unable to attend the meeting due to his attendance at City Hall for budget hearings. He will be invited to the July meeting.
5. Mike Rivera (retired and current reserve) made a presentation on behalf of the SFPD Wilderness Program. Mike introduced Caesar who has long participated in the program. Rivera made a request for \$6,000, which has been the past annual POA contribution.



Martin Halloran and Edie Lewis

6. President Halloran presented a plaque of appreciation to Officer Edie Lewis (Academy) for the exceptional work she has done on behalf of our members by organizing the "Bring Your Child to Work Day."
7. Representative Mark Madsen (Tactical) made a motion to approve the May 2015 Board Minutes. The motion received a second from Representative Joe McCloskey (Tenderloin). The motion passed by voice vote. Representative Larry Chan (Central) voted against. His objection was with the wording for # 11. Secretary Nevin amended the May Minutes to reflect the edit.
8. Officer Jason Johnson (Bayview) made a presentation thanking the board of directors for supporting Operation Genesis. He recently returned from the trip to the African continent. Adriana Greene, Isaiah Antone and Travis Holly were in attendance. Mr. Holly eloquently expressed his life-changing experience.
9. President's Message. President Martin Halloran explained the POA's opposition to a resolution being presented to the SF Democratic County Central Committee (DCCC) at their June 17th meeting. The resolution from the Racial Justice Committee is entitled, "Plan for Police Reform." The letter from President Halloran to the DCCC



Caesar addressed the Board about his long-time participation in the Wilderness Program.

10. President Halloran and Gregg Adam, POA Attorney, discussed the 2016 Reed Amendment. Adam handed out literature describing the pension reform plan and explained the adverse effects it could have on both current and future members.
11. President Halloran advised the board that the POA is seeking a decision from the City with regard to the 1st Day sick note. The POA believes that this is in conflict with the civil service rules and Department General Orders.
12. The POA is waiting for a response from the Department in regard to the annual 50-hour SP cash out. Several members who were on FMLA have been advised by the Department that they are not eligible because they took more than 30 hours SP in the fiscal year. The POA opposes this position.
13. President Halloran reminded the board of the upcoming 1% raise on July 1st.
14. President Halloran provided the board with upcoming events and he asked for volunteers. The events included the following: APRI dinner (June 19) and Pride Breakfast (June 28).
15. Vice President's Message. None.
16. Treasurer's Report. Treasurer Joe Valdez handed out the monthly expense report.
17. New Business. Representative Joe McCloskey (Tenderloin) recently returned from POA-sponsored training. He spoke about the challenges many cops from around the country are facing with regard to social media postings as well as text and e-mail messages.
18. Representative Gerald Lyons (Bayview) described a situation where an officer returning from DP may be unable to use time banks before June 30 because they are now going through re-entry. President Halloran asked for more information in order to follow up.
19. Secretary Nevin informed the board that the POA has invited over 50 members of the media to the Academy to go through force options. This event will take place on June 19th.
20. Representative Frank Pereira (Traffic) inquired when POA contract negotiation planning would begin. President Halloran stated that this would begin in 2016.
21. Representative Mark Madsen (Tactical) asked about promotions. President Halloran stated that he expects lieutenant and sergeant



Officer Jason Johnson, Isaiah Antone, Adriana Greene, Travis Holly and Martin Halloran

## San Francisco Police Officers Association Editorial Policy

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

### Member Opinions and Commentary: Unsolicited Written Material

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

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

### Other Submitted Material

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

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

## The San Francisco Police Officers Association

# POA JOURNAL

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### ASSOCIATION OFFICE: (415) 861-5060

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

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

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

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

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

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promotions would be sometime in July.

Inspector Martin "Marty" P. Bastiani, Sr. (ret.)

22. Old Business. None

23. Financial requests. SA Kirwan made a motion to give \$6,000 to the Wilderness Program. The motion received a second from Representatives Damon Keeve (Richmond) and Brent Bradford (Tactical). It passed unanimously by voice vote.

24. The meeting was adjourned at 1319 hours in honor and in memory of

**Submitted by  
Secretary Mike Nevin**

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

## Board of Directors Meeting Roll Call Wednesday, June 17, 2015

President	Martin Halloran	P
Vice President	Tony Montoya	E
Secretary	Michael Nevin	P
Treasurer	Joseph Valdez	P
Sergeant-At-Arms	Val Kirwan	P
Editor	Ray Shine	P
Co. A	Larry Chan John Van Koll	P P
Co. B	Danny Miller Louis Wong	E P
Co. C	Gerald Lyons Chris Schaffer	P P
Co. D	Joseph Clark Scott Edwards	P E
Co. E	Matt Lobre Jesus Peña	E P
Co. F	Kenyon Bowers Paget Mitchell	P P
Co. G	Phillip Busalacchi Damon Keeve	P P
Co. H	Crispin Jones James Trail	P P
Co. I	Michael Ferraresi Jody Kato	P P
Co. J	Kevin Lyons Joe McCloskey	P P
Co. K	Mario Busalacchi Frank Pereira	P P
Hdqtr.	John Evans Kevin Moylan	P E
Tactical	Brent Bradford Mark Madsen	P P
Invest.	Thomas Harvey	P
Airport	Reynaldo Serrano Mark Trierweiler	P E
Retired	Ray Allen	P

### Correction —

*At the June 17, 2015 Board of Directors meeting, Representative Chan objected to the wording of Item #11 as it was printed in the June issue of the POA Journal. He noted that the word "Department" should have read "Chief." That correction is hereby amended into the record. The correct text for that item, with word Department as a strike-through, and Chief added in, is:*

11. President Halloran led a discussion in regards to Department Bulletin 15-106 (Avoiding the "Lawful by Awful" Use of Force). President Halloran voiced his concerns with the Chief on May 19. Representative Scott Edwards (Mission) made a motion to recommend the [~~Department~~] Chief rescind DB 15-106. The motion received a second from Representative Jim Trail (Ingleside). It passed unanimously by voice vote. A lengthy discussion followed with multiple board members voicing displeasure with the DB.

— Michael Nevin, POA Secretary



### New SFPOA Member Benefit (Retired and Active)

*By Martin Halloran, President*

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

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

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

# Calendar of Events

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

### Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	Scottish Rite Masonic Center 2850 19th Ave, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti (415) 566-5985 <a href="mailto:larry175@ix.netcom.com">larry175@ix.netcom.com</a>
Meeting, Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 1:45 pm	Mark McDonough (415) 681-3660 <a href="mailto:woaasfpolice@gmail.com">woaasfpolice@gmail.com</a>
Meeting, American Legion SF Police-Fire Post	Park Station Community Room 1899 Waller St., SF	Second Tues. of Every Month, 4:00 pm	Greg Corrales (415) 759-1076
<b>POA Board of Directors Meeting</b>	<b>POA Building</b>	<b>Third Wed. of Every Month, Noon</b>	<b>POA Office (415) 861-5060</b>
Meeting, Retired Employees of CCSF Retiree Range Re-qualification	Irish Cultural Center SFPD Pistol Range	Second Wed. of Every Month, 11:00 am Contact Lake Merced Range for Dates	Reyna Kuuk (415) 681-5949 Range Staff (415) 587-2274

### Specially Scheduled Events

<b>SFPOA Blood Drive</b> (Receive a free gift!)	POA Building, 3rd Floor Atrium 800 Bryant St., (Enter on 6th Street)	Wednesday, July 22, 2015 10:00 til 3:00	Drop in or See Flyer on Back Page
181st SFPD Class 20-Year Reunion	Paragon Restaurant 701 2nd Street, SF	Thursday, July 23, 2015 5:30 PM	<a href="mailto:Michael.Nevin@sfgov.org">Michael.Nevin@sfgov.org</a>
Heritage Soccer Club Golf Tourney	Franklin Canyon Golf Course Hwy 4, Hercules, CA	Friday, July 24, 2015 Noon	Mark (925) 497-627
STREND Fitness Challenge Benefitting Wounded Warrior Project	Treasure Island	Saturday, July 25, 2015	Mark Lundin <a href="mailto:ghillie8@msn.com">ghillie8@msn.com</a>
LEO Appreciation Night at AT&T Brewer's vs. Giants	AT&T Park, Mission Bay, SF	Tuesday, July 28, 2015 (See Flyer on page 31 for details)	Bob Guinan <a href="mailto:bguinan@sfpoa.org">bguinan@sfpoa.org</a>
Retirement Celebration Honoring Sgt. Mary Dunnigan	Cliff House Terrace Room 1090 Pt. Lobos, SF	Friday, August 21, 2015 6:00 PM	Stephanie (415) 637-2328
Mid-California Coastal Bike Tour	SF to San Luis Obispo	Saturday, September 12, 2015	Dave Brandt (415) 669-0976
POA Poker Tourney	POA Building, 3rd Floor	Friday September 25, 2015 6:00 PM	<a href="mailto:val@sfpoa.org">val@sfpoa.org</a>

# Burnout and the Field Training Officer

By Bryan Selzer  
From *Law Enforcement Today*  
[www.LawEnforcementToday.com](http://www.LawEnforcementToday.com)  
Forwarded to the Journal  
by Sgt. Matt Rodgers, SFPD FTO Office

Being a Field Training Officer (FTO) is one of the most important assignments for which an officer can volunteer. Unfortunately, some officers also "get volunteered," which is not the best way to select FTOs. Field training officers have the single most important impact on how an agency will be received by the community they serve. They are responsible for shaping the character of new officers who will be working for an agency for the next 20 to 30 years.

FTOs have a tremendous impact on new officers. Most likely, a recruit's FTO will be the first opportunity he or she will have to spend lots of time with an actual police officer. Recruits will observe how the FTOs deal with the public and other officers, how they carry themselves, what officer safety measures they take, and much more. Ask anyone who has been an officer for 15 years or longer and, for better or worse, they will almost certainly still remember their FTOs.

Over the past several years the economy has affected many aspects of life, including law enforcement agencies. News of agencies laying off officers has been widespread. Police departments have been forced to provide the same level and quality of services with fewer staff and resources. Remaining officers have had to pick up additional duties to cover for the laid-off officers.

As I am talking to FTO managers throughout the country, I have recently noticed that the trend of laying-off officers is starting to reverse. Agencies are starting to hire again, and

some of them can't get recruits fast enough. Having to rapidly hire recruits can have a positive or negative effect on an agency's FTO program and its management. Smaller departments with fewer FTOs, have to utilize them many times, often spread over many continuous months.

Many of these FTO coordinators have had to cancel or deny leave requests to their FTOs because they were needed to train recruits. This is hardly a way to motivate your FTOs to continue to provide excellent training. One might think that working for a larger police department would afford the FTO coordinator the luxury of always having plenty of FTOs to choose from; thereby avoiding the burnout that FTOs from smaller departments often face.

Working for a very large agency, I can say that this is not the case because of the recruit to FTO ratio. A smaller agency might only have 5 or so FTOs, but they might also train only one or two Recruits at a time. Larger agencies might have 50 or more FTOs, but they also have recruit/trainee classes of 10 to 15. Thus both the smaller and larger agencies, each have approximately the same FTO/recruit ratio.

What causes an agency to have burned out FTOs? Being a police officer is a very stressful job, as evidenced by the enormous rates of divorce, suicide, and alcohol abuse as well as health problems such as high blood pressure and heart issues. Every officer, particularly the street cop, has to be constantly aware of numerous things while 10-8. Adding to the stress equation, the FTO is responsible for the young recruit sitting next to him/her while driving a patrol car around themselves, listening to dispatch while

To: Editor, *LawEnforcementToday.com*

Re: Reprint Permission for FTO Article

Captain — Thank you for the reprint permission. That's a good article.  
—Ray Shine, Editor, POA Journal

Ray — No problem, more importantly can you help us spread the word about **The Station House**?

The **Station House Retreat** is an innovative treatment center specifically geared towards helping first responders around the country heal and recover. They provide those in need with the tools in treatment to do their jobs without life altering consequences and to take care of them, heal them, and make them well again so that they may return to help and heal others as the proud, brave and dedicated first responders that they are. <http://www.stationhouseretreat.com/about-us/>

running a tag on their computer all while looking for a suspect at the same time. Given this situation, not only is the training officer responsible for the recruit's safety, but is also responsible for teaching the recruit to become a great officer.

Similar to the first few years on the job when you don't even want days off, new FTOs are almost always eager to train recruits. However, this often changes after they have had several recruits, particularly if the recruits are placed in their charge in succession. Another burnout factor is if the FTO had a "problem recruit" that caused the FTO to frequently expend every ounce of patience he/she had over issues such as officer safety, report writing, radio procedures, etc.

When this is the case, the FTO manager often leans on their best FTOs. Every agency has one or two (maybe more if they are lucky) of "model FTOs". These "model FTOs" are the cream of the crop. They are the ones with whom FTO managers place the "problem recruits." Unfortunately, "problem recruits" require a tremendous amount of documentation. The FTO has to be very detailed in everything he/she does which can be very exhausting.

Recently, I had three FTOs assigned to my watch and all of them refused to train when they were asked by the FTO Coordinator for their availability to train incoming new recruits. Even before I asked them why they did not want to train, I knew the answer. They were exhausted, stressed, and did not feel appreciated by the higher powers of the department. Two of them actually handed their FTO pins back and advised me that they no longer wanted to be FTOs.

So how do we avoid FTO burnout? There are many factors that come into play that will vary based on the agency's rules, policies, and procedures, as well as the flexibility given to someone running the FTO program. First, one needs to be aware of the signs of burnout. If the FTOs behavior changes when the news come out that there are new recruits to be trained or if the FTO has always some excuse not to train (i.e. I am out of town, getting married...again, and my cat might die)

these might be signs of burnout.

Another sign could be that you have a FTO that usually provides you with superb documentation (detailed daily observation reports, etc.) and he/she suddenly does the minimum required. It is extremely important for a FTO supervisor to pay attention to these burnout warning signs. If you notice that one of your FTOs has been training non-stop for months, speak with him/her and get honest feedback.

If at all possible, FTOs should rotate from new recruit training so that they can have a break and recharge. A good rotation could be training for one month and then take off the next.

Talk to your FTOs and guide them. Make sure to let them know that not only you, but your agency and the citizens of the community they are serving, appreciate that they are taking on this extra responsibility. Tell them that they have a great impact on where their agency will head over the next few decades.

If you are in charge of your agency's FTO program, find ways to reward and motivate your FTOs. If this can't be done with financial incentives, maybe active FTOs can get first dibs at new computers, patrol cars, or a particular law enforcement class that they want to attend. Some agencies put "Field Training Officer" on the FTOs patrol car in large letters as a sign of recognition. There are no rules on how to motivate your FTOs. As a manager, do the best you can. Most of all, watch for the signs of burnout.

*Bryan Selzer, MCJ is an active FTO 1st Sergeant for a large metropolitan police department and has received his BA and MS in criminal justice. He is the CEO of International Business Information Technologies, Inc., a company specializing in software for first responders and the developer of the Law Enforcement Field Training Application software (L.E.F.T.A. Systems), the web-based FTO software used by agencies throughout the nation. He can be contacted via email at [bryan-selzer@leftasystems.org](mailto:bryan-selzer@leftasystems.org) or the company website at [www.leftasystems.org](http://www.leftasystems.org).*

See more at: <http://www.lawenforcementtoday.com/2012/02/09/burnout-and-the-field-training-officer/#sthash.uIALPEZi.dpuf>

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# POLICE-FIRE Post 456 NEWS



By Greg Corrales

At the June meeting of San Francisco Police-Fire Post 456 the election of officers for the coming year was held. The new commander is Gary Gee. Patricia Brown was elected 1st Vice Commander, Al Markel was elected 2nd Vice Commander, and Susan Molthen was elected Sergeant at Arms. John Scully remains Finance Officer, Jeremiah Morgan remains Chaplain, and yours truly remains Adjutant.

The House Armed Services Committee (HASC) approved in late April a proposal to restrict service secretaries' ability to revoke valor awards. The amendment to the defense authorization bill would bar appointees from stripping a combat medal for actions not related to the event for which the award was presented.

Rep. Duncan Hunter, R-Calif., wrote and promoted the proposal in response to the Army's move to strip Major Matt Golsteyn's Silver Star without any formal charges presented. The amendment still needs to survive full House and Senate scrutiny before the annual defense bill can be signed into law by President Obama.

"It'll send a message that if you are on the battlefield, we in the country are going to stand behind you, especially if there are no formal charges," Hunter said before the April 29 vote. "Once you allow for political appointees to take something of which they know nothing whatsoever, you're politicizing the awards process." [AIN'T THAT THE TRUTH! Is the Police Commission listening?] The secretaries will still be allowed to revoke valor awards but they will be barred from considering anything "outside of the actual time period covered by the award."

When Air Force veteran Michelle Manhart heard that demonstrators at Valdosta University, Georgia, were walking on the American flag, she knew she had to intervene if campus police would not. "I decided to go up there and see if they're doing anything about it, and if not, I'm simply going to just walk in and pick up the flag and walk away," Manhart told Air Force Times on April 20. "I didn't want to cause any ruckus. My intentions were just to kind of go in quietly and not disrupt whatever they were doing."

What happened next thrust Manhart back in the media spotlight eight years after her career in the Air Force ended abruptly when she posed nude for Playboy. A video posted on YouTube shows former Staff Sergeant Michelle Manhart being handcuffed at Valdosta State University after refusing to give the flag back to the protesters. Manhart said she felt the need to take the flag from the demonstrators because she was outraged at how they were treating what she sees as an iconic symbol of freedom.

"We drape that flag over many coffins over the men and women that unfortunately don't get to come home the way they left; over our firefighters, our police officers, a lot of our civil servants," Manhart said. "If you're walking on that flag, then you're also walking on their coffins and you're

walking on everything they stood for and you have no respect for the freedom that they have fought to make sure that you can have." Manhart's 13-year career in the Air Force was destroyed when she posed in uniform and nude for the February 2007 issue of Playboy.

There was a time when U.S. forces owned the night, conducting shadow raids against enemies who never saw them coming. But as night vision technology becomes more readily available, that advantage has faded into history. One of the greatest battlefield threats is now the proliferation of cheap night vision, thermal cameras and a plethora of other sensors. Those tools can give even underfunded third-world insurgents capabilities once reserved for military superpowers, according to defense industries experts.

The Army and Marine Corps have taken note and, along with U.S. Special Operations Command, are working with manufacturers to counter the growing threat by incorporating new cloaking technology into camouflage. W.L. Gore & Associates produce products which include an individual concealment over garment that resembles a ghillie suit — camouflage clothing that looks like heavy foliage — as well as small tarps and large reversible tarps to conceal equipment like vehicles. All offer traditional camouflage as well as scattering of thermal and electro-magnetic signatures. Gore representatives said they envision a day when multispectral concealment will be incorporated into all uniform items as a standard feature instead of something that must be worn to complement existing uniform items.

"The Holy Grail is to give that to the war fighter — SWIR and thermal concealment without an additional garment," a Gore representative said. "That is in our research and development."

On 27 February 2015, the National Montford Point Marine Association broke ground for the National Montford Point Marines Memorial at Lejeune Memorial Gardens. To be completed in two phases, the \$1.8 million memorial will be located just outside Camp Johnson, formerly Camp Montford Point, where 20,000 African-American Marine recruits trained at the segregated camp from 1942-49. The memorial will be located adjacent to the Beirut Memorial on NC 24. The association hopes to complete phase 1 by 26 August, National Montford Point Marines Day, with completion of the second phase tentatively set for August 2016.

The San Francisco Police-Fire Post meets on the second Tuesday of every month except July. We do not meet in July, so the next meeting will be on 11 August at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. All questions can be referred to me at [gc1207@comcast.net](mailto:gc1207@comcast.net) or (415) 759-1076. God Bless America!

## Mayor Says No to George Gascón



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June 24, 2015

The Honorable Mayor Edwin Lee  
City Hall, Room 200  
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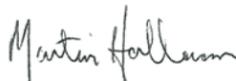
Dear Mayor Lee,

On behalf of the dedicated men and women of the San Francisco Police Officers Association, I express our gratitude to you for rejecting additional funding for the District Attorney's task force investigating alleged corruption within the SFPD. Our members feel that this investigative body is politically motivated, and would be a waste of time and resources.

Our police department is not corrupt, not racially biased, and not mistrusted by the public. It is also not without problems, all of which are quickly and decisively dealt with by responsible and transparent police leadership and multiple oversight agencies.

Your rejection of the funding tacitly transmits to our members your confidence in the work each performs daily in the course of his or her duty. That is very much appreciated.

Respectfully,

  
Martin Halloran  
SFPOA President

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# Two SFPD Officers are 2014 M.A.D.D. Awards Recipients

By Lt. Joe Engler  
Traffic Company

On Saturday, May 30, 2015, two San Francisco Police Department officers were honored in Sacramento at the 17th Annual Mothers Against Drunk Driving (M.A.D.D.) California State-wide Law Enforcement & Community Recognition Event. Officers Jarrod Yee of Southern Police Station and Officer Michael Mellone of Mission Police Station received awards recognizing their personal efforts and commitment towards the enforcement of driving under the influence laws and prevention of underage drinking during 2014. Also, receiving a M.A.D.D. award was retired SFPD Officer Steven Landi, now with the Broadmoor Police Department. Below is the information submitted by the San Francisco Police Department's Traffic Company nominating Officer Yee and Mellone for their work performed in 2014.

## Officer Jarrod Yee

Assigned to the Southern Police Station, an area which covers San Francisco's Financial District, Market Street corridor, South of Market area, the Embarcadero, and the China Basin neighborhood with AT&T Park and our World Champion San Francisco Giants, Officer Jarrod Yee is the San Francisco Police Department's highest

producer in the enforcement of Driving Under the Influence laws. In 2014, Officer Yee personally made 52 arrests for DUI. Among the more colorful of those arrests was the apprehension and arrest of a subject who had stolen and operated a commercial forklift while driving under the influence.

Officer Yee has been in law enforcement for 12 years with 8 1/2 as an officer. He is currently a Field Training Officer and a Drug Recognition Expert. Officer Yee is a prior recipient of 5 prior MADD awards.

## Officer Michael Mellone

Assigned to Mission Police Station, an area which covers San Francisco's Inner Mission, Castro District, Noe Valley and Upper Market Street neighborhoods of San Francisco, Officer Michael Mellone is one of the San Francisco Police Department's most distinguished officers in the area of Driving Under the Influence arrests. In 2014, Officer Mellone made 25 arrests of subjects who were driving while under the influence of alcohol and/or narcotics.

Officer Mellone has been in law enforcement for 15 years with 13 years as an officer. Officer Mellone is a Field Training Officer and a former homicide detective with another police agency. Officer Mellone is a previous recipient of a MADD award.

# Chief's Corner

The first half of 2015 is in the books, and summertime is upon us. Another terrific bunch of storied police officers have ridden off into the sunset. We wish them all the longest and healthiest of retirements.

Kids are out for summer vacation, and our summer jobs and PAL programs are in full swing. This year we will employ another 300 young people from around the city. If you happen to see any of these kids as you move through your day, take the time to have a conversation with them. They really appreciate the chance to gain job experience – most of them for the first time – and earn some money. They are anxious about doing well, just as we were when we got our first taste of employment. Words of encouragement and good-natured humor will put them at ease, and be much appreciated. Thanks to Mayor Lee and Salesforce CEO, Marc Benioff, participation in our Cadet Program is at an all-time high. These young men and women are working 20-hours a week while carrying 12 units of college credits. Most of them are hoping to join our ranks as police officers. Please make them know how appreciative we are to have them around to help out. Be the "cool" cops that you are in making them feel welcome. Feel free to adopt any of them as someone you'd be proud to say you shepherded right into the SFPD. Remember, they get to pick who pins their star on them...how cool would it be if one of these young people chose you to have the honor to pin their star on them at Academy graduation.

I've been speaking for a few years about our being 300 cops short of our charter mandate of 1971 full-duty officers. Rarely do I miss the opportunity to tell you how much I appreciate all you've done to hold the line – especially against gun violence – being as short-handed as we are. Well, help is definitely on the way. Thanks to Mayor Lee and the Board of Supervisors, we will be hiring 6 Academy classes between June 2014 and June 30, 2015. That should put 200 more cops on the streets by this time next year. There isn't a place I go, or person I talk to that doesn't want to see more cops on the street. In fact, *San Francisco Travel* gave their highest award, "The Silver Cable Car", to San Francisco Police Officers and Firefighters for all you do to make San Francisco *THE* travel destination in the world. Just imagine what we'll be able to accomplish when we have all 300 cops back and we're at full-strength. I don't believe there will be anything that we won't be able to accomplish.

Even while being down 300 cops, what you've been able to accomplish these last weeks of June says it all. The US Conference of Mayor's pulled into town. Just hosting this conference was HUGE, but then Presidential Obama and Secretary Hillary Clinton decided they'd like to visit our fair city at the same time to see the Centennial Celebration of the re-opening of City Hall! No problem. To the hundreds of thousands of visitors – traffic jams not withstanding – the weekend went off without a hitch. Not having gone



unnoticed by me, it was a Herculean effort of planning and execution by all of you, at more venues than I can count, that pulled it off. *GREAT JOB!*

Then almost before I can acknowledge you're having gotten through those hectic days, PRIDE weekend is upon us, rung in by the newly released Supreme Court decision making same-sex marriage legal in all 50 states. Talk about something to celebrate! And celebrate we will – all over San Francisco, all week long.

Although we are doing all we can in so many areas, I do want to discuss a point of concern. As you know, property crime is up significantly all over the city – auto and home burglaries in particular. I know much of this can be attributed to legislative changes AB 109, and Proposition 47. We are working to find the "new normal" of prosecution in the justice system. That said, we must continue doing our job regardless of how our arrests are being adjudicated "downstream." With most thefts now classified as misdemeanors, we need to make certain those arrests are meaningful. We need to make sure our felony *and* misdemeanor investigations as comprehensive as possible. We must write thorough and factual reports that your bosses will use to get these cases prosecuted. By doing so, we will give our residents and visitors a respite from what they see is an onslaught of broken glass and ransacked vehicle interiors. Remember, no level of crime is acceptable, anywhere at any time, if we are to have San Francisco be the safest big city in this country.

Well, I guess that's it for this month's column. Please keep your heart right where it's been – in the right place. You are the smartest, most thoughtful cops in the country. You are cops for kids. Be proud of this fact. A young lady the other day said something that I hadn't heard before, but it went a long way to neutralizing so much of the bad stuff that has been said about cops around the country of late. She was talking about how we (SFPD) handle the children of arrested parents, about how we strive to make sure the kids are safe and feel more at ease before we depart. Twice officers in another city had arrested the father of this young woman in front of her – once on her birthday, and once at her graduation. She said that we (I took that to mean the SFPD) are "truth." I can't remember being any more proud to be the Chief than at that moment. With that in mind, thank you for being "truth"; being the coolest cops...period!

Be safe out there.

**Greg Suhr**  
Chief of Police

San Francisco Police Department  
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# Close Encounters

SFPOA Staff

The San Francisco Police Department is looking to hire an additional 4 police academy classes to keep up with attrition thanks to the planning by Police Chief Greg Suhr and the cooperation of Mayor Ed Lee. It's a great job as long as you go in with the right attitude. It's all about providing a service to the community coupled with teamwork. And there is always the camaraderie shared by watching out for each other, for example:

It's May 17, 2015, at 1700 hours in the Bayview District and Officer Kevin Adams and Curran Gong were dispatched to Garlington Court on an assault-in-progress reported by the SFFD. The officers faced nothing but resistance from the combatants when they arrived so they had to call for back-up units to assist. Officers from across the district responded to help.

Meanwhile, while overseeing the subsequent investigation on Garlington Court, Lieutenant Scott Ryan heard multiple gunshots just a block or 2 away. The units on Garlington now made their way over to Oakdale Avenue and located several gunshot victims. This particular incident also involved domestic violence with the suspect firing into the house where his girlfriend, who is expecting their first child, and her mother were hosting a baby shower. This was now a major crime scene resulting in the apprehension of the armed suspect shortly after the incident. It was only 1803 hours in the Bayview.

At approximately 1928 hours a takeover robbery of a gas station on Bayshore Blvd. Bayview officers were acutely aware that a serial robbery suspect had targeted other stations in their district so they responded code 3 in hopes of catching him. They first had to deal with a hysterical victim while maintaining the crime scene. Although the suspect wasn't caught this time, sufficient diligence was taken to ensure identification of the felon soon.

Then at 2023 hours, while the officers were still processing the gas station robbery scene, gunshots were heard 2 blocks away on the unit block of Flora. The Bayview officers raced to the location but could only find numerous shell casings along with several parked cars covered in bullet holes. Nevertheless, another crime scene was declared in case a victim/suspect was transported to one of the

nearby hospitals for treatment.

It's now 2024 hours and Bayview officers are responding to a call of a man with a knife stabbing patrons of a bar. The suspect was gone when the officers arrived but they found their victim who had been stabbed numerous times and was bleeding profusely. A suspect was named and reports were made for follow-up.

Meanwhile, Sergeant Martin Bandvik was still conducting a follow-up investigation at the gas station where the takeover robbery occurred when he heard a commotion outside. He ran out and saw a woman being violently assaulted by a male suspect. Sergeant Bandvik called for immediate back-up while confronting the out of control suspect. Units arrived shortly and the attacker was placed under arrest while the victim was provided with much needed medical attention. Information derived shortly after found that the woman being beaten was a victim of human trafficking while also being used as a slave to the man assaulting her. It was now 2143 hours.

In a little under 5 hours on May 17th, the true professionalism of the following members of Bayview Station was highlighted. It showed, once again, that no matter how many calls for service or emergencies they handle and, regardless of how dangerous those calls can be, these officers are equal to the task!

Officer Eric Lau  
Officer Danny Ruiz  
Officer Shyrie Hawes  
Officer George Santana  
Officer Arnold Borgen  
Officer Bret Grennell  
Officer Kyle Wren  
Officer Gabriel Alcazar  
Officer Erick Solares  
Officer Ali Misaghi  
Officer Eduard Ochoa  
Officer Edward Ochoa  
Officer Edward Barrientos  
Officer John Norment  
Officer Stephen Coleman  
Officer Kenneth Syring  
Officer Alvaro Mora  
Officer Brent Cader  
Officer Edric Talusan  
Officer Montgomery Singleton  
Officer Chris Dunne  
Officer Rigoberto Haro  
Officer Yaroslav Shablinskiy  
Officer James Davies  
Sergeant Erik Leung  
Sergeant Tracy McCray  
Sergeant Sean Griffin  
Sergeant Raymond Cruz

Sergeant Martin Bandvik  
Sergeant Harry Lee  
Lieutenant Scott Ryan

After 3 prior felony convictions you might want to change the way you do things. Then again, some people never learn. Take the driver of the vehicle that was pulled over by Officer David Wasserman and Officer Rene Romero for a traffic violation. He said he "forgot" his driver's license. A records check revealed that it would have been pretty hard to "forget" since he was on 2 current DMV suspensions (how do you manage to do that...?) Anyway, one thing led to another and soon the officers discovered narcotics in the vehicle and, when placed under arrest, the officers found a loaded, .22 caliber gun in the driver's back pocket. And, yes, Officer Wasserman and Officer Romero work in the Bayview.

Newhall and LaSalle Street is located in a neighborhood (Bayview) where the residents and business owners have repeatedly expressed their concerns over the rampant drug dealing in the area. Officer Jeffrey Fortuno, Officer Richard Heppenstall, and Officer Paul Lujano were well aware of their concerns. So when they noticed 2 individuals hiding behind a parked car on the street exchanging something they decided to investigate. One of the 2 ran only a short distance before he was stopped by Officer Lujano for further investigation. That investigation revealed the detained suspect was in possession of a large amount of crack cocaine along with a loaded firearm.

Every time a gun is recovered from the street it means there just might be one less shooting. So when Officer Kevin Adams, Officer Jeff Rosenberg, and Officer Milen Banegas (Bayview Station) stopped a car for a traffic infraction they had no idea just what else might be involved. Nevertheless, after a patient and all-encompassing investigation the officers found the driver of the vehicle was transporting a very large quantity of crack cocaine for sale and her passenger just happened to have a fully-loaded, semi-automatic weapon tucked in his waistband.

Officer Ali Misaghi, Officer Gabriel Alcaraz, Officer David Johnson, and Officer Eduard Ochoa (Bayview Station) should probably receive a Lifetime Achievement Award for being mentioned in this column so many

times over the years. Nevertheless, they are back, once again, with an outstanding arrest. The officers were investigating 2 separate shootings that occurred in the Potrero Hill Housing Projects in May. In one of the incidents 2 subjects were shot on Turner Terrace only yards away from a children's preschool and learning center.

The officers conducted an extremely intensive investigation using the most modern techniques provided by our new electronic age and tracked down an individual who was known to have a weapon and located in the neighborhood in question. Officer Misaghi obtained a search warrant for the subject's residence and, along with the rest of the team, managed to take the suspect into custody as well as the weapon (.40 caliber, semi-automatic) he was known to carry.

Last month we asked for assistance in preparing this column by requesting copies of incidents that reflect well upon all of you wearing the SFPD star. Since then the only commendations received were from Bayview Station. We'd like to compliment Captain Raj Vaswani, Acting Captain Valerie Matthews, and, of course, former Captain, now Commander, Rob O'Sullivan for making sure that the members of their command were appropriately honored.

Last time we looked, there were at least 9 other district stations in the City. It's hard to believe that those districts had nothing to forward to the Close Encounter column highlighting the outstanding work of their members, especially since many of the officers work in some very demanding and dangerous neighborhoods.

Let's just hope that maybe submissions were made and maybe the information that was sent to the SFPOA might have gotten lost in transit. That scenario seems like a much more logical explanation than one of apathy... right?

So we would definitely appreciate it if the District Stations could please re-send the "missing" copies of those commendations for inclusion in next month's column.

Stay safe.



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From the Archives

# Chignell Redux

By POA Archivist

This issue of the POA Journal includes these archive reprints initially appearing in the *San Francisco Policeman* (as the association paper was called in those days). Each was written by 1976 Northern Station POA Rep, Officer Paul Chignell. These days, retired Captain Paul Chignell is the POA Legal Defense Administrator. But in August and September of 1976, Paul was one of the driving forces behind the passing of Assembly Bill 301 — the groundbreaking law that created the California Peace Officers' Bill of Rights.

On Page One of the September issue of the *Policeman*, Paul trumpeted the victory for police officer rights in the state of California. That page is reprinted here.

### Chignell Roughs Up PORAC

AB 301 was a very hard-fought victory, and Paul was very unhappy with the support — or, more accurately, lack of support — for the bill by the largest police lobby in the state. *The Peace Officers Research Association of California* (PORAC) often claimed the lion's share of the credit for the passage of AB 301 even though the organization had not been aware that the controversial bill was on the floor when the vote was called. In the August 1976 issue of the *Policeman*, Paul Chignell took the organization to task, and explained why most California police unions switched from PORAC to COPS. That article is reprinted here:

## Reprinted from the San Francisco Policeman, August 1976

# PORAC: A POLICE DISGRACE

by Paul Chignell

The concept of political action within California police departments was first publicly espoused by Jerry Crowley, President of the San Francisco Police Officers' Association in 1973.

With the emergence of political activism on the part of working police officers, a weak, traditional state-wide group of police officers has come under fire and is being increasingly exposed as a band of incompetents.

This group is known as the Peace Officers Research Association of California (PORAC). PORAC has recruited numerous small police departments over the years and a lesser number of large departments.

The San Francisco Police Officers' Association withdrew from PORAC in 1969 because we saw an ineffectual organization achieving absolutely nothing in Sacramento. The Board of Directors of PORAC was not responsive to their membership.

To this day, the most glowing articles within the PORAC newspaper show promotions of Chiefs of Police.

However, PORAC has been mildly effective in supporting stricter penalties for habitual criminals. This type of legislation does not require sophisticated lobbying. Most Assemblymen and Senators are either on one side or another.

The telling point in state political power is easily observed in police labor relations legislation.

PORAC, a group that purports to represent rank and file police officers has never actively or successfully lobbied into law any major police labor bill.

In fact, PORAC representatives can't even be found in the Capitol when these bills are debated or voted upon.

In 1974, the California Organization of Police and Sheriffs was formed to truly represent police officers up and down the state. COPS has shown a remarkable penchant for recruiting the large and small associations. Most of the member associations were former PORAC members, who became frustrated and upset over the weakness of PORAC.

To date, close to forty (40) associations now comprise COPS. The latter part of 1976 will show a decrease in PORAC's membership that will ultimately decimate PORAC by the end of 1977.

Historically, we have seen that police associations in the southern part of the state are more politically aware and have established a collective bargaining relationship with their cities.

In contrast, associations in the Bay Area have been politically naive and controlled by strong authoritarian chiefs of police. Numerous Bay Area associations belong to PORAC but are now turning to COPS.

One of the major reasons for a shift in attitude and support from PORAC to COPS has been Assembly Bill 301, "The Police Officers' Bill of Rights".

This legislation is a landmark bill that will affect thousands of police officers and deputy sheriffs.

AB 301 is also a controversial bill politically. Chiefs of Police, the League of California Cities and Boards of Supervisors have lobbied against this legislation for over two years.

COPS and the SFPOA have conducted a massive lobbying campaign on behalf of this bill. PORAC was silent.

After weeks of journeying to Sacramento to talk to legislators, the bill came up on the Senate floor on June 24, 1976.

In the midst of chasing down Senators in the hallway, I ran across Joe Farber, PORAC's legislative advocate. Joe was surprised at my activity and asked what was going on.

With dismay, I told him that AB 301 was close to a vote and that I was rounding up key votes.

Farber had no idea that the bill was up for final vote. No other PORAC representatives were even near the Capitol, let alone on the Senate floor.

Michael Sisak, President of the Santa Monica Police Officers' Association, a new member of COPS, was on the floor nervously watching the debate.

The blame cannot be placed on Joe Farber's lap entirely as no executive officers or any member of PORAC were in attendance for this crucial legislation.

Examples such as the fight over the "Police Bill of Rights" certainly shows which state organization will prevail in the future.

COPS fights for rank and file police officers; PORAC could care less.



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# From LAPD Internal Affairs Abuse To Clear Due Process

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

The struggle to attain due process for police officers in California under a proposed Public Safety Officers' Procedural Bill of Rights Act was a long fight in the mid-1970s.

The catalyst that pushed former Assemblyman Jim Keysor to sponsor the bill was the litany of abuse suffered by rank and file Los Angeles Police Department officers at the hands of the management of the Los Angeles Police Department. Episode after episode was publicized about Internal Affairs investigators in Los Angeles harassing

officers during interviews and in hearings. Keysor had enough, and authored Assembly Bill 301 with the full support of police unions throughout the State of California.

Legendary police union leaders such as Tony Amador of the Los Angeles Police Protective League, Mike Tracy of the Long Beach POA, Charlie Oates of the Torrance POA and Jerry Crowley of the San Francisco POA were out front in moving the bill through the California State Legislature.

Police Chiefs and City Managers throughout California fought the bill tooth and nail, stating that if police officers achieved due process the entire discipline system for police officers

would be torn asunder. Every Republican legislator in the State except for Senator Milton Marks of San Francisco opposed the bill and voted against it.

In August of 1976, Governor Edmund G. Brown, Jr, our current Governor, signed the bill into law with police union leaders surrounding him at a ceremony in the State Capitol.

Today, some forty (40) years later the Bill of Rights for police officers is a living and breathing document that protects officers and ensures due process. In court rooms throughout the State violations of the legislation are taken directly to Superior Court for expeditious remedies in favor of officers.



To Tony, Mike, Charlie, Jerry and all the others who started this fight we salute you. And to Jim Keysor, who recently passed away, we thank you for authoring a landmark law that was the start of similar legislation in virtually every State in the Union.



## AB 301 SIGNED INTO LAW

by Paul Chignell

### Major Defeat for Chief Gain

Governor Brown has signed Assembly Bill 301, "The Police Officers' Bill of Rights" into law thus drastically changing the methods used by law enforcement administrators in investigating their employees.

A week prior to the signing of this landmark legislation, the Governor's office floated a trial balloon in the direction of the California Organization of Police and Sheriffs. The Governor was under intense pressure from his own law enforcement appointees as well as Chiefs of Police to veto the bill, or in the alternative, to amend the legislation so that it would not have any major effect.

Emasculating amendments were sent over to COPS lobbyist Charles Oates from the Governor's chief legislative aide, Martin

Morgenstein.

At a meeting with representatives of the major police groups in the state, including the CHP Association, Long Beach P.O.A., San Francisco, Los Angeles Police Protective League, Association of Los Angeles Deputy Sheriffs, Torrance P.O.A., San Diego Sheriffs and others, Morgenstein was told to take the amendments back to the Governor and place them in the nearest wastebasket.

The anger and shouting by these rank and file representatives was readily made known to Governor Brown as was his commitment of October 1974 to sign a bill or rights for police officers.

Two police chiefs who consider themselves in opposing camps in the methods and styles of enforcing the law are Edward M. Davis of Los Angeles and our own Charles R. Gain.

However, these two administrators were sounding the same tune in their opposition to

a Police Officers' Bill of Rights.

Chief Davis sent a representative to Sacramento to lobby against the bill and even called a press conference to denounce the bill as a major detriment to law enforcement.

Chief Gain on the other hand is an interesting police executive to study in light of the fight over Assembly Bill 301.

Most observers of policing philosophies and police executives would place a man like Charles Gain in the liberal, due process model of law enforcing.

However, many police union leaders have said that liberal chiefs are strangely alike authoritarian chiefs such as Davis.

Liberal Chiefs espouse humanistic policing philosophies and make statements that the police can't do much about urban crime except to contain violence in a limited manner. They also stress the fact that police officers must strictly adhere to the constitutional rights and civil liberties of the citizens who the police serve.

**BUT DUE PROCESS RIGHTS FOR POLICE OFFICERS IS A DIFFERENT MATTER ENTIRELY.** Chief Gain was quoted as saying that Assembly Bill 301 was ridiculous; that lie-detector tests are good investigative tools; that if a police officer shouldn't worry if he has nothing to hide. This is strange rhetoric indeed for a liberal police chief.

Contrary to Chief Gain's opinion, the legislature of this state and the Governor have now rejected forced polygraph examinations for police officers. On January 1, 1977 that will be state law.

Contrary to Chief Gain's viewpoint, the legislature and Governor of this state have seen the need for due process rights for police officers.

The days of autocratic, gestapo tactics by certain police administrators are finally over.

Now that due process protections for police officers are law, police administrators will be watched closely and all violations will be referred to the Attorney General.



Governor Jerry Brown and Paul Chignell in the Governor's office just before AB 301 was signed into law.



BAY AREA

### Support Continues for the USO Hot Shower Program at SF Airport

By Val Kirwan  
Sergeant-At-Arms

Whether San Francisco is their final destination, or SFO is merely a layover location in route home, the USO has a program in place where the men and women in uniform, serving our country, can avail themselves of a shower in a private restroom facility at the airport.

The facility at SFO does charge the USO a minimal fee for the use of the shower. POA members at the Airport have an on-going fundraising effort that supports this worthy program. Sgt. Sean O'Brien is the lead.

It is never too late to help in this effort. The POA's cost per voucher is \$5.00. If you would like to sponsor a fresh shower for a military man or woman in transit, contact the POA Office at 415-861-5060, or Sgt. Sean O'Brien at the Airport Bureau, 650-821-7171.

*This is a great cause and I will continue to take all donations for the USO. You can forward donations to me, via departmental mail, at SFPD AFOB. If you have any questions please email me at 119sean@gmail.com. Thank you!*

- Sean O'Brien

# Ask Mike...the Retirees' Corner

By Mike Hebel  
POA Welfare Officer

## Supplemental COLA Law Suit

**Q.** Mike, I am a Tier I (old police retirement system) member having retired in January 1995. At the April VPOA meeting, I was told that the *Protect Our Benefits v. City and County of San Francisco* decision does not apply to me as well as all city retirees who retired before November 6, 1996? It this right? I remember contributing money and actively campaigning for the supplemental COLA charter amendment which was passed on November 5, 1996. There were several thousand retirees who did the same. We paid for the campaign and did the "leg work" to get it passed — and now the court says we do not reap the rewards of our considerable efforts? *When I received this question in April 2015, here is how I answered:*

**A.** YES and most unfortunately, the favorable, unanimous (3 to 0) California Court of Appeal decision (*Protect Our Benefits v. City and County of San Francisco, case number A 140095*) filed on March 27, 2015 does not apply to you. That decision states: "SFERS pension benefits did not include a supplemental COLA until voters approved the addition of section A8.526-1 to the Charter in the election held November 5, 1996. This provision was effective and operative on November 6, 1996... Pre-1996 pensioners had a vested right to the pension benefits that were in effect when they retired, having earned such benefits as an element of compensation, but they had no contractual expectation while in service that they would receive a supplemental cost of living allowance." All those retired before November 6, 1996 as well as those hired after January 1, 2012 remain subject to the two prong test for receiving a supplemental COLA namely, the Retirement System's trust fund has excess earnings from the prior year and the fund is 100% funded on a market value basis. Those retired after November 6, 1996 and before January 1, 2012 are entitled to a supplemental COLA when the trust fund has excess earnings from the prior year irrespective of its funding status.

The Court began its decision noting that "since 1996, retired employees of the City and County of San Francisco (the City) have been eligible to receive a supplemental cost of living allowance (supplemental COLA) as part of their pension benefits when the retirement fund's earnings from the previous year exceeded projected earnings. On November 8, 2011, the City voters passed Proposition C, and initiative measure that, amongst other things, amended the Charter of the City and County of San Francisco to condition the payment of the supplemental COLA on the retirement fund being 'fully funded' based on the market value of the assets for the previous year." Protect Our Benefits (POB) — a political action committee representing the interests of retired City employees — sued the City asserting that this amendment was an impairment of a vested contractual pension right under the contract clauses of the federal and state Constitutions. "With respect to current City employees and employees who retired after the

supplemental COLA first went into effect on November 6, 1996, we agree the full funding requirement cannot stand. With respect to employees who retired prior to November 6, 1996, we conclude they had no vested contractual right in the supplemental COLA and that consequently, the 2011 amendment may be applied to their pensions." The court held that "the contractual basis of a pension right is the exchange of an employee's services for the pension right offered by the statute. A member whose employment terminated before enactment of a statute offering additional benefits does not exchange services for the right to the benefits... Since these members (pre-November 6, 1996 retirees) had completed all their years of service and retired before any (supplemental) COLA benefit was enacted, they never gave services with the reasonable expectation that their pensions would be adjusted" with a supplemental COLA.

### The 8,000 vs. the 18,000

There are approximately 26,000 retirees and surviving beneficiaries receiving monthly pension checks issued by the CCSF Retirement System. 8,000 of those retired before November 6, 1996; 18,000 retired after November 6, 1996. The Appellate Court held that the 8,000 had no vested contractual right to a supplemental COLA in years when the fund is not 100% funded on a market value basis. The 18,000 do have such a right and will receive, subject to any appeals, a retroactive supplemental COLA for fiscal years ending on June 30, 2013 and June 30, 2014 — years in which the fund did generate excessive earnings.

There have been three Charter amendments effecting supplemental COLAs. With the election of November 5, 1996 a supplemental COLA was first established in addition to the basic COLA to be paid when there are excess earnings (above the expected rate of return which is now set at 7.5%) in the previous fiscal year. With the election of March 5, 2002 the voters made the supplemental COLA permanent in the sense that once it had been added to a retiree's pension payment, it could not be reduced. And lastly at the election of June 3, 2008 the maximum supplemental was increased from 3% to 3.5%, less the amount of any basic COLA, which, depending on the amount of excess earnings, could be paid in increments of .5%.

### Appeal filed to Protect the 8,000

On April 13, 2015 Protect Our Benefits (POB) filed, with the Court of Appeal, a request for rehearing to have the court's ruling applied to all retirees including those who retired before November 6, 1996. The basis of this request is a "clarification of error" citing the 1941 California Supreme Court Case of *Sweesy v. Los Angeles County Peace Officers' Retirement Board* (17 Cal. 2d 357). The court has until April 26 to rule on his request.

In the *Sweesy* case the Supreme Court stated: "It must be accepted as the settled law of this state that unless the contrary plainly appears persons having a pensionable status are entitled to receive any increase of benefits which may be provided... The law is well settled that additional benefits may constitutionally be provided for members of the system

who have acquired a pensionable status." The ruling is this case has never been modified nor overturned. POB is relying principally on this case to make sure that the 8,000 — including the very old and vulnerable retirees — are not left behind.

POB remains committed to its promise to make sure that all retirees get the supplemental COLA benefit. "The POB is committed to our promise to make sure that all retirees get their benefits. No group will be left behind. We will continue to bring whatever legal action is necessary to achieve this goal. If this court does not provide us relief, we will appeal to the State Supreme Court. One step at a time. Please realize that no one is giving up at the POB, we will fight on for the 8,000+ pre 1996 retirees. You are the ones who need the COLAs the most. You are the most vulnerable. Too bad our unions and the city do not share our zeal for this cause." (Minutes from POB meeting of April 13, 2015.)

If the request for rehearing is denied by the Court of Appeal, POB has already announced that it will petition the State's Supreme Court for Review. Such a petition must be filed by May 11, 2015. This petition is discretionary; the Supreme Court accepts less than 10% of the petitions filed.

### Additional Answer.

The California Court of Appeal denied POB's request for a rehearing. Both POB and the CCSF did request review by the California State Supreme Court. POB sought review of that part of the Court of Appeal decision unfavorable to pre-November 1996 retirees; CCSF sought review of the entire decision. The Supreme Court did, on June 17, 2015, deny review for both parties..

The case now returns to the Superior Court (which had upheld Proposition C's "fully funded based on the market value of assets" additional condition to grant supplemental COLAs) for a further hearing and final decision. POB will argue, in Superior Court, and ask that Court to issue a ruling that the decision cannot be applied to the pre-November 1996 retirees because there is no language in the San Francisco Charter which authorizes the Retirement System to treat pre-1996 retirees differently than post November 1996 retirees. The key sentence in the Court of Appeal decision about pre-November 1996 retirees reads (bottom of page 23): "...The City may, without violating vested contractual rights, apply section A8.526-3(d) to these employees and condition their supplemental COLA benefits on full funding." (emphasis added)

Charter section A.526-1(a), discussing the supplemental COLA benefit, provides that the supplemental COLA applies to each and every retirement allowance. Proposition C (November 2011) did not state that pre-November 1996 retirees will have the fully funded requirement applied to them.

POB strongly feels that those pre-November 1996 retirees must be paid the supplemental COLA exactly the same as post November 1996 retirees.

### Retirement System Website

The Retirement System's website contains the following statement regarding "Supplemental COLA: Protect Our Benefits Decision".

"The Court of Appeal ruled that the



changes to the supplemental COLA adopted under Proposition C could not be applied to current City and County employees and those who retired after November 1996 when the supplemental COLA provisions were originally adopted. It held that the new supplemental COLA provisions could be applied to SFERS members who retired before November 1996. The decision would trigger retroactive supplemental COLA payments effective July 1, 2013 and July 1, 2014 to SFERS members who retired after November 1996."

### Effect of this Decision

**Post November 1996 retirees:** Clearly they will receive retroactive supplemental COLAs of 1.5% effective July 1, 2013 and 1.5% effective July 1, 2014.

**Pre-November 1996 retirees:** Will not receive these 2 retroactive supplemental COLAs unless the Superior Court deems the Court of Appeal language as merely permissive and not mandatory.

**Current City Employees:** As a result of Proposition C, the contribution rates for current City employees, effective July 1, 2014, rose from 7.5% to 11% or 12% (depending on hourly earnings; public safety employees rose to 12%). The contribution rate for FY 2015-2016 will remain at 11% or 12%. Retirement System data, before the POB decision, supported a decline in City employee contribution rates in FY 2016 – 2017 by at least 1% and possibly 1.5%. It has yet to be determined what, if any, effect the payment of retroactive supplemental COLAs for FY 2013-2014 and 2014-2015 will have on the employee contribution rates in FY 2016-2017.

### IN MEMORIAM: INSPECTOR MARTY BASTIANI in appreciation of his 55 years of SFPD service.

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

# Retirement Celebration Honoring Sgt. Mary Dunnigan #99

## Friday August 21, 2015 @ 6 pm

**Cliff House Terrace Room**  
1090 Point Lobos Avenue  
San Francisco



**Eat, Drink  
And See Mary**  
Cash Bar/  
heavy hors d'oeuvres

### \$ 60.00 per person

Make checks payable to:  
Pat Burley or Stephane Long  
— Forward to BSU  
or mail to  
P.O. Box 31764

San Francisco, CA 94131  
**R.S.V.P by 8/15/15**  
**(415) 637-2328**  
**no tix at door**

# 20 Year Reunion 181st ACADEMY CLASS



Where: Paragon Restaurant, 701 2nd Street

When: Thursday, July 23

Time: 5:30 Cocktails (No Host)

6:30 Dinner (Host drinks!)

### \$65 per person

Send Checks By July 13 Payable To:

Mike Nevin

Police HQ - OPS Bureau (6th Floor East)

1245 3rd Street

San Francisco, CA 94158

Contact: [Michael.Nevin@sfgov.org](mailto:Michael.Nevin@sfgov.org), or

[Martha.Juarez@sfgov.org](mailto:Martha.Juarez@sfgov.org)

## Retirements

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



- Captain Dominic Celaya #113 from Airport Administration
- Officer Carmelo D'Angelo #1584 from Traffic Enforcement, Solo M/C
- Sergeant Mary Dunnigan #99 from Behavioral Sciences Unit
- Captain John Feeney #2024 from Airport Bureau
- Lieutenant Joseph Fong #1492 from Richmond Station
- Lieutenant Deborah Gizdich #1812 from Richmond Station Investigative Team
- Officer Martin Kilgariff #2207 from Tactical Company, Mounted Unit
- Officer Robert Malliaras #1363 from Tactical Company
- Officer Steven Mooney #1549 from Medical Liaison
- Officer Ron Ophir #1772 from Richmond Station
- Officer Alan Wurdinger #4040 from Airport Administration

All of the above listed on SFPD Personnel Orders #11 (May 20, 2015), #12 (June 3, 2015), and #13 (June 17, 2015)



### Who?

We are a fraternal organization made up of Jewish Law Enforcement Officers and Members of the Criminal Justice System.



### What?

**Our Mission Statement** is: "To Unite people of the Jewish faith in the field of law enforcement, promote friendship and support, encourage the religious spirit of the members and their families, and work towards the welfare of all."

### Where?

NorCal Shomrim serves the geographical area between San Luis Obispo and the Oregon border. We get together regularly throughout the Bay Area.



### When?

We have a meeting at least once per quarter and there are always opportunities to meet up more often than that. Examples of events we've participated in or hosted in recent years include Firearms Training, Flag-raising Color Guard Ceremonies, our annual Hanukkah party, 2-day anti-terrorism LE training, a scholarship award, marching with National Shomrim uniformed contingent in the Celebrate Israel Parade in New York City and many more.

### Join Us!

Membership in NorCal Shomrim is open to anyone who has a part to play in the Criminal Justice System, whether on the federal, state or municipal level, active or retired, full-time or reserve, Jewish or not. Contact us at [info@norcalshomrim.org](mailto:info@norcalshomrim.org) or call (415) 516-1839.



# WIDOWS' AND ORPHANS' AID ASSOCIATION

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

June 9, 2015

The Widows and Orphans Aid Association of the San Francisco Police Department met at the Hall of Justice 850 Bryant Street, room #150 on Tuesday June 9, 2015 at 1:45 pm.

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

**Approval of the Minutes:** Trustee John Centurioni made a motion to approve the minutes from our meeting on May 12, 2015. Trustee Jim O'Meara seconded the motion which passed without objection.

**Receiving Applications for New Members; Suspensions and Reinstatements:** There are no new suspensions. We have a regularly mandated schedule date of June 30th to suspend members who have not paid their dues for the first six months of each calendar year. We understand that our transition change of book keepers, and our system has caused a delay in billing mailout. We have been working diligently to overcome our obstacles and will "suspend our suspension" for 2015, for 30 days. We will not suspend non-paying members until after July 30, 2015. Any member who has not paid their dues, and continues non-payment through December 31, 2015 will be stricken from the roll and dropped as a member of the WOAA. For the year 2014, several members did not pay their dues after retiring, and did not pay their dues for 2015 as well. Per Article III, Section 3 of our Constitution and By-Laws, the following names of WOAA members

were reported to WOAA President John Keane for **suspension of unpaid dues**. President Keane proclaimed the following members as "**suspended**": Lewis Fong, Leslie Forrestal, Bart Johnson, James D. Jones, David Lara, Robert Merino, Brenda Rodgers, Thomas Wong, Henry Yee.

I responded to Sigmund Stern Grove on May 28, 2015 at 0900 for the SFPD Retirement Seminar. I provided a copy of the WOAA beneficiary form to members of the seminar who are WOAA members. There are always a few members who were "surprised" to see their forms and who was designated. These members expressed immediate interest on submitting a new form with changes. I addressed this issue and our hope that members will sign up for direct payments from their financial institution upon their retirement from the SFPD.

There were no reinstatements.

**Communications and Bills:** Trustee Ray Kane made a motion to pay our regular monthly bills, designated death benefits to the Beneficiaries of fallen members Arthur Orrante, Ben Van Iderstine, and Stanley Cordes, and for the floral arrangements sent to the families. Trustee Leroy Lindo seconded the motion which passed without objection.

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

**Report of Trustees: One member has been reported as passing away. Daniel O'Leary (Dan O'Leary requested that no obituary be published in this article).**

Ken Osgood, age 93: Kenneth "Kenny" Osgood was born on May 18, 1922 in Pueblo, Colorado, and passed away on June 1, 2015 in Reno, Nevada.

Ken's previous job listing prior to the San Francisco Police Department was Supervisor Shipment Clerk. Ken joined the S.F.P.D. on September 1, 1956. Ken wore star #1565. Ken was assigned from the Academy to Central Police Station on November 27, 1956. On September 9, 1957 Ken was transferred to Taraval Station. A year later, Ken was transferred to Northern Police Station on September 17, 1958, where he remained until his retirement on July 12, 1985. Ken served the city of San Francisco, and our Department for nearly 29 years, with nearly 27 years served at Northern Police Station.

**Report of Special Committee:** Trustee Ray Kane gave a presentation on our search for an Actuary Study. Ray met with an associate of Bartel Associates LLC. The fee for the study will be approximately \$5000 with additional costs for related issues that need research. Our focus is revisit our age limit requirement, and to research our yearly dues amount in conjunction with our assets vs our investments. Translation: Do we need to raise our dues to offset the current state of our economy, and the rising costs for doing business. Trustee Ray Kane made a motion to contract with Bartel Associates. Trustee John Centurioni seconded the motion which passed without objection.

**Unfinished Business:** Vice President Sally Foster sent flowers to the Beneficiary of James Norman (Mabel), Ben Van Iderstine (Eleanor). In regard to our Actuary Study mentioned above in Report of Special Committee, we will upon completion of the study, resume our project of re-writing our Constitution and By-Laws.

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

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

**Adjournment:** President John Keane closed the meeting at 1453 hours with a moment of silence for our fallen members. President Keane scheduled our next meeting for July 14, 2015 at 1:45pm at the Hall of Justice 850 Bryant st, room #150.

**To All Members:** Please use our website [sfwidowsandorphans.org](http://sfwidowsandorphans.org) to access WOAA beneficiary forms. Use a laptop or desktop (no pads) and click on our "resources box" on the upper right side of the tool bar. Print the form and complete it with your designated beneficiary(s) and your CURRENT address and contact information. Beneficiary forms must be signed by a WOAA Board Member or a Notary. Please use this form for ADDRESS CHANGES. Address changes do not need a Notary signature. We continue to express our thanks and gratitude to Retired SFPD Captain Paul Chignell of the POA who has assisted our efforts in contacting members who have not paid their dues AND have NOT updated their address changes and contact information. Paul has done an exemplary job in the POA and in his continued efforts to help our organization. Jon Voong and Lieutenant Nick of Personnel continue to assist our obituary section with providing career information of our fallen members. Inspector John Monroe also assists our obituary section with Department Award information of our fallen members. Our thanks to Paul, Jon, Nick, and John. I can be contacted by email at 'markmac825@comcast.net', and by phone at 415 681-3660. Please leave a voice mail as I do not return missed calls not accompanied with a message.

**Mark McDonough,**  
WOAA Secretary

## In Memoriam...

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

**2006:** Officer Nick-Tomasito Birco, killed by evading felony vehicle.

**2003:** Brian Dominique Olcomendy, died from complications from on-duty knee injury.



**1982:** Sergeant John S. Macaulay, shot during felony traffic stop.

**1971:** Officer Arthur D. O'Guinn, shot during traffic stop.

**1922:** Officer Joseph Walsh, shot while arresting armed robbery suspects.

**1912:** Officer Charles H. Bates, shot by armed robbery suspect.

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

Visit the *Officer Down Memorial Page* at [www.odmp.org/agency/3445-san-francisco-police-department-california](http://www.odmp.org/agency/3445-san-francisco-police-department-california)

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

### Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Martin Bastiani	June 16, 2015	Unk	Retired SFPD	M. Ortelle
Kenneth Osgood	June 1, 2015	93	Retired SFPD	P. Rizzo

\*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.

# The New Nationwide Crime Wave

*The consequences of the 'Ferguson effect' are already appearing. The main victims of growing violence will be the inner-city poor.*

By Heather Mac Donald  
Published in The Wall Street Journal  
on May 29, 2015  
Forwarded to The Journal  
by Mike Nevin, SFPOA Secretary

The nation's two-decades-long crime decline may be over. Gun violence in particular is spiraling upward in cities across America. In Baltimore, the most pressing question every morning is how many people were shot the previous night. Gun violence is up more than 60% compared with this time last year, according to Baltimore police, with 32 shootings over Memorial Day weekend. May has been the most violent month the city has seen in 15 years.

In Milwaukee, homicides were up 180% by May 17 over the same period the previous year. Through April, shootings in St. Louis were up 39%, robberies 43%, and homicides 25%. "Crime is the worst I've ever seen it," said St. Louis Alderman Joe Vacarro at a May 7 City Hall hearing.

Murders in Atlanta were up 32% as of mid-May. Shootings in Chicago had increased 24% and homicides 17%. Shootings and other violent felonies in Los Angeles had spiked by 25%; in New York, murder was up nearly 13%, and gun violence 7%.

Those citywide statistics from law-enforcement officials mask even more startling neighborhood-level increases. Shooting incidents are up 500% in an East Harlem precinct compared with last year; in a South Central Los Angeles police division, shooting victims are up 100%.

By contrast, the first six months of 2014 continued a 20-year pattern of growing public safety. Violent crime in the first half of last year dropped 4.6% nationally and property crime was down 7.5%. Though comparable national figures for the first half of 2015 won't be available for another year, the January through June 2014 crime decline is unlikely to be repeated.

The most plausible explanation of the current surge in lawlessness is the intense agitation against American police departments over the past nine months.

Since last summer, the airwaves have been dominated by suggestions that the police are the biggest threat facing young black males today. A handful of highly publicized deaths of unarmed black men, often following a resisted arrest—including Eric Garner in Staten Island, N.Y., in July 2014, Michael Brown in Ferguson, Mo., in August 2014 and Freddie Gray in Baltimore last month—have led to riots, violent protests and attacks on the police. Murders of officers jumped 89% in 2014, to 51 from 27.

President Obama and Attorney General Eric Holder, before he stepped down last month, embraced the conceit that law enforcement in black communities is infected by bias. The news media pump out a seemingly constant stream of stories about alleged police mistreatment of blacks,

with the reports often buttressed by cellphone videos that rarely capture the behavior that caused an officer to use force.

Almost any police shooting of a black person, no matter how threatening the behavior that provoked the shooting, now provokes angry protests, like those that followed the death of Vonderrit Myers in St. Louis last October. The 18-year-old Myers, awaiting trial on gun and resisting-arrest charges, had fired three shots at an officer at close range. Arrests in black communities are even more fraught than usual, with hostile, jeering crowds pressing in on officers and spreading lies about the encounter.

Acquittals of police officers for the use of deadly force against black suspects are now automatically presented as a miscarriage of justice. Proposals aimed at producing more cop convictions abound, but New York state seems especially enthusiastic about the idea.

The state's attorney general, Eric Schneiderman, wants to create a special state prosecutor dedicated solely to prosecuting cops who use lethal force. New York Gov. Andrew Cuomo would appoint an independent monitor whenever a grand jury fails to indict an officer for homicide and there are "doubts" about the fairness of the proceeding (read: in every instance of a non-indictment); the governor could then turn over the case to a special prosecutor for a second grand jury proceeding.

This incessant drumbeat against the police has resulted in what St. Louis police chief Sam Dotson last November called the "Ferguson effect." Cops are disengaging from discretionary enforcement activity and the "criminal element is feeling empowered," Mr. Dotson reported. Arrests in St. Louis city and county by that point had dropped a third since the shooting of Michael Brown in August. Not surprisingly, homicides in the city surged 47% by early November and robberies in the county were up 82%.

Similar "Ferguson effects" are happening across the country as officers scale back on proactive policing under the onslaught of anti-cop rhetoric. Arrests in Baltimore were down 56% in May compared with 2014.

"Any cop who uses his gun now has to worry about being indicted and losing his job and family," a New York City officer tells me. "Everything has the potential to be recorded. A lot of cops feel that the climate for the next couple of years is going to be nonstop protests."

Police officers now second-guess themselves about the use of force. "Officers are trying to invent techniques on the spot for taking down resistant suspects that don't look as bad as the techniques taught in the academy," says Jim Dudley, who recently retired as deputy police chief in San Francisco. Officers complain that civilians don't understand how hard it is to control someone resisting arrest.

A New York City cop tells me that he was amazed to hear people scoffing that Ferguson police officer Darren Wilson, who killed Michael Brown, only looked a "little red" after Brown assaulted him and tried to grab his weapon: "Does an officer need to be unconscious before he can use force? If someone is willing to fight you, he's also willing to take your gun and shoot you. You can't lose a fight with a guy who has already put his hands on you because if you do, you will likely end up dead."

Milwaukee Police Chief Edward A. Flynn, discussing hostility toward the police, told me in an interview on Friday: "I've never seen anything like it. I'm guessing it will take five years to recover."

Even if officer morale were to miraculously rebound, policies are being put into place that will make it harder to keep crime down in the future. Those initiatives reflect the belief that any criminal-justice action that has a disparate impact on blacks is racially motivated.

In New York, pedestrian stops—when the police question and sometimes frisk individuals engaged in suspicious behavior—have dropped nearly 95% from their 2011 high, thanks to litigation charging that the NYPD's stop, question and frisk practices were racially biased. A judge agreed, and New York Mayor Bill de Blasio, upon taking office last year, did too, embracing the resulting judicial monitoring of the police department. It is no surprise that shootings are up in the city.

Politicians and activists in New York and other cities have now taken aim at "broken windows" policing. This police strategy has shown remarkable success over the past two decades by targeting low-level public-order offenses, reducing the air of lawlessness in rough neighborhoods and getting criminals off the streets before they commit bigger crimes. Opponents of broken-windows policing somehow fail to notice that law-abiding residents of poor communities are among the strongest advocates for enforcing laws against public drinking, trespassing, drug sales and drug use, among other public-order laws.

As attorney general, Eric Holder pressed the cause of ending "mass incarceration" on racial grounds; elected officials across the political spectrum have jumped on board. A 2014 California voter initiative has retroactively downgraded a range of property and drug felonies to misdemeanors, includ-

ing forcible theft of guns, purses and laptops. More than 3,000 felons have already been released from California prisons, according to the Association of Deputy District Attorneys in Los Angeles County. Burglary, larceny and car theft have surged in the county, the association reports.

"There are no real consequences for committing property crimes anymore," Los Angeles Police Lt. Armando Munoz told Downtown News earlier this month, "and the criminals know this." The Milwaukee district attorney, John Chisholm, is diverting many property and drug criminals to rehabilitation programs to reduce the number of blacks in Wisconsin prisons; critics see the rise in Milwaukee crime as one result.

If these decriminalization and deincarceration policies backfire, the people most harmed will be their supposed beneficiaries: blacks, since they are disproportionately victimized by crime. The black death-by-homicide rate is six times higher than that of whites and Hispanics combined. The killers of those black homicide victims are overwhelmingly other black civilians, not the police. The police could end all use of lethal force tomorrow and it would have at most a negligible impact on the black death rate. In any case, the strongest predictor of whether a police officer uses force is whether a suspect resists arrest, not the suspect's race.

Contrary to the claims of the "black lives matter" movement, no government policy in the past quarter century has done more for urban reclamation than proactive policing. Data-driven enforcement, in conjunction with stricter penalties for criminals and "broken windows" policing, has saved thousands of black lives, brought lawful commerce and jobs to once drug-infested neighborhoods and allowed millions to go about their daily lives without fear.

To be sure, police officers need to treat everyone they encounter with courtesy and respect. Any fatal police shooting of an innocent person is a horrifying tragedy that police training must work incessantly to prevent. But unless the demonization of law enforcement ends, the liberating gains in urban safety over the past 20 years will be lost.

*Ms. Mac Donald is the Thomas W. Smith fellow at the Manhattan Institute and the author of "Are Cops Racist?" (Ivan R. Dee, 2002).*

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By Al Casciato

Needless to say that no one on the Board of Director's and Credit Union Staff is happy with the roll out of the new automated banking system. At the June 24 board meeting staff and contractor will try to explain what went wrong, why it did, and how we make it better for the members. Since this column deadline is June 22, 2015 we will distribute information from the June 24th meeting via the CU communication channels and provide a synopsis here next month.

To all the members that experienced problems and frustrations we sincerely apologize. I even have to apologize to myself. Hopefully by this time next month everything will be working smoothly.

I asked staff to prepare a response to why on-line banking requires a Secure Access Code – Below is the response I received. I hope it is helpful to you and do not hesitate to let us know how your credit union experience is progressing. Your comments and feedback help us (board members) to drill down on issues at board and committee meetings.

**Q: The new online banking system requires a Secure Access Code — why do I need this now?**

**A:** Unfortunately, the frequency and sophistication of online threats have increased rapidly in recent years, with fraudsters dedicated to devising new ways to attack financial institutions. The Credit Union considers it a top priority to keep pace with new technologies designed to combat these threats, and put tougher measures in place to protect members' online accounts. As background, U.S. financial regulations now require all financial institutions to use new Multi Factor Authentication (MFA) protocol to protect online accounts. Previously used tools, such as 'Challenge Questions', are now considered inadequate in terms of protecting accounts against unauthorized online access, since fraudsters can often obtain personal information from social media sites to answer Challenge Questions. Instead, there is a more robust security feature available that

meets the MFA requirement—which the Credit Union introduced with its new Online Banking—known as the **Secure Access Code**. The unique code authorizes your device to access your personal online account. Once a particular device has been authorized, the secure access code is no longer required for that device. Behind the scenes, a unique 'digital fingerprint' is saved on your device as a "cookie" to identify it for future use. After the first time, logging in to your online account only requires your Login ID and password, **unless you clear the browser cookies**. Deleting your browser cache, which some people like to do to improve performance, will not affect the digital fingerprint established on your device through the Secure Access Code. You will need to input a Secure Access Code for each device you use to access online banking (phone, tablet, PC, etc.)

**Here are steps to follow to get your Secure Access Code:**

- After logging in with your Login ID and password, you'll see a screen asking you to select how you would like to receive the code (via phone, text (SMS), or email)
- After selecting a delivery method, the next screen shows you the phone/text numbers and email address the Credit Union has on its system for you. DO NOT close this screen until after you've input your code or you will have to start over.
- If the contact information you see is not correct, please contact Member Services at 800.222.1391 as soon as possible to update your information.
- You will receive a message (phone, text or email) with a numeric Secure Access Code.
- Enter the Secure Access Code into the Secure Access Code box and press "Submit"
- Important: This code is only good is for 30 minutes. After 30 minutes, you will need to request a new one.

**SFPCU June Car Sale is a Big Success!** On Saturday, June 6, 2015 and Sunday June 7, 2015, SF Police Credit Union partnered with SAFEAmerica Credit Union and Cars-Net to sponsor a pre-owned vehicle sales event at SAFEAmerica's branch in Pleasanton, California. Cars-Net provided 175 vehicles for sale, with many makes and models on hand, ranging from Mini-Coopers to full-size Chevy, Ford and Toyota pick-up trucks. If you didn't make it, the Credit Union will have another car sales event at this same location in October, so stay tuned for dates and times.

**Everyday Heroes Photo Contest:** Our Everyday Heroes photo contest celebrates First Responders who go

above and beyond the call of duty by participating in community and charity events. The contest runs until August 31. And now, the prize just got better! You could win \$1,000 for your favorite charity and **\$100 just for you!** Visit [www.sfpcu.org/photocontest](http://www.sfpcu.org/photocontest) for full details.

**Compliments, Complaints, Suggestions and Feedback:** If you have a compliment, complaint or a suggestion about any matter at the CU, please visit the website [www.sfpcu.org](http://www.sfpcu.org) and send a note by clicking on "contact the Board and CEO". If you have a concern, members are encouraged to work with branch or call center staff who can answer questions and promptly resolve issues or escalate an issue to the appropriate department for assistance.

**Have something you'd like to see in this column?** You can contact me at [alcasciato@stisia.com](mailto:alcasciato@stisia.com).

**...Membership:** Credit Union membership is open to most first responders, selected support personnel, and their family members in the 9 Bay Area counties. To see a full list of eligible memberships visit [www.sfpcu.org](http://www.sfpcu.org). Growing the membership helps the

CU provide the very best products and services.

**Current Promotions:**

Detailed information on all of the current promotions can be found on our website at [www.sfpcu.org/promotions](http://www.sfpcu.org/promotions).

Product/Service	Offer
New and Used Vehicle Loans	Save with rates as low as 1.74% APR and 90 days no payments. <sup>1,3</sup>
Real Estate	\$599 Flat Fee. <sup>2,3</sup>

<sup>1</sup>Example rate of 1.74% APR (Annual Percentage Rate) with 36 monthly payments = \$28.53 per \$1,000 borrowed, assumes .25% discount for enrollment in automatic payments (fully indexed rate of 1.99%). <sup>2</sup>Flat fee offer valid on 1st mortgages only. <sup>3</sup>Some rules and restrictions apply, for more details visit [www.sfpcu.org](http://www.sfpcu.org). Rates, terms and conditions are subject to change without notice.

*Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Vice-Chairman and can be contacted at [alcasciato@stisia.com](mailto:alcasciato@stisia.com). Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household.*

## New Legal Updates For Reverse Mortgages

By Keith Rockmael

Many homeowners considering a reverse mortgage for themselves or perhaps their parents or grandparents may have seen aging celebrities such as Sally Field ("The Flying Nun", "Norma Rae"), Henry Winkler (The Fonz from Happy Days), Robert Wagner ("It Takes a Thief" and "Hart to Hart.") doing TV commercials expounding about the fabulous benefits of taking a reserve mortgage.

These smiling celebrities make the reverse mortgage sound like the best thing since the NINJA loans (No Income, No Job, and no Assets) but would a reverse mortgage be a good fit you or someone you know? Reverse mortgages allow homeowners 62 years old and up to tap into the equity of their home equity but they can be costly.

Before heading down the reverse mortgage driveway think about:

1. If you need additional funds, consider alternatives to reverse mortgages first. It may be possible to arrange a HELOC (Home Equity Line of Credit)

a. Explore eligibility for less expensive programs or benefits that offer monetary assistance or cost-cutting benefits, such as Supplemental Security Income (SSI) or Medicaid.

b. Explore family financing as an option.

2. If you decide to pursue a reverse mortgage do these things first:

a. Calculate the continuing expenses that come with a reverse mortgage.

b. See a HUD Counselor face-to-face and consult with your financial advisors.

Even if you meet with a HUD-approved counselor, meet with either

a Certified Financial Planner (CFP) or Certified Public Accountant (CPA) before deciding on any reverse mortgage.

Take into account the number of reverse mortgages that have gone into default nationwide hit a record 9.4% in 2012, almost double the default rate on traditional mortgages.

Because of these numbers, consumer friendly California created new laws that began in January 2015 that require lenders to provide important information to potential borrowers. The laws also provide time to consider choices before being obligated on a new reverse mortgage.

Overview of the new reverse mortgage laws:

1. Requires reverse mortgage sellers to give prospective borrowers a self-evaluation worksheet before the required counseling session to consider key issues such as:

What happens to others living in a home with a reverse mortgage when the borrower dies or moves out, whether the borrower has sufficient assets to avoid a reverse mortgage default by keeping up with homeowners insurance, property taxes, and home maintenance.

2. Requires the counselor and the prospective borrower to sign the reverse mortgage worksheet guide.

3. Prohibits a lender from taking a reverse mortgage application unless the applicant has received from the lender a specified reverse mortgage worksheet guide.

4. Prohibits a lender from taking a reverse mortgage application or assessing any fees until seven days from the date of loan counseling.

*Editor's Note: Keith Rockmael is a POA and real estate advocate and agent. He can be reached by email at [Keith@Resourcerock.com](mailto:Keith@Resourcerock.com)*

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June 9, 2015

To: All San Francisco Assistant District Attorneys

The San Francisco Police Officers' Association is disappointed by the recent antics of District Attorney George Gascón. Ever since leaving our department, after a short, unremarkable tenure as Chief of Police, Mr. Gascón has used his office largely in furtherance of his own political career. The manner in which he has done so has put at risk the long-standing and extremely important relationship between our members and the Assistant District Attorneys who bear the responsibility of prosecuting the cases brought to your office by our officers. Mr. Gascón's attack on our department regarding our supposed "systemic racism" is self-serving and baseless. For someone who has bragged of his involvement in prior police scandals, it is baffling and astounding that he would use inappropriate text messaging by a handful of our officers to attempt to tarnish our entire department.

Mr. Gascón's attempts to grab headlines with these allegations is political pandering of the worst kind. It highlights his complete lack of appreciation for the mutual respect shared by the Assistant District Attorneys and our officers. We know that many of you are equally frustrated with Mr. Gascón. We can imagine your astonishment at the news that Public Defender Jeff Adachi is sponsoring a fund raising event for Mr. Gascón's re-election bid. Never, in the history of San Francisco, can I remember a Public Defender making such a mockery of the "adversarial" system our work is based on. We have all witnessed the vile comments Mr. Adachi makes about police officers and District Attorneys. It is reprehensible that Mr. Gascón would accept money or support from him.

But notwithstanding Mr. Gascón's agenda, on behalf of the membership of the San Francisco Police Officers' Association, please accept this further acknowledgement of the tremendous work you do as attorneys prosecuting criminals that violate the law in our great city.

Sincerely,

Martin Halloran  
 SFPOA President

# BALEAF Board Member Highlight

By Robin Matthews  
 BALEAF Secretary



BALEAF Board Member Fabian Brown

Greetings! This is the fourth of several articles that I'll be doing for you this year to introduce you to the BALEAF Board so that you can learn a little bit more about us. BALEAF — the Bay Area Law Enforcement Assistance Fund — is a non-profit organization that was founded in 1999, and provides support to law enforcement officers and their families who have either had a member killed in the line of duty, have suffered a serious injury, or who have suffered a catastrophic event.

This month's profile is going to be on Fabian Brown, who is a member of the San Francisco Sheriff's Department. Fabian joined the Sheriff's Department in 1996, and has worked in a variety of positions, including the courts, the station transfer unit, and is currently on her second tour at CJ1 / Intake. She currently works the swing watch at CJ1, and is a Senior Deputy (Corporal), though many times she serves as the Watch Commander there.

When I asked Fabian what made her decide to get involved with BALEAF, she told me the following:

"I joined BALEAF because I believe in their Mission, and I wanted to see the Sheriff and Police Departments come together. I believe that we should work together and support each other as we protect and support San Francisco."

Fabian has been a BALEAF Board member for close to 6 years, and in June was appointed to the position of Vice President. She was born and raised in San Francisco, and when she's not busy at work or with BALEAF,

she likes to camp, white water raft, garden, and travel. She is a member of the National Black Police Association (NBPA), the Officers for Justice (OFJ), and is a member of the American Red Cross Leadership Board.

Fabian is also about to begin her second, 3 year term as the Region 10 Coordinator for the International Association of Women Police (IAWP), which covers California, Nevada, Arizona, Utah, and Hawaii. She hosted a Regional Training Conference in Las Vegas two years ago, and hopes to host another one in the Bay Area sometime in 2016 or 2017.

For more information about BALEAF, please check out our website at [www.baleaf.org](http://www.baleaf.org). We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at [baleaf1025@gmail.com](mailto:baleaf1025@gmail.com), or on Facebook. We hope that you never needs us, but we're here if you do.

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# SFPD Alumni: Feeney Latest to Join List of Chiefs of Police

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

Recently retired San Francisco Police Department Captain John J. Feeney has been selected from a large field of applicants to be the new Chief of Police of the California State University Chico Police Department in Chico, California.

Chief Feeney starts his new position on July 1, 2015. He will be supervising seventeen (17) sworn and eighteen (18) civilian personnel and will have responsibility for serving 19,000 students, faculty and staff. In addition to traditional law enforcement services, he will also be in command of a dispatch center and parking control services.

## SFPD Chief Ranks Swell

Recent years have seen an increase in the number of San Francisco Police Department commissioned officers who apply for and succeed in becoming Chiefs of Police throughout California. For a long period of time only SFPD Assistant Chief Willis Casey had attained a Chief's position. Chief Casey was a popular Chief in Pittsburgh, California. He now serves as a councilmember in that community.

In 2000 SFPD Captain Susan Manheimer was appointed Police Chief in San Mateo where she remains today.

In 2010 SFPD Lieutenant David Oberhoffer became the Police Chief in McFarland and left the next year.



John Feeney

In early 2014 SFPD Lieutenant Timothy Foley was appointed Police Chief in Nevada City where he remains today.

In early 2015 SFPD Captain Al Pardini was appointed Police Chief in East Palo Alto where he remains today.

In early 2015 SFPD Lieutenant Art Stellini was appointed Police Chief in Broadmoor Village where he remains today.

It is a tremendous sense of pride in our professionalism at the San Francisco Police Department that a large number of our own have applied and been successful at becoming the heads of various law enforcement agencies. It is important that SFPD officers know

that their knowledge, professionalism, and successful tenure can be translated to other law enforcement agencies. Hopefully in the years to come more SFPD officers make a commitment to strive to become the Chief executive officers at other agencies.

## Feeney's Vision

It has been well known that John Feeney wanted to be a Chief of Police. But John is not the type of police officer who dreamed of running another agency. He prepared himself for it, particularly due to a zeal for learning and attaining key professional standing so that he would be considered for the position.

In the past five (5) years Captain Feeney matriculated through the California Commission on Peace Officers Standards and Training Executive Development Course, the Law Enforcement Command College where he was selected as Class Speaker, the Senior Management Institute for Police, and secured his Master of Arts in Leadership at St. Mary's College. These achievements were attained to further his professional development and also to embody John's strong belief that an educated commissioned officer as well as one who is familiar with contemporary issues and resolutions is best suited to be a Chief of Police.

## The Feeney Record

Captain Feeney's twenty-nine (29) year career in the San Francisco Police Department has been one of service and accomplishment. He moved steadily through the ranks performing well on each promotional examination.

Importantly, he was not a placeholder. In each unit and command John Feeney has demonstrative accomplishments, many of which could be characterized as positive changes for the institution.

As a training Sergeant in the Police Academy, his work on developing an in-service training course continues

to this day. He also enhanced use of force decision making skills for sworn officers, as well as diversifying the Force Options training staff.

His community policing skills and his ability to develop operational staffing standards to equate to staffing priorities were significant during his years as a lieutenant and watch commander.

As the officer-in-charge of the Property Division, he administered a budget of over \$3.5 million dollars and he made great strides in ensuring the preservation of and integrity of property and evidence.

His tenure at the Emergency Management Division was also significant. He supervised and implemented the Radio Interoperability Project, and modernized key communications systems.

As night supervising Captain, he was in charge on a citywide basis of critical incidents and staffing deployment.

The Feeney record included many other accomplishments particularly in his most recent commands at the Crime Information Services and Airport Bureau. He implemented modern cross training, eliminated major backlogs in the Records Management System and collaborated with the administration of the San Francisco International Airport to modernize checkpoints and the facilitation of airport growth.

## Feeney Prepared

Chief Feeney is prepared to provide innovative and professional leadership to law enforcement and the community of a large State University. His record and his work ethic are testaments to continued success in his chosen profession.

John Feeney welcomes his former colleagues to check in with him in Chico if you are in the area.

We wish John the best as he joins the ranks of Chief of Police.

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Join us for the Vacation of a Lifetime on 'A Grand Tour of Ireland!' Our tour will be an action and fun-packed two week extravaganza taking in the highlights of Ireland's culture, history and scenic beauty.

The tour starts in the heart of Dublin City, and continues south to take in the sights and sounds of Cork City and Killarney in Kerry. From there it is up the stunningly rugged and picturesque west coast to Ennis in County Clare and then onwards to Galway for a whole weekend experiencing the best the west of Ireland has to offer. For good measure Galway plays host to one of Ireland's most popular festivals, the Galway Oyster Festival, the same weekend that we will be there! All the hotels included in the tour have been selected for quality, and their location in the center of their respective cities. They offer easy walking distance to shopping, nightlife and attractions. Traveling around Ireland on board luxury escorted coaches, you will see castles aplenty, country estates, beautiful towns and villages and scenery to make your eyes water. Evenings will be equally rich with joy as you experience the famed Irish hospitality at each stopping point. We have laid on three fantastically entertaining 'Dinner Shows' and every night will be marked by camaraderie and 'craic.'

We will be visiting top attractions such as King John's Castle, the Ring of Kerry, the Rock of Cashel, the Cliffs of Moher and many others. You'll even get a chance to kiss the famed Blarney Stone at Blarney Castle in Cork!

Most of all our tour is about sharing the experience with friends and like-minded souls. The Grand Tour we offer is a fantastic way to see as much of Ireland as it is possible to see in two weeks. It will be a truly memorable vacation and will provide a lifetime of memories.

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# Ironman/Ironwoman 2015: Lt John Burke Leads Hotel 1 to Victory!

By Justin Bugarin  
Tactical Unit

On Wednesday, May 20, 2015, dozens of enthusiastic competitors met on the 5th floor at the Hall of Justice for the annual IRONMAN/IRONWOMAN competition. This year's event was a special one as it marked the last competition held at the legendary 5th Floor Gym.

The energy and enthusiasm from all the participants and spectators flowed

from one another and the place was buzzing with positivity. This year's event had a new event (suggested by ADA Leslie Cogan); a pull-up option was made available for female competitors. Tasawan Kovitprakornkul, Andrea Wright, and Celina Chow stepped up to the challenge and did great!

Lt John Burke, participating in all 5 events but also for Hotel 1 (Ingleside Station), set the tone for the day by doing 200 sit-ups in less than 3 min-

utes for the only maximum score for the specific event! Lyn O'Connor set a new record for the 50-yard shoot with a score of 885! Newcomer to the event was Tim Watts, who was another Hotel 1 representative. He ran Lake Merced with anger, finishing with an excellent time of 29:11. After tallying the scores, the IRONMAN/IRONWOMAN has a new overall champion: HOTEL 1!

The competition couldn't happen without the unsung generosity and work from members of the Tactical

Company, the SFPOA, the APOA, Sports Basement, the Chief's Office, this year's T-shirt designer, Matt Suhr (son of Chief Suhr), and of course the helpful staff at the Lake Merced Range. Donations for the event generated \$1680 for the family of fallen officer Isaac Espinoza.

Everyone did great; so, train for next year's event and aim to beat your personal record. Everything else will take care of itself!

## Team Open Category

### 1st Place — Hotel 1

Bench Press — Matt Sullivan	88 X 100 lbs	=	880
Pull-ups — Dack Thompson	45	=	900
Sit-ups — John Burke	200	=	1000
Shoot — Jeff Cuenca		=	740
Run — Tim Watt	29:11	=	870
<b>Total</b>			<b>4390</b>

### 2nd Place — Tactical Company

Bench Press — Jesse Cruz	18 X 225 lbs	=	720
Pull-ups — Edward Yu	49	=	1000
Sit-ups — Terrence Saw	129	=	645
Shoot — Hernan Villalobos		=	695
Run — Justin Bugarin	29:15	=	870
<b>Total</b>			<b>3930</b>

### 3rd Place — Hotel 2

Bench Press — Bary Marshall	20 X 225 lbs	=	800
Pull-ups — Jires Nasser	42	=	840
Sit-ups — Malcolm Anderson	145	=	725
Shoot — Roderick Sugitan		=	680
Run — Francisco Morrow	30:54	=	710
<b>Total</b>			<b>3755</b>

### 4th Place — SVU

Bench Press — Candiece Lewis	59 X 60 lbs	=	590
Pull-ups — Nathaniel Yuen	49	=	1000
Sit-ups — Jessica Nantroupe	137	=	685
Shoot — James Funk		=	730
Run — Esther Gonzalez	34:22	=	745
<b>Total</b>			<b>3750</b>

### 5th Place — Adult Probation

Bench Press — Victor Williams	18 X 225 lb	=	720
Pull-ups — Andrea Wright	21	=	840
Sit-ups — Pernisha Battle	110	=	500
Shoot — Gabe Calvillo		=	415
Run — John Zerbe	31:07	=	750
<b>Total</b>			<b>3225</b>

### 6th Place — Park Islanders

Bench Press — Elbert Guin	18 X 225 lbs	=	720
Pull-ups — Talent Tang	42	=	840
Sit-ups — Lilly Prilinger	138	=	690
Shoot — Paul Weggenmann		=	825
Run — Howard Brown	47:47	=	0
<b>Total</b>			<b>3075</b>

### 7th Place — Central Station

Bench Press — Sean Cody	43 X 100 lbs	=	430
Pull-ups — Celina Chow	24	=	960
Sit-ups — Shaina Smith	125	=	625
Shoot — David Lazar		=	435
Run — Henry Woo	33:41	=	600
<b>Total</b>			<b>3050</b>

### 8th Place — CSI WOMEN

Bench Press — Patrice Scanlan	40 X 60 lbs	=	400
Bar Hang — Ann Gamboa	3:10	=	570
Sit-ups — Rosalyn Rouede	112	=	560
Shoot — Lyn O'Connor*		=	885
Run — Gordon Shyy	34:45	=	545
<b>Total</b>			<b>2960</b>

### 9th Place — Tenderloin

Bench Press — Paul Lujano	19 X 225 lbs	=	760
Pull-ups — Cory Barone	28	=	560
Sit-ups — Fidel Gonzalez	130	=	650
Shoot — Joseph Sharlow		=	450
Run — Nicholas Buckley	39:54	=	230
<b>Total</b>			<b>2650</b>

\*New IRONMAN record of 885, previously held by Edwin Gaffud 880 points.

### 10th Place — Taraval

Bench Press — Anthony Calasanz	14 X 225 lbs	=	560
Pull-ups — Wallace Kresley	32	=	640
Sit-ups — Jonathan Sylvester	125	=	625
Shoot — Lauren Newhart		=	730
Run — James Sayasane	48:52	=	0
<b>Total</b>			<b>2555</b>

## Team Ironwoman Open Category

### 1st Place — Five-Oh Angels

Bench Press — H. McCarter-Ribakoff	57 X 60 lbs	=	570
Pull-ups — T. Kovitprakornkul	25 (31)	=	1000
Sit-ups — Carmen Walsh	125	=	625
Shoot — Yuka Nagamine		=	735
Run — Brenda Sosa	37:12	=	565
<b>Total</b>			<b>495</b>

### 2nd Place — Iron Girlz

Bench Press — Leslie Cogan	52 X 60 lbs	=	520
Pull-ups — Andrea Wright	21	=	840
Sit-ups — Cristine Deberry	108	=	540
Shoot — Christy Henzi		=	150
Run — Leah Rothsein	33:07	=	820
<b>Total</b>			<b>2870</b>

## Team Senior Category

### 1st Place — Secret Squirrel

Bench Press — Daryl Fong	73 X 100 lbs	=	730
Pull-ups — Dien Ha	49	=	1000
Sit-ups — Chris Olson	124	=	620
Shoot — Eric Chiang		=	415
Run — Daniel Cole	34:58	=	525
<b>Total</b>			<b>3290</b>

### 2nd Place — West Wing

Bench Press — Daniel Simone	70 X 100 lbs	=	700
Pull-ups — Lynn Reilly	1:52	=	336
Sit-ups — Jayme Campbell	148	=	740
Shoot — Dien Ha		=	85
Run — Steve Pomatto	31:16	=	750
<b>Total</b>			<b>3111</b>

### 3rd Place — Traffic

Bench Press — Robert Vernengo	53 X 100 lbs	=	530
Pull-ups — Kevin Knoble	33	=	600
Sit-ups — David Nastari	131	=	655
Shoot — Phil Pera		=	760
Run — Frank Periera	38:37	=	305
<b>Total</b>			<b>2910</b>

### TIE - 4th Place - Team Retired

Bench Press — Pat Mullins	53 X 100 lbs	=	530
Pull-ups — Kevin Dempsey	38	=	760
Sit-ups — Steve Thoma	135	=	675
Shoot — Roland Tolosa		=	560
Run — Michael Moran	41:43	=	115
<b>Total</b>			<b>2640</b>

### TIE - 4th Place — Team Airport

Bench Press — Mikail Ali	16 X 225 lbs	=	640
Pull-ups — Joven Sembrana	30	=	600
Sit-ups — Reynan Manalac	141	=	705
Shoot — Gregory Huie		=	685
Run — Kahri Gill—Kehoe	33:11	=	630
<b>Total</b>			<b>2640</b>

## Team Ironman Masters Category

### 1st Place — Chief's Office

Bench Press — Damon Keeve	25(28) X 225	=	1000
Pull-ups — Chief Greg Suhr	37	=	740
Sit-ups — Raymond Padmore	97	=	485
Shoot — Malcolm Anderson		=	745
Run — Sharon Ferrigno	47:00	=	0
<b>Total</b>			<b>2970</b>

# Ironman/Ironwoman 2015: Lt. Joh



IRON GIRLZ 2015 squad represented not only with their great tops but also with their effort!



Paul Weggenmann and his sister and new record holder Lyn O'Connor hold up the evidence of their sharpshooting skills.  
PHOTO BY JUSTIN BUGARIN

## Ironwoman Open

**1st Place — Marina Chacon**

Bench Press — 46 X 60 lbs	=	460
Bar Hang — 2:52	=	516
Sit-ups — 108	=	540
Shoot —	=	285
Run — 45:36	=	60
<b>Total</b> .....		<b>1861</b>

## Ironman Open

**1st Place — John Burke**

Bench Press — 62 X 100 lbs	=	620
Pull-ups — 48	=	960
Sit-ups — 200	=	1000
Shoot —	=	660
Run — 32:35	=	65
<b>Total</b> .....		<b>3905</b>

**2nd Place — Edward Yu**

Bench Press — 84 X 100 lbs	=	840
Pull-ups — 49	=	1000
Sit-ups — 144	=	720
Shoot —	=	840
Run — 36:50	=	410
<b>Total</b> .....		<b>3810</b>

**3rd Place — Eric Vintero**

Bench Press — 59 X 100 lbs	=	90
Pull-ups — 49	=	1000
Sit-ups — 158	=	790
Shoot —	=	630
Run — 34:47	=	535
<b>Total</b> .....		<b>3545</b>

**4th Place — Matt Sullivan**

Bench Press — 88 X 100 lbs	=	880
Pull-ups — 38	=	760
Sit-ups — 186	=	930
Shoot — = 235		
Run — 31:30	=	730
<b>Total</b> .....		<b>3535</b>

**5th Place — Dien Ha**

Bench Press — 61 X 100 lbs	=	610
Pull-ups — 49	=	1000
Sit-ups — 107	=	510
Shoot — = 585		
Run — 36:38	=	425
<b>Total</b> .....		<b>130</b>

**6th Place — Malcolm Anderson**

Bench Press — 52 X 100 lbs	=	520
Pull-ups — 40	=	800
Sit-ups — 145	=	725
Shoot —	=	745
Run — 38:33	=	305
<b>Total</b> .....		<b>3095</b>

## Ironman Clydesdale (200 Lbs)

**1st Place — Paul Lujano**

Bench Press — 19 X 225 lbs	=	760
Pull-ups — 29	=	580
Sit-ups — 127	=	635
Shoot —	=	600
Run — 39:53	=	230
<b>Total</b> .....		<b>2805</b>

**2nd Place — Eric Chiang**

Bench Press — 61 X 100 lbs	=	610
Pull-ups — 12	=	240
Sit-ups — 95	=	475
Shoot —	=	415
Run — 48:52	=	0
<b>Total</b> .....		<b>1740</b>



Chief Suhr not only counts but encourages all the repetitions done by Jesse Cruz!



Back to Back Ironwoman's Champion, Marina Chacon goes all out on the bench press.

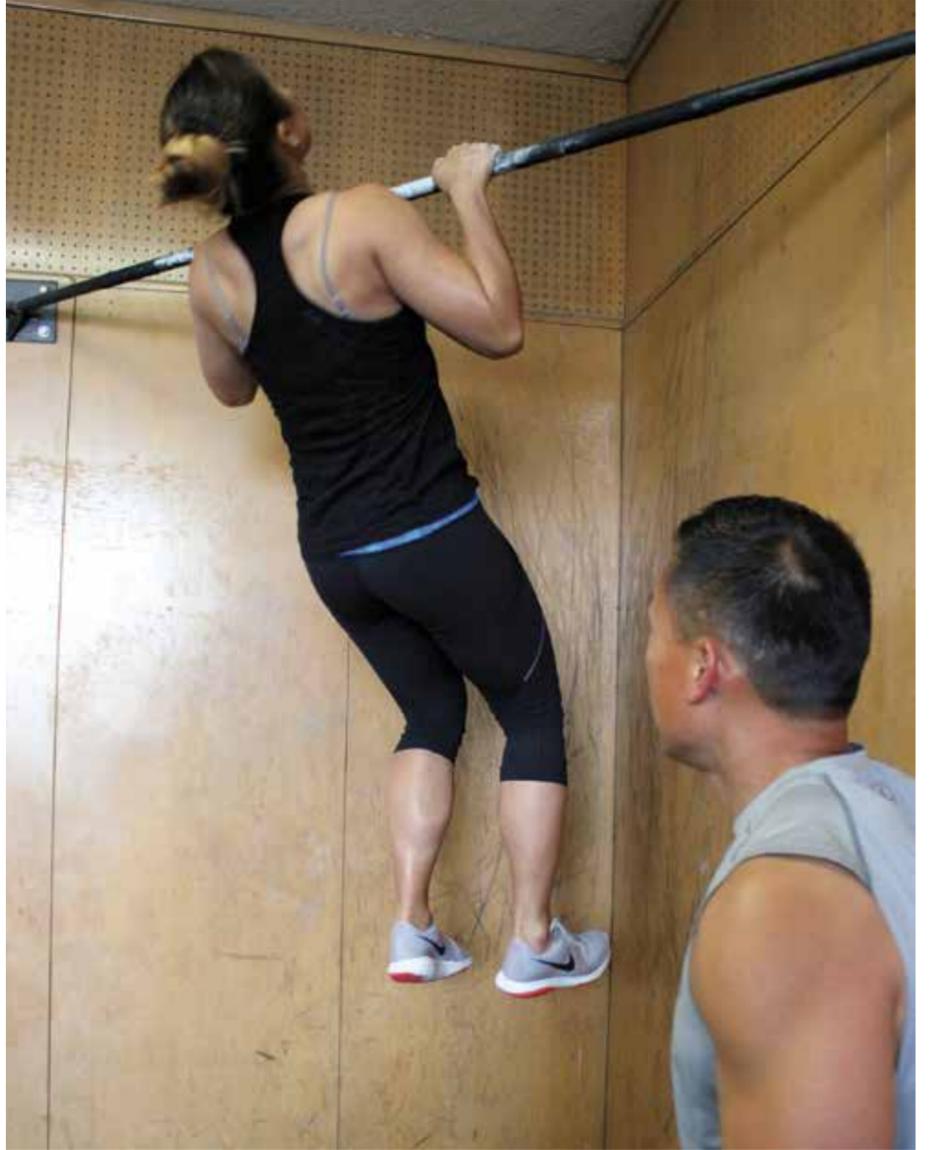


Tim Watts leads the pack of gazelles around Lake Merced.

# n Burke Leads Hotel 1 to Victory!



Five-Oh Angels proudly wearing this year's commemorative t-shirts.



Tasawam Kovitprakornkul sets the new women's record with 31 pull-ups!



Ray Padmore checking in competitors.



Elbert Guin showing everyone what hard work can do for you.



Stronggirlz Andrea Wright getting ready to lift.



Fidel Gonzalez and Ray Padmore seem to be having a little too much fun doing the sit-ups.



Shooters getting ready to showcase their pinpoint accuracy.

# SFPD Takes First Place at Salvation Army's Cook-off

By Ray Padmore

The Salvation Army recently hosted the Taste of Preparedness (TOP) Chef Cook Off in which four teams competed by creating a tasty meal using non-perishable ingredients. The four teams represented were: San Francisco Police Department (Officers Christian Bowman, Francis Feliciano, and Ray Padmore), Oakland Fire Department, the American Red Cross and Alameda County Sheriff's Department. Each of the teams was given a box of canned goods, dried goods, spices, and a propane grill and asked to prepare a meal to be judged on taste, originality, and presentation by a panel of three judges.

Amazingly, by a wide margin, the SFPD claimed victory for preparing a tasty combination of noodles, spam, crab meat, and an assortment of canned fruit. At the end of the day, we learned that with a little imagination you can create wonders with an assorted selection of disaster preparedness supplies. In closing, experts recommend that each household should have a disaster kit, it should be assembled well in advance of an emergency, and it should be able to sustain a family for at least 72 hours.



Officer Francis Feliciano prepares the main course.



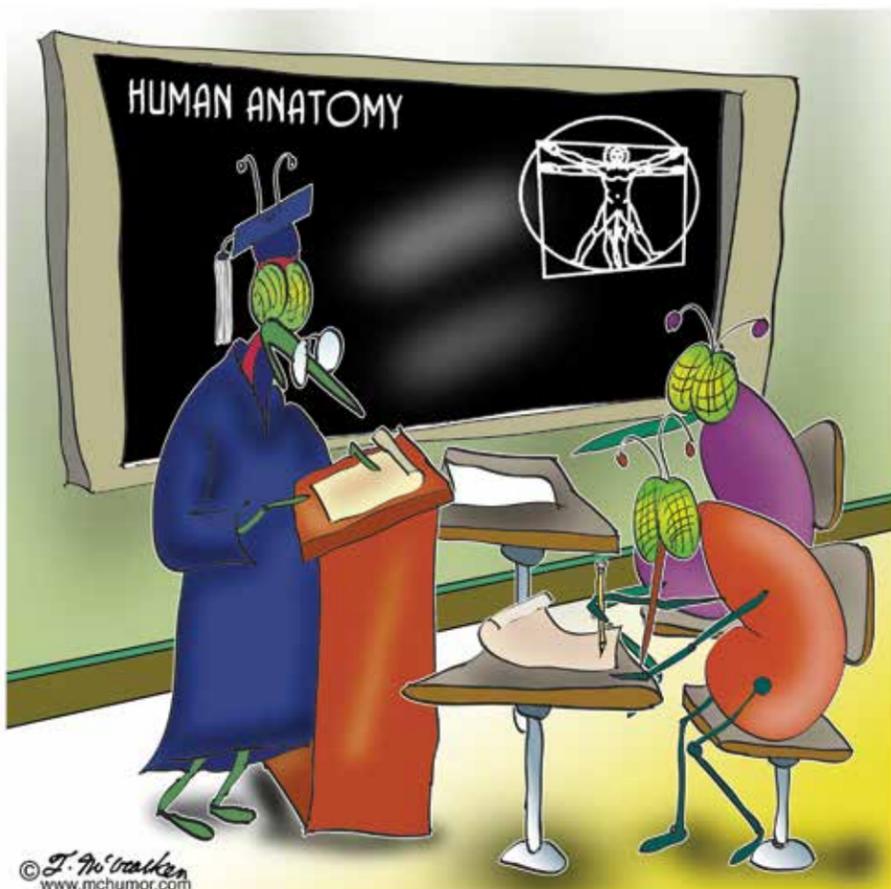
Officer Christian Bowman prepares for the meal.



Left to right: Christian Bowman, Francis Feliciano and Ray Padmore after winning First Place in the Salvation Army's Cook-off.

PHOTOS BY DANIEL FELICIANO

## June 21 was the Solstice; Summer 2015 is here!



© T. Nostraken  
www.mchumor.com

"TODAY I'LL BE DISCUSSING WHERE BITES ON THE HUMAN BODY WILL ITCH THE MOST."



Greg -

Thank you for supporting Boys & Girls Clubs of San Francisco's [2015 Annual Gala](#). Together, we were able to raise more than \$1.12 million to support programs and services for our children and teens!



Can't see the image? [Click here to view it on our website](#)

Our youth speakers—Yuri Huerta, Joe Armijo, Carmen Sosa, Khari Brown, and Aeris Velasco—shared heartfelt stories of how the Club and BGCSF staff helped shape their lives and prepare them for the future. We hope these testimonies provided a deeper understanding of how we help put young people on the path to achieving success in life.

We also were pleased to honor the San Francisco Police Department for its friendship and long-standing partnership with Boys & Girls Clubs of San Francisco. SFPD, led by Police Chief Greg Suhr, his Command Staff and District Captains, continue to find innovative ways to support BGCSF and to create safe places for young people to learn, grow, and succeed.

On behalf of the Board of Governors, event chairs, staff, and youth - thank you. We are grateful for your support!

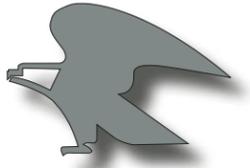
Sincerely,



Rob Connolly  
President  
Boys & Girls Clubs of San Francisco



## POA MAIL



### Dear POA—

Thank you very much for the flower arrangement you sent for our father's funeral. Stan was a proud S.F.P.D. member, and stayed in contact with many retired members after his own retirement.

A special thanks to Marty Halloran for his kind words, and advocacy for all current and retired members of S.F.P.D.

*Sincerely,*  
**The Cordes Family**

### Dear POA—

I want to thank you all so much for the beautiful flowers and cards during my recent accident. Your thoughtfulness and generosity were much appreciated. I also need to mention the outpouring of support and love I received from members of the SFPD.

*Much love,*  
**Colleen Fatooh**

### Editor —

Many thanks to Val Kirwan, John Evans, Matt Lobre, Damon Keeve, Louie Wong and Mike Ferraresi for attending the DCCC breakfast this morning. I also wish to thank Gerald Lyons and Matt Lobre for attending the A. Philip Randolph Institute dinner on June 19th.

These are two important organizations in San Francisco that deal with labor and political issues. Considering some of the negative comments towards law enforcement that seem to be circulating through the media and certain politicians, it is important to the POA and our members that we maintain a healthy relationship with groups such as these.

Thanks again to the members of the BOD who took time out of their day to help out.

**Marty Halloran,**  
*President, SFPOA*

### Dear SFPOA—

On behalf of the Johnson family please accept our deep appreciation and heartfelt thanks for the flowers for the memorial and your more than generous donation. Your help will make their lives better as they cope with their loss. They were deeply touched and overwhelmed by the support you showed during a very difficult time.

Thank you again for your generous outpouring of kindness.

**The members of the  
San Jose Police Officers'  
Association**

### Dear POA—

We appreciate your financial contribution, which supported fundraising efforts of the SAFE Bikes One Year Anniversary Event held on February 25, 2015.

At this event, we celebrated the one-year anniversary of the SAFE Bikes program, the bike theft prevention and registry program. We celebrated more than 100 bikes returned back to their owners with the SFPD, 7,000 bikes registered and the reduction in bicycle theft.

SAFE Bikes is a program of SAFE, the 38 year old crime prevention edu-

cation and public safety organization which serves the city of San Francisco to make communities safer and more cohesive.

Your donation helped SAFE to have a very successful event, and will assist us in our ongoing efforts to build crime-free and vibrant neighborhoods. All proceeds from the event benefit our crime prevention — and public safety — related programming in San Francisco.

*Sincerely,*  
**Jim Dudley**  
*Executive Director*

### Dear SFPOA—

Mzuir Women of Distinction Group at SF Community School would like to extend to you our greatest gratitude and thanks to you and the SFPOA. Once again you've come through with another timely donation. We were able to honor SFC scholars.

Thank you once again for the donation.

*Sincerely,*  
**L. Diane Johnson**

### Dear POA—

Thank you and the SFPOA for your generous donation and participation in the 38th Annual Penny Pitch for St. Anthony's!

*Many thanks,*  
**Pete & Janet Osborne**  
*MoMo's*

### Dear SFPOA—

Thank you for your generous gift to St. Anthony Foundation.

Your gift helps seniors, veterans, the working poor, the physically and mentally disabled, and all of those who lack access to resources. People fall through the safety net when they are isolated; by reconnecting them to the community at St. Anthony's you help them gain a stable foothold.

Thank you for your participation in this work.

*Sincerely,*  
**Barry J. Stenger**  
*Executive Director*  
*St. Anthony's Foundation*

### Dear POA—

Once again, thank you for contributing to our CIT Award Ceremony on May 12, 2015. Thank you and the POA for your ongoing support to our program.

*Thank you again,*  
**Lt. Mario Molina**  
*OIC/CIT Coordinator,*  
*Behavioral Science Unit*

### Dear SFPOA—

I thank you for your generous gift to the 2015 Crab Fest — benefiting the San Francisco Recreation and Park Scholarship Fund.

*Sincerely,*  
**Matt O'Grady**  
*Executive Director*  
*San Francisco Parks Alliance*

### Dear POA—

Thanks so much for your donation to the Arts & Music Fair on Ocean

Avenue. Your donation will help pay for the musicians and other performers we may hire for the day!

Again, many thanks as we strive to make the OMI a more culturally diverse space!

*Warmest regards,*  
**Maria Fe Picar**  
*Executive Director/Festival Coordinator*  
*The OMI Cultural Participation Project*

### Dear POA—

Your "Laughs for Life" gift to San

Francisco Suicide Prevention has all of us here completely dazzled. We want you to know how grateful we are.

It is not always easy to find donors who are willing to help someone they will never meet, someone they have never seen or spoken to themselves.

Thanks to you, we can continue to answer the calls of people in need. You are by our side each time someone asks for help and we are honored to have you in our family of donors.

*Sincerely yours,*  
**Eve R. Meyer**  
*Executive Director*



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Treasurer  
**VAL KIRWAN**  
Sergeant At Arms

June 16, 2015

To the members of the Democratic County Central Committee:

The San Francisco Police Officers' Association (SFPOA) objects to the Racial Justice Committee's Plan for Police Reform resolution before the DCCC. Despite efforts to collaborate, members of the committee have decided, by introducing this resolution, to politicize an issue that matters to every single San Franciscan — our collective safety and well-being. After meeting with the author of the Black Lives Matter resolution on May 13th, Chief Suhr and I refuted and corrected the 9-point plan, and explained why most of its recommendations had already been implemented or were being implemented by the Department. The author appeared appreciative of our clarifications, yet she is still introducing the same 9-point plan as part of the Racial Justice Committee resolution.

This was not the case with the San Francisco Labor Council which decided to meet with the POA and make appropriate amendments to their Black Lives Matter resolution. The POA did not oppose that resolution when the amended version went to a vote and passed at the SFLC. Item #8 on your June 17, 2015 agenda is a similar resolution that the POA does not oppose.

While we do support portions of the Racial Justice Committee resolution put forward — the 9 points of the plan already in practice within SFPD operations — we simply cannot and will not support the increase in funding for race and ethnicity assignment by neighborhood. Such a policy cuts directly at the heart of what makes our City what it is today, a melting pot of people and traditions. Assigning members of the force to precincts by individual ethnic communities is a step backward, plain and simple. It is insulting to designate certain neighborhoods with a specific racial assignment. It also lends itself to grievances and charges of discrimination when any employment decision is being motivated by racial factors.

Our members live by a code, to honor and safeguard the people of our great City. While we attempted to engage in a dialogue that would provide insight into the process and training that prepares our officers for the rigors of police work our attempts fell on deaf ears as it became apparent the agenda was more important than the facts to the author of the resolution. We also agreed to share information prior to the submission of any resolution so it could be done collaboratively and with consensus. Unfortunately, the author declined to meet again with the POA and Chief Suhr and in her email of June 12th she stated that the "final" version was attached.

The SFPOA Executive Board, on behalf of our members, reject the influence of politics within the operations of our department, and believe that political organizations should hold no influence when it comes to law enforcement practices. The SFPOA believes that if the Racial Justice Committee resolution is passed it will simply create a further divide between the officers and the people they serve and protect. I again respectfully ask that you not support this hasty attempt at an ill-conceived resolution.

**Martin Halloran,** President  
San Francisco Police Officers Association

## Retirement Planning Seminar Class # 66

# Three Days at Sigmund Stern Grove

By Mike Hebel  
Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (May 26, 27 & 28) class #66. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel & Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggey arrested Mayor Eugene Schmidt's bag-man — the notorious Abe Ruef — on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

### Seminar in its 31st Year

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 31st year having started in March 1985. Since its inception, more than 2,714 participants have completed this seminar.

Special thanks to Captain Gregory Yee for providing the necessary funding to expand the seminar subjects. A very big thank you to Chief Gregory Suhr for reinstating the long-standing tradition of allowing members a three day training detail as a thank-you for years of dedicated service — to make their succession plans for a successful and prosperous retirement. Chief Suhr continues the tradition of gifting every retiree with his/her police officer star as the Department's recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age. Chief Suhr said that when he entered the SFPD in 1981 he made \$11.11/hour and anticipated an annual retirement of \$16,000.

### 43 Participants

Forty-three participants attended this lively and informative seminar, which was coordinated by Cyndee Bates, POA staff administrator. Some members attended with their spouses/partners (which is much encouraged).

The seat of honor, which is reserved for the most senior member in attendance, was given to Huitier Choi and Robert Doss — both members of the 157th Academy class of February 1984.

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. Tier I members are an extinct species among active members. Class attendees were from the 157th to the 210th recruit classes. The 246th recruit class is about to complete their basic training program; the Academy now has concurrent classes and this will continue for the next 36 months.

The long-standing tradition wherein members attending from Taraval Station either provide sunshine or

presto-logs for the fireplace was followed with Ana Morales and Michael Walsh providing firewood.

### Hot Topics

POA president Marty Halloran, making his fourth presentation, warned that leaner times were ahead since the SFPD was now among the top 10 California police agencies in wages paid. Marty outlined the next 3 pay increases: 1% on 7-1-2015; 2% on 7-1-2016; and 2% on 7-1-2017. On July 1, 2018 a Q 4, step 5 police officer will receive \$133,000 in pensionable compensation and be entitled to an earned annual pension benefit of \$120,000. He noted that the full sick pay buy-out will remain until June 30, 2018 — the date upon which the current MOU will end — everything will be on the table with the MOU fully re-opened. The SP buyout will be particularly difficult to retain since only police and fire now enjoy this benefit.

Mike Hebel urged all to consider participation in the 30-30 programs: 30 years of service and then at least 30+ years collecting a retirement benefit with no death before age 80.

### Instructor Comments

Veronica Rodriguez and Maria Newport set forth all the basics of the CCSF Retirement plans. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. To increase your pension: work longer, get older, and hope for many more pay raises. Also, buy-back miscellaneous time (accrued during police academy) to obtain a separate monthly pension check, albeit small; such buy-back must be completed before retirement. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call (415) 487-7070 up to 6 months before your expected date of retirement. They urged members to bring their spouse/domestic partner to this interview. Also, said Veronica, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic COLAs are effective on July 1 of each year; to get the COLA for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. Maria explained that the pension benefit calculation for new plan members (Tier II). It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member's earnings for the 12 months immediately preceding their retirement date with the member's highest fiscal year earnings. Whichever is higher is used for the pension calculation. Maria explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot)

wherein the basic COLA (up to 2%) is now compounded and the supplemental cola, when excess earnings from the Retirement System Trust Fund are present (and when the Trust is 100% market-value funded for those who retire before Nov. 1996), was increased from 0.5% to up to 1.5%. In the best of years, the compound COLA is 3.5%.

Joe Collins, Prudential Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCP has 18 options and, if desired, a self-directed brokerage account. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the new target date portfolios (2015 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Each strategy suits a specific investor profile ñ based on the number of years you have until your planned start of distribution. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 Ω), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start social security payments? The class agreed the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 ñ 67 (normal retirement age for baby boomers), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the wind-fall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

Dennis Meixner (retired SFPD), licensed tax preparer, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount).

Dominic Gamboa (retired SFPD) and Dominic Tringali presented an interactive, informative and entertaining class on Fitness for Life. Dominic urged class attendees to adopt lifestyles that would ensure a longer, healthier life. His suggestions included an annual physical check-up, avoiding fatty, processed foods, weight management, and adequate exercise for life-time fitness. We are pleased to again have estate attorney Gerald Woods join the seminar explaining the basics of estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives).

### Retiree Associations And SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey

from 1954 onward; and now by collective bargaining since 1992. Thanks to Larry Barsetti, Glenn Sylvester and Maureen D'Amico for discussing the Veteran POA and the Retired City Employees organization. They said that the most valuable assets a police retiree has are his/her CCSF health plan and retirement plan. They urged the class participants to qualify for Social Security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement. Darlene Hong (VP, Organizational Development) provided many convincing reasons why members should continue their financial contacts with the SF Police Credit Union and make it their primary financial institution. The SF Police Credit Union is a co-sponsor of this Seminar. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 30 years service with the Credit Union! Congratulations! Darlene introduced Chris Breault who provides financial planning services for credit union members.

### Health Care Issues

Thanks also to Art Howard for candidly discussing emotional problems that can arise in retirement and how to avoid destructive responses. They explained the resources that are available through the Department's Behavioral Science Unit.

Attendees were stunned by the costs of health coverage upon retirement. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the retiree's principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. Susan Rodriguez-Corns, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the city's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45pm; phone calls are taken for four hours every day. The plans available, as of July 2015, are: City Plan, Kaiser, and Blue Shield. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. Claire Zvanski, former longest serving employee elected commissioner on the City Health Service Board spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. Claire said that 75% of health premiums are for drug/pharmacy benefits. At age 65 city retirees must purchase Medicare part B; for those not eligible for Medicare, their health care costs are significantly higher. Kaiser is now available throughout both northern and southern California for retirees.



Dr. Forrest Fulton, Ph.D. (formerly of the behavioral science unit, retired July 2003, and thereafter became a certified gerontologist) reminded the attendees that men are the suicide gender with men's rates now increasing and women's decreasing. Reason: women are better at expressing their feelings. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco. Relying on the work of George Valliant entitled *Aging Well*, Dr. Fulton said that longitudinal research has shown what life styles led to a successful life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance, career transitions, generous and giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Mike Gannon (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of long-term care insurance. Mike is a licensed insurance salesperson (since 1984). He said that long-term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long-term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Met Life, NY Life and John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial ad-

visor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

Mark McDonough explained that the Widows' and Orphans' Aid Association of the SFPD was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers' families at the time of a member's death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889 through the Retirement System. The Aid Association's original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,000. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits, a member must join while still an active member and must be under age 46. Contact info: [woasfpolice@gmail.com](mailto:woasfpolice@gmail.com), [woasfpolice@gmail.com](http://woasfpolice@gmail.com) or (415) 681-3660.

Retirement Board Commissioner Brian Stansbury helped bring this seminar to a most successful conclusion. He proudly told the attendees that San Francisco's retirement trust fund is among the best funded in the United States and may be best funded in California. It is safe, sound, and well capitalized. The Trust Fund is currently 94% funded putting it, in terms of financial health, in the top 10% of public pension funds. Thanks Brian for your service on the Retirement Board.

**Next Seminar**

The next two retirement planning seminars are scheduled in October 6, 7, and 8, 2015 and February 23, 24 and 25, 2016. The seminar will be available to the first 40 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near

retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact Cyn-dee at the POA (415) 861-5060 if you desire advance notification for these seminars or wish to sign up.



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# You Quit, They Win

## This job has never been easy, but we need good cops more now than ever

By Brian Willis\*  
Forwarded to the Journal  
by Carl Fabbri,  
Compstat & Crime Analysis Unit

They are loud, angry, hateful and accusatory.

They throw rocks, bottles, punches and insults.

They protest, riot, loot and burn all in the name of 'justice'.

They call you pigs, racist, thugs, bullies and murderers.

They accuse you of misapplying the law.

They attack you, resist you, murder you and injure you.

Who are *They*? They are the violent criminals, the gang members, the haters and the anti-police and the special-interest groups. *They* have their own agendas.

*They* get a lot of coverage on the 6 o'clock news. *They* however, do not represent the majority of the people in your community and in your country. The majority of people in your communities support you, appreciate you, and understand you have a challenging job to do.

If you quit, *they* win.

If you quit being professional, *they* win and you lose.

If you quit doing your job, *they* win and your community loses.

### Who are You?

You are a law enforcement professional who has taken an oath of service. You have within you a heart of service. You have the warrior spirit:

a spirit of courage, integrity, honor, humility, leadership, strength, professionalism and service.

Think back to the pride you felt when you took the oath and pinned on that badge. Embrace that pride. Hold on to that pride. Keep your head up and be proud of who you are and what you do.

It takes courage to continue to serve and to dare to be great in the face of the anger, the hatred, the accusations, the attacks on your character and the violent physical attacks. Continue to grow that courage.

It is not easy to continue to serve greatly and wear the uniform proudly in these challenging times. If you wanted easy however, you would not have chosen the law enforcement profession.

Now, more than ever, we need you to stay professional and serve proudly. Now, more than ever, we need you to dare to be great.

Remember: You quit. *They* win.

You remain strong and proud: You win, your community wins, and the profession wins.

Thank You

On behalf of the communities you serve, thank you for your service. Thank you for your dedication. Thank you for your professionalism. Thank you for choosing not to quit.

*\*Brian Willis is a retired law enforcement officer with 25 years of service. He operates Winning Mind Training Inc., a company dedicated to helping the men and women of law enforcement Embrace the Suck, focus on What's Important Now and Dare to Be Great.*

*"Similar 'Ferguson effects' are happening across the country as officers scale back on proactive policing under the onslaught of anti-cop rhetoric."*

(Read more about The New Nationwide Crime Spree on Page 13)



Photo courtesy of Insp. Matt Perez

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Edwin M. Lee  
Mayor

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

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



Anne Kronenberg  
Executive Director

Date: May 27, 2015

To: Dana Granby, Public Safety Dispatcher

From: Evora Heard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month – June 2015

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for June 2015 for the optimal level of service provided by you during a delicate cliff rescue call.

On May 13, 2015 you received a call from a woman whose dog jumped off of a cliff. She was calling to request help because she was now stranded on a quickly eroding cliffside, after an unsuccessful self-reliant attempt to rescue her dog.

You immediately notified U.S. Park Police of the developing situation, as is our Department policy when incidents occur on State property. The call supplements you provided to the responding units enabled a safe and speedy rescue of both the caller and her dog.

Both you and the caller worked very well together obtaining and providing unusual location information. Your reassuring updates to the caller were instrumental in maintaining the confidence and professional nature in which you handled this at least 20-minute call. She did not wonder for any moment during the call what actions were taking place to expedite a safe rescue because your timely updates covered any questions she may have had. The compassion shown to a dog she obviously greatly cares for was much appreciated.

Your ability to remain calm and reassuring was a huge part of the success of this cliff rescue. Dana, you are an asset to the Department of Emergency Management.

Thank you for a job very well done.

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

- Parking in the "Employee of the Month" space for the month of June 2015
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen
- Philz Coffee Gift Card

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

— by Dennis Bianchi

### ***Days of Rage: America's Radical Underground, the FBI, and the Forgotten Age of Revolutionary Violence***

By Bryan Burrough  
Reviewed by Dennis Bianchi

Approximately three years ago, retired San Francisco Police Department Sergeant James R. Pera published a novel titled, *The Rampage of Ryan O'Hara*. Within those pages a young man, Ryan O'Hara, goes about the United States of America wreaking havoc in the name of his murdered grandfather, a San Francisco Police Department Sergeant, murdered on duty by radical terrorists. The avenger is an Army Green Beret, suffering not only physical wounds but also serious psychological scars. The murder of Ryan O'Hara's grandfather was based on a factual incident that took place in San Francisco. Mr. Pera was working the streets of San Francisco during the years when many murders of San Francisco police officers took place, as was I. If one visits The California Peace Officers Memorial in Sacramento you will see that within a 12-month period beginning at the end of 1969 to the end of 1970, five San Francisco police officers were murdered. What is not seen there were the numerous failed attempts of murdering peace officers throughout the State of California, nor the hundreds of attempts that took place across the United States of America in the early 1970s. The subject of this book, *Days of Rage*, is a sincere attempt to describe who was responsible for these murders, and what were the circumstances of that dark era.

The author, Bryan Burrough, is a special correspondent for *Vanity Fair*, a former reporter for *The Wall Street Journal*, and the author of five books, including *Barbarians at the Gate*, and *Public Enemies: America's Greatest Crime Wave and the Birth of the FBI, 1933-34*. The last was adapted to film in 2009.

This book was difficult for me to review objectively. Mr. Burrough has clearly made an honest attempt to give us a comprehensive look at the violent would-be revolutionaries operating in the United States during the late 1960s to the mid-1980s. He addresses the major groups such as Weather Underground (initially known as Weathermen), the Black Liberation Army, the Black Guerilla Family, the Symbionese Liberation Army and the Fuerzas Armadas de Liberacion Nacional Puertrorriquena (F.A.L.N.). He attempts to touch on smaller groups such as The United Freedom Front, that either disappeared or were swallowed up by the major groups. The author used what has been made available to previous authors regarding this era, and he has added to his research numerous interviews of people belonging to those groups who had not previously spoken publicly about their actions and involvement in the indefensible murders and bombings throughout the United States. What made it difficult for me to be objective was the recurring thought: "These people were actively trying to kill me and my co-workers for several years, and their reason was nothing more than I was a police officer."

The incidents described in the book that took place in San Francisco came

back to life in my mind: The night that Anthony Bottom and Albert Washington opened fire on then Sergeant George Kowalski in the Mission District: the bombing of Park Police Station and murder of Sergeant Brian McDonnell: the assassination of Sergeant John V. Young at Ingleside Police Station: the two separate attempts to destroy Mission Police Station by means of dynamite and high-powered automatic weapons, were all instances in which I was working and with officers I knew personally. I was a new young officer assigned to Mission Station in 1970 and John "Jack" Young was a day-watch officer I would see at least once or twice a week. He was always a voice of reason, of calm, a most valuable guide for any new cop. He was careful with his language and a good listener. He was a police officer interested in the public welfare, to protect and serve. The book reminded me that two of the men who assaulted the station on the night they murdered Sergeant Young had pled guilty to voluntary manslaughter. The others involved in the assault were convicted of nothing. Many officers who worked for Sergeant Kowalski, myself included, would say he was a great role model, dedicated, fair and unafraid. It should be easy to understand why this book was not an easy read for me. But there is much to learn in these pages.

Perhaps because the F.A.L.N. operated in Chicago and New York I was unfamiliar with them, but their bombings produced more deaths than any other group. They also, apparently, bullied church groups into presenting themselves as dedicated people striving to improve the lives of the poor. Evidence is presented that they were in fact influenced by and involved with Cubans from Fidel Castro's military.

As a matter of fact, most, if not all of the people involved in the various groups were not misguided flower children or fringe hippies. They were dedicated communists whose members included bombers, bank robbers, kidnappers and murderers. Many laid claim to the statement that they had formed as a group to end the war in Viet Nam, others to overthrow the government in general. "What the underground movement was truly about — what it was always about — was the plight of black Americans," writes the author. The book states that in 1972 alone there were over 1,900 domestic bombings in the United States. If that figure seems too high, Mr. Burrough will point out to you the is in line with the bombers frequently lining up several bombs to be detonated at or near the same time on the same day. On one day alone, in New York City, 100,000 people were evacuated due to bomb threats. The 1970s were a different time. There was no one checking folks at the door before they entered government or private buildings, there were no metal detectors. There was very little intelligence gathered as to who these violent radicals were.

One constant among the radical terrorists was that they were constantly in need of funding. Many of them robbed banks. Some, like the Black

Panthers, often robbed drug dealers, of which they openly bragged about as it accomplished two goals: more funding for things like dynamite, and it took some drugs off the streets.

The Federal Bureau of Investigation is not always presented in a favorable light in this story. What struck me was the lack of cooperation not only between the FBI and local police but, also, within the Bureau itself. When agents in the United States were seeking assistance from agents in Puerto Rico the book reports that the agents on the island had no interest in helping out, as, in their words, "The bombs aren't happening here (in Puerto Rico). It's your problem." Many agents, however, were grinding out plenty of hard work that paid off in arrests.

The description of the Patty Hearst kidnapping and following investigation and events brought back many memories of San Francisco being the scene of the surreal.

As a retired police officer, I found these tales of urban terrorist murders incomprehensibly repugnant, some more so than others. There are many of them wandering about in our midst today, which is not just difficult to accept but also to understand how this could be. An example occurred recently when a bailiff in the San Francisco Sheriff's Department let me know that Bill Ayers had visited his courtroom. Mr. Ayers and his wife, Bernadine Dohrn, had adopted Chesa Boudin after Mr. Boudin's parents were convicted for the murder of two police officers during a robbery of a Brink's armored car and imprisoned. Mr. Boudin is a lawyer, and member of the San Francisco Public Defender's Office. Mr. Ayers, like the young Mr. Boudin's biological parents, was a member of the Weather Underground. He has become known more recently as an elementary education theorist. He had apparently dropped by to make a social call on his adopted son who was assigned as a defense lawyer. The book helped me recall that Mr. Ayers and Ms. Dohrn, as members of the Weather Underground were responsible for the bombing of the United States Capitol, the Pentagon and several police stations in New York. That group was



Dennis Bianchi

also responsible for the explosion in Greenwich Village that killed a member of their own group. A reviewer of this book, Mr. Maurice Isserman, summed up the situation rather well. "Building durable institutions and movements for social justice is hard. Unfortunately, acquiring dynamite and blowing things up is easy." If there is one clear theme, other than the absurdity of the radical groups' ideas of overthrowing the government of the United States and the evilness of their violence, is that they accomplished almost nothing. If anything, their stated goal of, "...the destruction of US imperialism and the achievement of a classless world: world communism." has brought about a more cautious and conservative country. The book contains valuable information but I have two complaints. The author tried to cover too much history in one volume. It seemed to me that he would have been much better off limiting himself to only one group or two. For instance the Weather Underground and the F.A.L.N. had ties. Those two groups alone would have made a great 600-page read. Instead, the author spends too much time on minutiae such as how numerous bombs were constructed and how suspects used certain driving techniques to evade law enforcement tails. The other problem is, while over-explaining some things, he fails to give details or in-depth explanation of causes or context for the events. The author seemed to strive for balance, but it is clear that he aligned himself much more with law enforcement than the violent radicals. For those of us who lived through this time period, many memories will return, most of them bad. For those younger, this book will serve them well, at least it will give them a basic idea of how dangerous the times were and, perhaps, why resorting to violence will ultimately fail.



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## ALERT Training Promotes Citizen Involvement

By Edward Whitmore  
Alert Volunteer & Awards Committee

The SFPD has help in keeping citizens safe — ALERT volunteers. The Auxiliary Law Enforcement Response Team (ALERT) are citizens who pass a background check and are NERT-trained are eligible to receive training from the SFPD in how to respond to emergencies. This training is useful even if the emergency is VERY local — as the following story indicates.

At 10:30 PM on Thursday June 4, 2015, Rodney Yee was on his way home. He was on his bicycle crossing the open area adjacent to Justin Herman Plaza heading toward the Ferry building. He saw a black male mid 30s lying partially on the ground. He was being tending to by a young tall black male.

There also was a blonde-haired young lady on her cell phone next to the scene. He was going to keep going when he saw blood on the victim's abdomen. The young man was holding the victim's shirt against the left side of the victim. Rodney decided to get involved. The young woman was having trouble providing a location... Rodney yelled out "Justin Herman Plaza!" The young lady relayed that information to 911. The 911 dispatcher seem satisfied with the location.

Rodney and the two other citizens then concentrated on comforting the victim. He had been stabbed twice on his left side and bleeding profusely and was crying out for help. The young man kept compression on the site of the wound to keep the victim from bleeding out. The young woman and Rodney gently kept their hands on the victim to reassure him and to keep him from thrashing around and from getting up. The victim was in a state of extreme shock and kept repeating himself that he did not want to die. They asked him his name and he told them his name was Oscar and he was 37 years old and that he had been stabbed twice. They kept reassuring him that help was on the way.



Hearing the ambulance sirens coming down Market Street, Rodney pulled out his flashlight and pointed toward the ground and waived back and forth so they could locate the victim. Almost simultaneously the SFPD police appeared and began securing the crime scene. They tried unsuccessfully to question the victim as to who did the stabbing.

The tall young man, who was first one the scene, did a good job of controlling the bleeding. When the paramedic took the victim away, tall man suddenly sat down and went into a mini-shock himself. Both the young lady and Rodney placed a hand on his arms and reassured him he did a great job and that his actions saved a life and that pulled him out his momentary meltdown. He then was able to provide a statement to the investigating officers.

Rodney informed the officers that he arrived on the scene too late to provide any useful information about the perpetrator and that the victim could only provide him with the information that he knew the guy that stabbed him twice on his left side. Rodney reported the victim kept going into panic mode and wanted to get up, but he and the young lady gently held him down and kept telling him that they were there to help him and to not move and that help was on the way.

Rodney reported that having received ALERT training gave him the confidence to get involved — that he could make a positive contribution to the situation. He also reported that the investigating officer gave him a big smile when he mentioned that he was a volunteer for the police department.



## Rule Stops Denver Police from Shooting at Cars Unless Driver Fires

DENVER, CO — Denver police said Tuesday they have changed use of force guidelines following deadly encounters between officers and drivers, saying police can no longer fire on moving vehicles unless the driver is shooting at officers or civilians.

"We want the first reaction to be get out of the way versus pull your firearm," Police Chief Robert White said at a news conference.

Under the previous guidelines, police could fire on a car if it was simply bearing down on them and there was a chance they could be struck.

The change specifies that the moving vehicle itself cannot be considered a threat.

The Colorado chapter of the American Civil Liberties Union welcomed the change, saying it brought Denver in line with other departments across the country.

Qusair Mohamedbhai, a lawyer representing the family of 17-year-old Jessica Hernandez, who was shot and killed as she drove a car at police, also praised the new guidelines.

"The Hernandez family commends the Denver police for this much-needed policy change," Mohamedbhai said. "However, the family continues to grieve the loss of Jessica and the policy change demonstrates that Jessica's death was completely unnecessary and illegal."

The Hernandez shooting prompted small protests in Denver and came at a time of heightened national attention involving police use of force in the wake of the deaths of Michael Brown in Ferguson, Missouri, and Eric Garner in New York.

Last week, the district attorney decided no charges would be filed against two officers in the January shooting death of the unarmed Hernandez as she drove a stolen car toward them in an alley.

District Attorney Mitch Morrissey said the decision was made because the life of an officer was threatened.

Chief White said the Hernandez case was among four recent incidents, two of them fatal, in which his officers fired into moving vehicles that prompted a review and led to the change of guidelines.

He refused to say whether the deaths might have been prevented by the new rules, noting that internal reviews of those cases are incomplete.

White said officers will receive training on how to respond in situations where drivers may pose a danger.

Nick Rogers, head of the Denver police union, said he prefers the previous guidelines under which police could fire if they felt targeted by a car. More training could have been required to ensure those rules were applied safely, he said.

White said previous training was not as detailed as what he plans to offer officers starting next week.

The new guidelines say firing into a moving vehicle may have little impact on stopping it; could put innocent passengers at risk; and problems could be increased if the driver is hit and hurt and the vehicle is no longer under control.

Rogers, president of the Denver Police Protective Association, said the change could put police in danger, noting officers have been struck and killed by drivers.

"We did zero to work on the old policy, and because of one shooting that caused protests we shifted to a policy that's too restrictive," he said.

The Albuquerque Police Department last year ordered a change in shooting guidelines involving moving vehicles after a Justice Department report found a pattern of excessive force. The Cleveland Police Department made a similar change in 2013.

*From The Associated Press via  
The Albany Times Union  
The post Rule stops Denver  
police from shooting at cars unless  
driver fires appeared first on Labor  
Relations Information System.*

*"In any case, the strongest predictor of whether a police officer uses force is whether a suspect resists arrest, not the suspect's race."*

(Read more about the New Nationwide Crime Spree on Page 13)



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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)

Long-Term Investing

# Americans Living to Age 100: Financial Planning Tips to Make Your Money Last a Lifetime

By Edwin K. Stephens,  
The Stephens Group

*Adversity introduces a man to himself.*  
— Anonymous  
*Victory belongs to the most persevering.*  
— Napoleon

Will traditional financial planning methods and asset management portfolios have to be reevaluated in light of people living past age 100?

**Answer: Yes. Money management skills today are critical due to people living longer lives.**

### People Are Living Longer

On 6/04/15, Mr. Ric Edelman, chairman and CEO of Edelman Financial Services — which has 27,000 clients and 41 offices in the United States said during an Exponential Finance panel discussion on the future of the advisory business; “How do I talk to a client preparing to retire at 65 using the traditional model and with planning software that only goes to age 95?”

Mr. Edelman noted that the shift from a linear to a cyclical lifeline is already starting to be seen: The average American at age 35 has already had eight jobs. Ric Edelman stated, “It’s not going to be birth, school, job, retirement, death.” Soon individuals will cycle between work, school, sabbaticals, more schooling and more work in a cycle that has never before existed.

Mr. Bill Bachrach, chairman and CEO of financial advisory consultant Bachrach & Associates said, “It’s going to be less about money in the future and more about the future.” Mr. Bachrach noted, “How do you sit down with someone in their 30s or 40s and tell them that they are going to live to 110 or 120 and haven’t prepared financially for that?” Ultimately, Mr. Bachrach said, consumers will start going to advisors and saying, “I’ve heard about the “singularity”, and I may have another 40 years when I thought I would have a lot of money and then transfer that wealth to my kids. But if I live another 40 or 50 years, how do I do that?”

In essence, human life has reached an inflection point-one that matters a great deal for those planning for retirement. One hundred years ago, the average lifespan was about 42. That has now doubled. People are living longer and trying to stretch their income to make ends meet and stay ahead of inflation, but that is not the inflection point financial advisors are really concerned about-that is just the everyday management of portfolios. The emerging challenge goes way beyond that.

Scientists have found the mechanisms that govern aging and they are already doing experiments in rats on how to reverse it. These scientists have found species that do not die of old age, such as jellyfish Turritopsis. Mr. Salim Ismail, former innovation director at Yahoo and founding executive chairman of Singularity University said, “It’s not an if, it’s a when, and the point in time is in the 15-to 20-year range. In a decade or two, or three, there will be a class of people taking treatments who can live for a long time, and that affects employ-



ment planning, retirement planning, etc. Society will never have seen that before.”

### Seven Retirement Tips for Financial Security

On 6/16/15, Mr. Greg Ostrowski, financial columnist for U.S. News and World Reports noted that creating a plan or system for putting money away can be a lot more straightforward and simple than it may seem on the surface.

**1. Work backward.** Author Stephen Covey once said, “Begin with the end in mind.” Keep in mind that people are now living well into their 80s and 90s, so it is not out of the realm of possibility that you will be retired for 25 or even 30 years. Many people may not realize that they will be in spending mode (retirement) for even longer than they will be in savings mode (working career). So, figure out what you want your retirement to look like

and when you would like to begin.

**2. Figure out how much money you’ll need.** How do you want to live in your golden years? Have you had this conversation with your spouse? If not, see if your idea of retirement matches his or hers. If it doesn’t, it may be better to have a serious conversation sooner rather than later to make sure you are both on the same page.

**3. If you already know how you envision retirement, fantastic.** You can start to write out all of your current expenses, then see if you will have the same expenses later. While you may not have a mortgage payment, your health care costs will likely increase. Once you take the time to list what you will need and want, this nebulous retirement savings figure starts to become much more tangible. And, by breaking it down into small, monthly targets, it becomes more manageable as well.

**4. Determine your earning potential.** If you have been working in your field for a while, you probably have a good handle on what you will be able to earn for your remaining working years. If not, check out websites like PayScale or the Bureau of Labor Statistics for averages and projections. This can help you adjust your plan, as well as manage current expenses.

**5. Factor in your savings and spending.** On the savings side, what have you already put away? In future years, what can you realistically save? Remember to include how this money can grow as well. On the spending side, see whether you can compromise or reduce expenditures. If you can reduce spending by even 5 percent to 10 percent,

that could add up to a lot over time.

**6. Diversify.** A professional will be able to steer you in the right direction based on your individual situation and goals. It is wise to get a few different savings vehicles and check in regularly to make sure that a market downturn will not completely throw off your retirement plans.

**7. Automate.** Set up as many payments as you can on auto pay from your checking account. Doing this can prevent that feeling of annoyance you will get from missing a payment just because you were out of town for a long weekend. These fees can and do add up.

**8. Enjoy.** If done well, there will be a reward for you at the end of your career journey. While everyone’s goals are different, there is still one constant: Retirement is there for you to enjoy.

### Financial Planning for Reaching Age 100

Americans are living longer. It is important for a person to have a good quality of life. But, that quality of life can be compromised if you do outlive your savings and/or investments. Therefore, it is important to live in the present but it is equally important to have a long-term strategy in order to prepare for a secure financial future. It is possible that you may be the one to live to age 100.

Please go to [www.StephensGroup-BayArea.com](http://www.StephensGroup-BayArea.com). For more investment advice visit Edwin Stephens’s web site at [www.policeone.com/columnists/Edwin-Stephens/](http://www.policeone.com/columnists/Edwin-Stephens/). Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.

INTERNATIONAL CONFERENCE ON

## ICTOCT

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*Global Networking - Beyond the Horizons*

**May 1 – 6, 2016**

Mahalo (Thanks) to our Partners:

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Northeastern University-College of Criminal Justice  
United States Attorney's Office  
State of Hawaii Organization of Police Officers (SHOPO)  
International Organization of Asian Crime Investigators & Specialists (IOACIS)

**CONFERENCE SCHEDULE**

- >Conference registration will begin on Sunday, May 1, 2016, 10 a.m. to 8 p.m.
- >Conference registration will continue throughout the week until Wednesday, May 4, 2016, 3:00 p.m.
- >Program will commence with opening ceremonies on Monday, May 2, 2016, 8:00 a.m.
- >Conference Banquet will be held on Thursday, May 5, 2016, 6:00 p.m.
- >The closing of the program will be on Friday, May 6, 2016, 12:00 p.m.

**TENTATIVE WORKSHOPS**

- > Alien Smuggling
- > Asian Gangs – Asian Organized Crime
- > Bio-Terrorism
- > Boston Marathon Bombing
- > Casino Cheats – Gaming Violations
- > Chinese Organized Crime Groups
- > Counterfeit Products
- > Credit Card Fraud
- > Cyber Crimes - Computer/ Email Forensics, etc...
- > Domestic & International Terrorism
- > Eurasian Organized Crime groups
- > Human Trafficking
- > Identity Theft
- > Israeli Organized Crime Group
- > International Sports Doping
- > Japanese Organized Crime Group – Yakuza
- > JTTF – Joint Terrorism Task Force Investigations
- > Money Laundering
- > Narcotics Trends
- > Networking, Regional Trends
- > Outlaw Motorcycle gangs
- > Social Networking
- > Trace Evidence
- > Traditional Organized Crime Group
- > Undercover Investigations
- > Weapons of Mass Destruction and more...

**HOTEL INFORMATION**

**Conference Site:**  
**Hilton Hawaiian Village Hotel**

2005 Kalia Road  
Honolulu, Hawaii 96815

ALL DELEGATES ARE RESPONSIBLE FOR MAKING THEIR OWN RESERVATIONS.

For the convenience of our conference Attendees, Hotel Accommodations are available at the Hilton Hawaiian Village Waikiki Beach Resort at a Special Conference Discounted rate of **\$177US** per night, single or double occupancy. (regular rates \$259)  
Rates are subject to room Tax and a daily \$15 Resort Fee

To make your hotel reservations, please call (808) 949-4321 and refer to the conference by name or group code "AGB", or reserve online [www.ictoct.com](http://www.ictoct.com) and go to the "Hotel Information" page.

The Special Conference Discounted Hotel room rate is offered with limited availability for ICTOCT conference attendees 3 days prior and 3 days after the week of the conference. The Special Conference Discounted Hotel room rate is available until the room block is filled or until the cut-off date of Friday, April 1, 2016. After the cut-off date, hotel accommodations will be subject to availability at the prevailing room rate.

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# Time for Balance on Police Issues

*Author's note: I got frustrated at the one-sided national debate about police unions, and wrote an "In My Opinion" piece to get the other side of the story out. The New York Times wouldn't publish my column because they thought it too responsive to columns they had printed that were critical of police unions. The Washington Post was equally polite in rejecting me. My third stop was with Cynthia Brown of American Police Beat, who graciously agreed to print the piece. So, here it is, and feel free to reproduce/circulate it as much as you see fit. — Will Aitchison*

By Will Aitchison  
Labor Relations Information System

To understand police unions, one must first understand what it is like to be a police officer in today's environment. Most of the time, officers are handling routine calls or are patrolling our neighborhoods.

But then there are those moments where we ask them to make impossibly difficult decisions with impossibly momentous consequences, and to do so in fraction of a second. Those decisions may have to be made when the officer is alone, in the middle of the night, and in a difficult environment.

Is there probable cause to make an arrest and deprive a citizen of his liberty?

What amount of force is necessary to stop a suspect who is resisting arrest, a suspect who may be much bigger and stronger than the officer and who is winning the fight?

Is the gun that is being quickly raised to point at the officer a real firearm or just a very, very good replica?

We also ask our officers to make these judgments in the most highly-armed society in the world. Conservative estimates are that there are more than 300 million privately-owned guns in the United States, a figure that has not only doubled since 1968 but which is rising by at least 10 million guns per year. Our gun homicide rate is by far the highest in the developed world. If our police officers want to go home at night, they need to take seriously the possibility that any suspect is armed.

We also know much more now about the science of officer-involved shootings. It takes an individual six-tenths of a second to raise and fire a gun. Because of the ways our bodies

work, it takes even the best trained police officer eight-tenths of a second to even mentally process what is occurring.

In other words, the science tells us that a suspect can draw a weapon and shoot and kill an officer before the officer can even draw her weapon. In those fractions of a second, we expect our officers to take into account visual and other perceptions, make an assessment of the situation, consider alternatives to deadly force, plan some sort of response, and put that response into motion.

Police officers today know that public scrutiny of deadly force incidents is at an all-time high. It's not just the ubiquity of video cameras and our national tendency to pile on. An officer who uses deadly force faces the possibility of termination from employment, criminal prosecution, a Department of Justice investigation, a civil lawsuit, and the loss of police certification.

Perhaps most importantly, and what is driving young men and women away from careers in policing, is that the degree and pitch of public judgment of officers has become fevered beyond rationality.

We've all become experts on whether an officer's use of deadly force was correct. Never mind that even when we have full access to the facts, we choose not to avail ourselves of the information, and instead do our shouting based on inaccurate media reports.

For example, how many people still believe that Michael Brown was running away from Darren Wilson when he was shot despite the fact that the Department of Justice concluded that the forensic evidence proves precisely the opposite?

It is against that backdrop that an inaccurate narrative has been circulating in some quarters about police unions. The narrative poses police unions as recalcitrant Luddites, blindly resisting reform and making sure that even the worst cops are forever employed.

In fact, police unions exist for two basic reasons: to negotiate better wages and benefits for their members, and to insist that police disciplinary processes be fair. There's nothing antithetical about either of these to good government. In fact, both should be essential aspects of good government.

Contrary to the narrative, police unions don't exist to protect bad

cops. They exist to protect good cops from bad decision-making by those who judge them. What police unions want is that there be a fair process in place for administering administrative discipline. They want to see that there is just cause for discipline, that any penalty is appropriate under the circumstances, and that there be a neutral third-party to whom an appeal can be made where all of the facts can be dispassionately considered.

There are over 800,000 police officers in this country. As with any population of 800,000, there will inevitably be individuals who will make mistakes on the job, and some who should never have been hired in the first place.

While the rigorous pre-hire screening police departments use for applicants reduces these risks, they can never be eliminated. When the inevitable happens—when an officer violates his department's rules or the rights of an individual—what police unions want is a fair process in place to judge the officer.

Also contrary to the narrative, police unions have not stood as unyielding impediments to reform. In fact, police unions have been part and parcel of some very real changes in

the delivery of police services. Police unions have helped shape policies that provide alternatives to the use of deadly force, alternatives such as the use of crisis intervention strategies and the introduction of technologies. Some form of civilian oversight now exists in the majority of large cities in the country, and all of it has been implemented since the advent of collective bargaining for police.

What police unions want is to be involved in the discussion. No better example can be found than in cases where police unions have successfully intervened when the Department of Justice has sought changes in police practices. In every one of those cases, including such major cities as Los Angeles and Portland, the litigation ended with police unions voluntarily agreeing to a consent decree.

None of this is to say that we should not scrutinize the behavior of our police. We must do so, rigorously and carefully, as an important element of a free society. But when we consider fundamental changes in policing, we must take care to involve and not exclude those who represent the police.

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## Measure Would Cut Government Spending On Public Pensions

From the Eureka Times-Standard  
By Elliot Spagat,  
Associated Press, June 4, 2015  
Forwarded to the Journal  
by Martin Halloran

SAN DIEGO (AP) — A proposed ballot measure unveiled Thursday would aim to reduce government pension spending for state and local employees in the nation's most populous state by requiring voters to approve new benefits.

Former San Diego Councilman Carl DeMaio and former San Jose Mayor Chuck Reed will try to tap the same sense of unease that led voters in those cities to approve pension-cutting plans in 2012. Their measure would apply to state, county and city employees throughout California, as well as public schools and universities and other local boards and agencies.

The campaign could become the latest high-profile showdown over taxpayer-funded retirement funds. Supporters say pension liabilities will keep libraries closed, leave potholes unfilled and deprive residents of key public services. Opponents say the cost-cutting measures deprive workers of rights gained at the bargaining table and make crucial jobs less attractive to potential recruits.

The proposal would require voters to approve defined benefits for new hires and pension increases for existing workers. Voters also would have to green-light a government that pays more than half of pension contributions for new hires.

"We're not making the decision on what type of plan will be implemented," said DeMaio, now a San Diego radio host. "We're simply saying, going forward, voters will have a seat at the table."

Attorney General Kamala Harris must craft a title and short summary before backers can begin collecting 585,407 voter signatures to qualify for

the November 2016 ballot. The number of signatures — based on turnout in the last statewide election in 2014 — is a relatively low threshold and is expected to produce a crowded ballot topped by the U.S. presidential race.

Reed's last attempt to cut pensions through a statewide vote in 2014 fizzled when a state court rejected his challenge to the attorney general's description of the measure. Reed contended that Harris' language cast the measure in a negative light and hampered his ability to collect signatures. The former mayor dropped his bid after the legal setback.

Unions have battled repeatedly with DeMaio, a Republican who lost bids for San Diego mayor in 2012 and Congress in 2014, and Reed, a Democrat who was forced from office last year by term limits.

"This is yet another destined-to-fail attempt to eliminate the retirement security of teachers, firefighters, school bus drivers and other public employees they have earned and agreed to in good faith at the bargaining table," said Dave Low, chairman of Californians for Retirement Security, a group that says it represents 1.6 million public employees and retirees.

DeMaio said organizers plan to collect between 650,000 and 750,000 signatures and raise \$2.5 million to \$3.5 million for the signature-gathering drive. DeMaio declined to say how much money has been committed.

Pension obligations figured prominently in settlement negotiations over the city of Stockton, which in 2012 became the nation's largest city to seek bankruptcy protection until Detroit replaced it. In the end, pensions in Stockton were untouched.

The California effort comes as Illinois lawmakers grapple with how to fix that state's worst-in-the-nation public-pension shortfall. The Illinois Supreme Court ruled last month that a 2013 law to fix it was unconstitutional.



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*Following the sophisticated prison escape in Upstate New York, local prisons and jails are under heightened awareness for similar plots.*



## New Gun Blamed For Rise In LA County Deputy Shootings

LOS ANGELES (AP) — The number of accidental shootings by Los Angeles County sheriff's deputies has more than doubled in two years as the department switches to a new handgun.

There were 12 accidental discharges of weapons in 2012 and 30 last year — most of which involved the new gun, the Los Angeles Times reported (<http://lat.ms/1TkMK4O>).

In October, a deputy tripped over a stroller and fired a bullet through the wall of a house in Huntington Park. Last November, a deputy in Lancaster shot himself in the thigh while pulling his gun. In December, a deputy in Compton accidentally pulled the trigger on his gun as he approached a suspected stolen car and a bullet hit the door. Nobody was in the car, however.

The inspector general of the Sheriff's Department is investigating the increase in accidental firings. But sheriff's officials attribute the increase to the learning curve for the new weapon, the Smith & Wesson M&P9.

The semi-automatic gun is made from a lightweight polymer, doesn't have a safety lever and requires less pressure to pull the trigger than the Beretta 92F, a heavier gun the department has used for two decades.

"The vast majority were people trained on the Beretta," Assistant Sheriff Todd Rogers said. "There is a

correlation, no doubt about it."

About half of sworn personnel now use the Smith & Wesson.

So far, there have been seven accidents this year, and five have involved the new gun.

Officials said they expect the number of accidental firings to fall off as deputies become used to the weapon. The department also has imposed extra training requirements.

The switch was prompted, in part, by the threat of a lawsuit by women who had failed the Sheriff's Academy, the Times said.

Because of its easier pull, the Smith & Wesson is easier to shoot accurately and its hand grip comes in three sizes, making it easier to use for people with small hands.

With the advent of the new weapon, deputies are obtaining better scores at the firing range and more recruits are passing the firearms test. The percentage of women recruits who failed that test has fallen from 6.4 percent to less than 1 percent, the Times said.

The Los Angeles Police Department has used a similar gun, a Glock, since 2005. It recently began issuing M&Ps, said Lt. Dana Berns, who heads the firearms and tactics section. No problems are expected because of the similarities of the weapons, he said.

Associated Press

# Body Cam Videos A Social Media Boon

OSSINING, NY — When Ossining police were called after a snake slithered under a resident's stove early last week they responded and released the creature into a local park.

In doing so, they also collected body camera footage that they later edited together and uploaded to YouTube.

The resulting video — done with a dash of movie trailer hype and in the spirit of a 'Cops' episode — has become part of an unanticipated side benefit of the push to outfit officers with the video devices. Adding social media into the mix, as the Ossining police are doing, creates a whole new way for police to reach out to the public.

"The truth is it's really a two-way street," said Ossining police Lt. Kevin Sylvester. "These camera are great for holding cops accountable, but they're also great for showing what the cops do."

Ossining police have been wearing body cameras in some capacity for more than a year. Other departments in the area are also getting on board: White Plains is in the process of outfitting all of its uniformed officers with body cameras, following a 10-month pilot program to test the devices, and Westchester County police are conducting their own pilot program this year.

So far, however, the Ossining department's use of its body cam footage has stood out. Its 1:37-long video of the black rat snake has been viewed over 2,000 times since being uploaded on May 27, garnering 21 'likes' and six comments in the process, including one commending officers for not getting "rattled."

On Facebook, where the Ossining Police Department maintains a regularly updated presence, the video had been liked 131 times and shared 29 times as of Thursday afternoon.

Commenters praised the department for both its sense of humor and its officers' response.

"For a long time there's been a divide between the public and the police in the sense they don't always know what we do," Sylvester said. "Tensions being what they are all over the country, this is a fantastic opportunity for people to get an eye on what police are doing."

Sylvester did note that police do not often respond to calls for snakes or other animals — a particularly outdoorsy officer captured the snake footage.

And not all of its video postings are as light-hearted.

More harrowing footage was captured by officers' body cameras in late January. A department video, also uploaded to YouTube, shows Officers Javier DeJesus and Pasquale Santucci, along with Paramedic Catherine Steger, carrying several unconscious people out of a home with dangerous levels of carbon monoxide poisoning.

The department's active social media presence has included archival video from the 1941 funeral of Officer James Fagan, who was killed in duty, and alerts about bear sightings and closed roads. They're also teasing viewers about a special post planned for July 1, though Sylvester was coy on what that would be.

Social media gives residents "a better insight into what (officers) do, it makes our cops a little more personal, it gives people a chance to know their police officers and their town," Sylvester said. "It sort of breaks down barriers and that's really what we're excited about."

*From Lohud.com  
The post Body Cam Videos A Social Media Boon appeared first on Labor Relations Information System.*

## Chicago Police Union Fights Policy Banning Visible Tattoos

Reuters By Mary Wisniewski

CHICAGO (Reuters) - The union representing Chicago police officers is fighting a new uniform policy that requires officers with visible tattoos to cover them up, a union official said.

The directive comes just as the nation's third-largest city begins to swelter under high heat and humidity, and the Fraternal Order of Police has filed an unfair labor practice complaint with the Illinois Labor Relations Board, said FOP President Dean Angelo.

Angelo said that the union thinks this that should have been part of the bargaining process, since it's a major change. The union hopes to get a temporary restraining order to stay implementation.

"We have some big, big lads out there and now they're going to be required to have long sleeves, buttoned up, in 90-degree weather in Chicago," said Angelo, who said the union has been getting calls from officers non-stop since the change was announced.

The popular police blog, "Second City Cop" joked about how the administration was apparently responding to high crime — 12 fatally shot over Memorial Day weekend — with a new uniform order.

Chicago's new policy requires tattoos to be hidden with long sleeves, long pants, skin-tone colored bandages or cover-up tape.

Chicago Police said on its website that its uniform directive, which also bans baseball-style caps, satisfies a standard from the Virginia-based Commission on Accreditation for Law Enforcement Agencies (CALEA). Chicago has signed up for CALEA accreditation.

CALEA regional program manager Mark Mosier said the agency says nothing specific about tattoos. However, Mosier said body art has become a growing issue for law enforcement agencies.

Both the New York City and the Los Angeles police departments have tattoo cover-up policies. New York's policy only applies to officers hired on or after Jan. 1, 2007, said Officer George Tsourovakas.

Angelo wondered why Chicago doesn't exempt those already hired. He noted that many officers have religious or memorial tattoos, honoring a family member or service in the military.

"We don't believe it impedes in any way their professionalism or the ability to communicate with members of the community," Angelo said.

# 6th Annual Treasure Island STREND Fitness Challenge and Fundraiser for Wounded Warrior Project July 25th, 2015

Join us on Treasure Island and test your fitness while directly supporting the *Wounded Warrior Project* with this unique STrength and ENDurance event known as STREND. The STREND event has been around since 1992 and was created by Ed Bugarin, an operator with the elite counter-terrorist unit Delta Force.

5 upper body disciplines (Bench press, Wide grip pull-ups, Military shoulder press, Close grip chins, and Bar dips and a 3 mile run for time make up this Fitness event. Each discipline is completed for max reps and the weight you lift is based on your bodyweight or a percentage of your bodyweight.

**You have 3 minutes per discipline to complete your max reps and rest before the next discipline starts. The start of each 3 minute period will be marked by a loud horn. There is no stopping or racking of the weight during your lifts. You are doing one set to failure on all of the disciplines.**

After completing your final upper body discipline (Bar dips) you'll start the run on the next 3 minute signal. Your run time (converted to a decimal) will be divided into your total reps to create a ranking known as a STREND factor.  
Example: 100 reps divided by 20:30 (20.5) = 4.878 STREND factor.

Please review rules and description of events at  
[www.strend.com/description.html](http://www.strend.com/description.html)

Please review standards and weight guidelines per division at  
<http://www.strend.com/divisions.html>

Grip Width- 83% of Elbow to Elbow width measured behind back. This grip will be used on Bench press, Pull ups and Shoulder press. Close grip chins and dips are not regulated by grip width, but do have maximum and minimum allowable areas for adjustment.

<http://www.strend.com/grip.html>

### Event details and schedule

**STREND T-shirt included with entry. Guaranteed prior to June 8th.**

**All but a few dollars of your registration fee goes directly to Wounded Warriors. About 95%.**

**Parking: Free at YMCA**

**Registration/weigh-in and grip width measurements will start at 8 am and the event will start at 9 am.**

**Competitor roster will be determined on first come basis. Bodyweight is truncated. 182 lb individual male would use 180 lbs on Bench press and 90lbs on Shoulder press.**

**Both athletes and volunteers can register for the event at [active.com](http://active.com).**

The run course is a flat fast, 3 loop counter-clockwise direction route with each loop being approximately 1 mile.

AGE divisions: Open 29 and under, 30-39 40-49 50-59 60-69 70+

There are divisions for Men and Women as well.

Please make time to stick around for award ceremony and lunch!

Please contact Mark Lundin (Co. F (ret.) at [ghillie8@msn.com](mailto:ghillie8@msn.com) if you have any questions.




**Friday, July 24, 2015**

1:00pm Shotgun Start

12:00 Check In

Scramble Tournament Format

Franklin Canyon Golf Course

Highway 4 Hercules, CA

### 2015 Heritage Soccer Club Golf Tournament

Longest Drive Hole \* Beer Pong Hole \* Hole in One \* Closest to Pin \* Marshmallow Longest Drive

Award Dinner \* Great Prizes\* Silent Auction

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<input type="checkbox"/> <b>DINNER ONLY</b> \$25.00 Includes: Post Tournament Dinner for one	<b>PREMIER TOURNAMENT SPONSORS</b>  <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">                 Your Business Name /&amp; Logo Here             </div>
<input type="checkbox"/> <b>HOLE SPONSOR (\$)</b> # _____ \$125.00 Each Includes: Your business name /logo/website to be prominently displayed on a tee box during the tournament	<b>TOTAL</b> _____ HOLE SPONSORS & HERITAGE GOLD SPONSORS Please Include A Business Card

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Please complete the form below: and return the whole flyer by July 18, 2015 (Make checks payable to Heritage Soccer Club)

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Golfer 3 \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_

Golfer 4 \_\_\_\_\_ Phone \_\_\_\_\_ Email \_\_\_\_\_

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## 2015 SFBALLEES GOLF TOURNAMENT at TPC Harding Park Golf Course

Monday October 19<sup>th</sup>, 2015  
10:30 – Check in (Driving range open and balls provided)  
12:00 NOON – SHOTGUN start

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**Guest/Non-Member price \$250.00**

(\*The SFBALLEES encourages you to sign up via our website and become a member or renew your membership prior to the golf tournament to receive member pricing) ([www.sfbalees.org](http://www.sfbalees.org))

Golfer Name	Phone Number	Shirt Size

All payments must be received by September 28, 2015  
Questions contact Ed Carew (415) 531-6096 or [eacsf36@yahoo.com](mailto:eacsf36@yahoo.com)

RETURN COMPLETED FORMS TO: Ed Carew – SFPD Central Station or  
Mail form to SFBALLEES , 236 WEST PORTAL AVENUE, PO BOX 355, SAN FRANCISCO, CA 94122

# PAL CORNER



It's July and things are heating up at SFPAL with baseball, football, conditioning and the Sandlot Programs all in full swing!

But, first, we'd like to welcome Officer Michael Costello who has moved from the Ingleside Station (Company H) to assume the duties of the PAL Coordinator. Officer Costello will be based at the Academy and everyone at SFPAL is excitedly looking to his leadership helping to guide the program's future. We would also like to thank Officer Edie Lewis for her invaluable service to PAL and she has our deepest gratitude for her selfless dedication and contributions on behalf of The City, the Department and our youth.

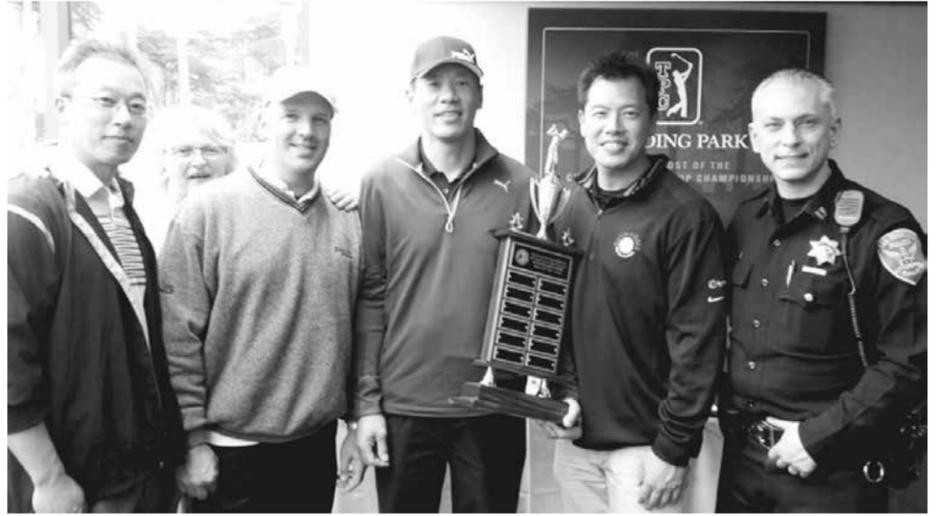
SFPAL, in partnership with the World Champion San Francisco Giants, has gotten underway with another season of Junior Giants Baseball! This wonderful, free program offers on-field instruction in baseball fundamentals and is a super summer activity

for local kids.

The SFPAL Seahawks, the Pop Warner Football program is also gearing up for games this fall with preparation for the 2015 season already in the works.

The Board of Directors would also like to thank everyone for the great turnout and support at last month's "Dream Big for Kids" fundraiser, a great time was had by all in attendance.

The 2015 SFPAL Golf Tournament held recently at TPC Harding Park was also a great success with divots and mulligans flying everywhere and happy duffers enjoying quite a day! Thanks to everyone for your participation and support. Already looking forward to hitting the links next year!



**Support the SF PAL**  
Visit this informative web site:  
[www.sfpal.org](http://www.sfpal.org)

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## San Francisco Police Officers Association **BLOOD DRIVE**

Wednesday, July 22, 2015

**10:00 AM – 3:00 PM**

**LOCATION:** POA 800 Bryant; Entrance on 6<sup>th</sup>

**10:00 AM – 3:00 PM**

**LOCATION:** Bloodmobile - 1245 3rd St. SF



Questions?

Christina Mihalas 415-793-9261

Mark Hawthorne 415-505-3849

Deborah Braden 415-609-8974

**Breakfast, Lunch and refreshments will be provided for all participants!**

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# Sports



## NICK'S NOTES

By Nick Shihadeh,  
Journal Sports Editor

### Department Softball Wrap Up

**CHECK IT OUT:** The The SF Police Softball League season ended on Wednesday May 27th and Thursday May 28th when the A, B, and C Division Championship Games took place. On that Wed., both the B and C games were played at Jackson Playground in Potrero Hill. The C Division final featured the Airport Checkers vs the Bayview Housing Colt 45s on Field #2. It went back and forth in an exciting contest that found both teams tied at 12-12 going into the 7th inning. The Checkers would score 5 runs in the top of the 7th and were able to shut out the Colt 45s in the bottom of the 7th to seal the victory.

The checkers had retired veterans such as **Nick Allen, Bob Chapman, and Bob Ford** on the club who complemented well with seasoned vets such as **Mike Etcheverry, Gerry Ng, and Tim Hallisy**. Bayview Housing did well in their inaugural season to make it to this game, and they had players



such as **Chris Dunn, Al Mora, Tracy McCray, Ramon Reynoso, and Chris Giles**. Fine work by both teams.

The B Division championship final at Field #1 had the Park/Taraval combo team going against Ingleside Station. It would be a tough road ahead for Park/Taraval as they would have to beat Ingleside twice to claim the championship. Well, they won the first game easily by a score of 13-6 but knew they would still have their hands full trying to beat Ingleside again.

Both teams found themselves in a tight contest in this next game, with Park/Taraval holding onto a 7-6 lead

in the 7th inning with Ingleside at bat with bases loaded and only 1 out. **Gerald Thompson** hit a grounder to 2nd baseman **Aaron Fischer** who threw to shortstop **Ray Biagini** at 2nd base for an out. Biagini never had a chance to complete the double play as runner **Brian Hopkins** just kind've got in Biagini's way and did a half hearted bear hug on him. Umpire **Will "Billy Back Pack" Palladino** was one of the umpires working the game. He immediately called interference on Hopkins leading to the third out of the inning and end of the game.

As Park/Taraval started celebrating their championship victory, Ingleside players started arguing with Palladino. **Mike Tursi** was also umpiring the game and he supported Palladino's decision. There was still more complaining going on, so both umpires went to confer with Softball Commish **Kevin Worrell** who was near by for the final say. Worrell backed his umpires' call and that was that. Park/Taraval continued to celebrate and Ingleside continued to be upset by the outcome of the game. **Shawn Phillips** was heard saying that "this championship should have an asterisk placed along side of it;" and, others just grumbled about the whole thing as they walked away.

Both teams had good seasons and should be congratulated. In addition to Biagini and Fischer, other players for Park/Taraval included **Eric Letsch, Bud Clinton, Ed Hunt and Andre Taylor**. In addition to Thompson, Hopkins and Phillips, Ingleside also had players such as **Dave Maron Sr., Mike "Bugsy" Moran, Tony Carrasco, and Uwem Obot** on the club. Unfortunately Ingleside's displeasure with the outcome of that day carried onto their attendance (or lack of) to the softball banquet the next evening. As usual, Ingleside players had a poor showing at the banquet with only 3 players attending. Oh well, the rest of the league is used to this (as well as frustrated past and present commissioners); so, those that didn't show up weren't missed at all.

The A Division championship game was played on Thursday at Silver Terrace and would be between the Bayview Pit Bulls and the Mission Diablos. These two teams are very familiar with each other, as they have played in the championship the last four years with Mission winning all of them. Bayview would again try to get the "monkey off their back" and somehow defeat the Diablos. Also, they were the runners-up in last year's Isaac Espinoza Memorial Softball Tournament and didn't want to play "second fiddle" again. One consolation for the Pit Bulls was that they needed to be beaten twice to lose the championship that day; but, they wanted to get it over with and not even lose the first game.

This first game went back and forth with Bayview holding onto a 7-6 lead in the top of the 6th. They were able to score 4 runs that inning and take an 11-6 lead into the bottom of the 6th. Mission was held scoreless in that at bat and the same for Bayview in the

top of the 7th. It was the bottom of the 7th with the Diablos still down 11-6. They started to put a rally together and quickly scored to make it 11-8 — it should've been 2 runners on with only one out but a base running mistake was made, and thus came the second out of the inning when a Mission runner was thrown out trying to advance to 3rd base. The next batter would pop up for the last out of the game, and the championship belonged to the Bayview Pit bulls who were no longer the "bridesmaids" but were rather the "brides" this season.

Congrats goes to coach **Erick Solares** along with **Kevin Daniele, Shyrlie Hawes, Rick Yick, Justin Erb, Jesse Montero, Dave Johnson, Bryan Zahn, Jason Kirchner, Nick Shihadeh, Tom Guerrero, and of course Steve "Yeh, Yeh, Yeh" Coleman**. The Mission Diablos should also be proud of their season with the likes of **Glenn Ortega, Glen Wilson, Dennis "Doc" O'Connor, Nick Buckley, Dan Burns, Marco Garcia, Pat Cummins, Niko Hawes, Justin Rice, and Brent Sullivan**. According to Worrell, he considered the Diablos as one of the best teams he's ever seen "on paper" as there are many former college baseball players on that squad. He next said, "the Pit Bulls may not have the best players, but as a team they really pulled together."

As far as later that night at the softball banquet (held at The Italian/American Club on Russia St. in The City), large team trophies were given to the first and second place teams in each division; also, snazzy orange "SF Espinoza" ball caps were given individually to the champs of each division.

As far as memorial awards that are given out after every season, **Glenn Ortega** won the Mike O'Brien Award for longevity and always contributing to the league in one way or another. **Eric Letsch** won the Brian Olcomendy Manager of the Year Award for holding things together for the Park/Taraval squad and of course for winning the B Division championship. **Dennis O'Connor** won the coveted Isaac Espinoza MVP Award for having an outstanding season at the plate and in the field, while **AJ Holder** was winner of the Layne Amiot Most Inspirational Award for his contributions to the Tenderloin Rats during the season.

One disappointing thing I heard about the banquet is that the Northern Bulldogs had only one player show-up that night. It's too bad that a station that once boasted three softball clubs and always represented well at the softball banquet over their many years is reduced to this embarrassing observation. I do not know what else to say about that.

Otherwise, kudos goes to **Kevin Worrell** for running a fun competitive league for many department members to participate in; and, I know Kevin in turn wants to thank all the players as well as the POA for always supporting the league. That's all for now...stay well and safe, and so See Ya next month....

## Letter to Sports Editor

Hi Nick,

I hope all is well with you and the family. Mike Simmons and I competed in the USPF Games earlier then we usually do. This year Track & Field was scheduled for the beginning of the games on May 31st. There wasn't a large turn-out of competitors this year, because some departments are only planning to go to the World Police & Fire Games in Fairfax Va. at the end of this month.

This year we did a pretty good job of representing the SFPD on the track. In the past years track and field competition lasts for two days. This year all events were on one day. A little rough on the old bones for some. We started our day with the 4X100m Relay: Mike, Me, Donald Scott (Alameda County S.D.), and Jim Wiley (Chamblee P.D. Chamblee, Ga.)

Directly after the relay I ran the 400m dash. Mike ran the 100m Dash. I competed in the Long Jump, I threw the Javelin, and I competed in the Triple Jump competition. Mike ran the 200m Dash

We then closed the Track & Field competition with the 4X1600m Relay.

Mike and I were blessed to be able to compete. Mike captured 4 GOLD Medals in his events. I won 5 gold medals and 1 silver medal in the 400m dash.

Using the same members in the 4x100m, 4x400m relays we won GOLD MEDALS BEATING YOUNGER TEAMS IN EACH RACE, GOD BLESS US ALL AND KEEP US SAFE HEALTHY AND HAPPY, AND ON TO THE WORLD GAMES

Ed Marchand,  
Taraval Station



Left to right: Donald Scott, Jim Wiley, Mike Simmons, and Ed Marchand

# Department Softball Wrap Up



Bayview Pit Bulls: A Division Champs!



The Airport Checkers: C Division Champs



The Mission Diablos: A Division 2nd Place



The Bayview Housing Colt 45s: C Division 2nd Place



Southern Station: A Division 3rd Place



Kevin Worrell (on right) congratulates Dennis "Doc" O'Connor on his MVP Award.



Park/Taraval Softball Team: B Division Champs



Bayview Pit Bulls (Erick Solares and company) at the banquet with their trophy.



Ingliside Station: B Division 2nd Place



Airport Checkers at the banquet with trophy (L to R): Gerry Ng, Nick Allen, Mike Etcheverry and Bob Chapman.

# Classified Ads

## Automobile For Sale

**1989 560SL MERCEDES.** Beautiful Red Convertible with hard and soft tops, Excellent Condition runs beautifully; includes ceiling mount electric hydraulic lift for removing hardtop; has Sirius radio with high end Pioneer sound system and speakers, Automatic Transmission, Air Conditioning, Air Bags, 110K miles, All maintenance records, Tan interior with Leather and Wood. Priced at \$7999. For additional details contact Linda Bartlett at 415-505-0466.

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

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

## Boat For Sale

**2002 -18.5FT SEARAY 182 MERCURIS-ER.** Perfect for skiing or fishing. Brilliant condition, less than 100 hrs, always garaged. Inboard/Outboard 4.3L Mercury 6 cyl (190 HP) Tinted/curved glass w/walk-through to open bow Bimini top w/boot & vertical storage DVD player, fish finder SeaRay Trailer, folding tongue, Photos upon request, \$15,000 Call Steve @ 510-589-1944

## For Sale

**GREAT SEATS...GREAT DEAL.** 49er Seat License for sale. Make an offer, will accept any reasonable offer! Two seats available in section 119 row 26, seats 15 & 16. Lower Bowl! Between 15-20 yard line, easy access to concessions! Call or email for further details, Rose Melendez or Ann Marie Dabo 415-469-4949, amdabo@att.net

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

## For Sale

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

## Motorcycle For Sale

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

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

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

## Vacation Rental

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

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

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

## Vacation Rental

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

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

**MAUI CONDO-SUMMER RENTAL-** Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/info at [www.flipkey.com/kihei-condo-rentals/p317667](http://www.flipkey.com/kihei-condo-rentals/p317667) or [www.VRBO.com/221566](http://www.VRBO.com/221566). SFPD discount. Contact Alan (925) 672-0578.

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

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

## Vacation Rental

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

## Wanted

**HOTWHEELS** die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene 415-913-9161. [reneg301@sbcglobal.net](mailto:reneg301@sbcglobal.net)

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

### Free Classified Advertising Available for POA Members

The POA Journal has free classified advertising, a no-fee service available to our active and retired members. Buy, sell, or trade in the Journal and reach 5500 readers each month. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in three consecutive issues. An ad may run for three additional issues upon request of advertiser.

Ads must be typewritten and submitted to the POA, attn: Journal Advertising in any of the following ways: US Mail, to the POA office; Interdepartmental mail, to the POA office, Email to [journal@sfpoa.org](mailto:journal@sfpoa.org)

# Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

a straight line. The words, abbreviations, or phrases one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin your search! Find and circle words associated with the Fourth of July.

E	S	T	E	E	M	E	D	E	R	I	P	S	N	I
V	T	N	A	T	S	N	O	C	P	R	O	U	D	L
B	I	C	I	H	O	N	O	R	A	B	L	E	T	W
L	J	C	T	R	I	U	M	P	H	A	N	T	N	M
U	Y	G	T	T	S	I	L	A	N	O	I	T	A	N
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AMERICAN	IMPASSIONED
APPRECIATIVE	LOYAL
BLUE	NATIONAL
CELEBRATING	NATIONALIST
CEREMONIOUS	OBSERVANT
CIVIC	PASSIONATE
CONSTANT	PATRIOTIC
ESTEEMED	PROUD
FREE	RED
FUN	RESPECTFUL
HAPPY	STEADFAST
HISTORICAL	SUMMERTIME
HONORABLE	TRIUMPHANT
HONORING	TRUE
HOT	VICTORIOUS

# Officers Carry the "Flame of Hope" Through our City



By Ray Padmore

When we were needed we were there....members of the San Francisco Police Department once again demonstrated their resilience, teamwork, and sportsmanship. On Monday, June 22nd, amongst the hustle of the shoppers and tourist at Union Square, emerged a few officers, poised to represent their District Stations, the Police Academy and our Department in the Annual Law Enforcement Torch Run benefiting Special Olympics.

The event began with John Sasaki, Channel 2 news reporter, welcoming the over 150 runners to our annual Torch Run. He then introduced Briana Oakley (Daughter of Inspector Nelly Gordon) who sang the National Anthem. Chief

Suhr then welcomed and thanked everyone for their participation, accepted a sponsorship check from the San Francisco Police Credit Union (annual supporters of the SFPD Torch Run), on behalf of Special Olympics Northern California, lit the torch and we were on our way.

Through our collective efforts we have impacted the lives of over 17,000 athletes with intellectual disabilities, who will be able to participate in 180 competitions throughout the year in 12 Olympic type sports, all at no cost.

Many thanks to The San Francisco Police Credit Union, San Francisco Police Foundation, Sports Basement, and our own San Francisco Police Officers Association for their sponsorship. Lastly, a special thank you goes out to Ted's Market and Deli for a great lunch. PHOTOS BY LYNN PAI



## CALLING SFPD (AND OTHER INTERESTED) CYCLISTS JOIN ME FOR A COASTAL BIKE TOUR!

San Francisco (Lake Merced) to San Luis Obispo Saturday Sept 12, 2015 - Friday Sept 18, 2015

By Dave Brandt, Honda Unit

This will be a self supported bike trip down the coast, meaning you carry the equipment you need (to include: tent, sleeping bag, clothes etc.). The pace will be on your own. I would suggest groups of two and to ride a well-tuned bike with quality tires, i.e. not skinny race tires.



**Day 1, Lake Merced to KOA Santa Cruz North** (2001 Rossi Rd, Pescadero) 50.0 miles 2850' elevation gain

**Day 2: KOA Santa Cruz North to KOA Santa Cruz South** (Watsonville) 43 miles 1643' elevation gain

**Day 3: KOA Santa Cruz South to Carmel Inn** 42.5 miles 2110' elevation gain

**Day 4: Carmel Inn to Pfeiffer-Big Sur State Park** 27 miles 1758' elevation gain

**Day 5: Pfeiffer-Big Sur State Park to Kirk Creek Campground** (No Showers) 28.4 miles 4172' elevation gain

**Day 6: Kirk Creek Campground to San Simeon State Beach** 41.3 miles 4384' elevation gain

**Option 2 (Part 1): Kirk Creek Campground to Morro Bay State Park** (very little elevation gain between San Simeon State Beach and Morro Bay) 65.2 miles

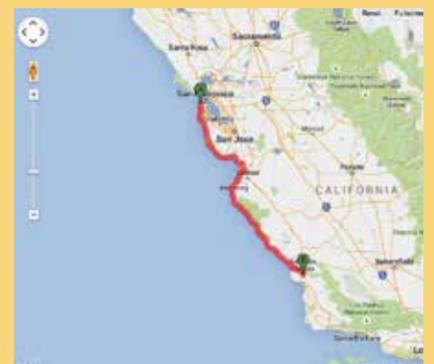
**Day 7: San Simeon State Beach to Amtrak** (1011 Railroad Ave, San Luis Obispo) 41.8 miles 1960' elevation gain

**Option 2 (part 2): Morro Bay State Beach to Amtrak** 14.5 miles

Amtrak Coast Starlight:  
Departs: 3:35 pm. Arrives: San Jose 8:11 pm  
Bikes ship for \$15 with you+ a \$15 shipping box

If interested contact  
Dave Brandt, Honda Unit  
(415) 699-0976.

Please let me know if interested to help determine camp reservation size.



# Crisis Intervention Team 1st Annual Award Recognition Ceremony

By Lt. Mario Molina  
OIC/CIT Coordinator  
Behavioral Science Unit

The Crisis Intervention Team (CIT) Working Group is proud to announce that the first CIT Awards Ceremony were held on Tuesday, May 12, 2015 at 2PM the Scottish Rite Masonic Center Auditorium, 2850 19th Avenue, San Francisco. The awards ceremony recognized CIT-trained SFPD officers who have expertly used communications and de-escalation skills to safely and effectively resolve six incidents involving individuals in mental health crisis. Chief Greg Suhr opened the ceremony, and Major Sam Cochran, co-founder of the CIT program nationally and a retired member of the Memphis Police Department was the keynote speaker.

The CIT Working Group is a partnership between community members, mental health advocates, health service providers, and police officers working together to provide cutting-edge training for law enforcement of-



Chief Greg Suhr and Off. Mari Noguchi (Co. J)

icers. The goal of CIT is to train and deploy officers with the skills necessary to effectively address crisis situations in the field. The San Francisco Police Department currently has 344 CIT trained officers.

The training is designed to teach officers how to de-escalate incidents involving individuals in mental health crisis (when time, officer safety, and terrain allow). The CIT curriculum addresses the following topics: Mental Health Disorders, Medical Issues, Psychotropic Drugs and Side Effects, Juvenile Mental Health, Geriatric Mental Health, Family Perspective by the National Alliance of Mentally Ill, Suicide and Suicide Intervention, Dual Diagnosis, Vicarious Trauma and Conflict Resolution, Suicide by Cop, PTSD Signs and Symptoms, Veteran Encounters and Interactions, and Homeless Outreach. The CIT Program is supported through the Police Commission, officers of the SFPD, mental health advocates, health service providers, and community members.

Please join us to learn more about the CIT Program and to honor the outstanding efforts of our officers who have used their training to de-escalate crisis situations and create peaceful resolutions. We will also recognize individuals who have been paramount to the foundation and implementation of the CIT program.

More News at [www.sf-police.org/index](http://www.sf-police.org/index).



Left to Right: Officer Martin Covarrubias, (Co. B) Sgt. Stephanie Long, (BSU) Sgt. Martha Juarez, (Co. D) Off. Jennifer Foxworth, (Co. A) Off. Enrique Alejandrino, (Co. B) Off. Joann Walker (Co. E) Ms. Catherine Luedtke (on behalf of her husband Herman "George" Luedtke\*), Off. John Cathey (Academy), Chief Greg Suhr. \*Off. Herman "George" Luedtke was in Military training, so his wife Catherine received the award on his behalf.



From left to right: Representative Gerald Lyons (Co C), President Martin Halloran, Representative Matthew Lobre (Co E).

Members of the SFPOA Board of Directors attended the annual A. Philip Randolph Institute Awards Dinner at the Marriott Hotel on Friday June 19th. A. Philip Randolph was a civil rights leader and a pioneer in labor rights for African Americans. The SFPOA was a major sponsor at this event.



Mark your calendars

and join us and the

World Champion San Francisco Giants

Tuesday Night, July 28, 2015

12th Annual

Law Enforcement Appreciation Night at ATT Park

Giants vs. the Milwaukee Brewers



There will be a Pre-game Home Plate Memorial Tribute to Northern California Police Officers who have died in the line of duty with a flyover by Law Enforcement Air Units.

TICKETS can be purchased directly from the POA Office located at 800 Bryant St., 2nd floor, SF 94103 415.861.5060

via the web @ [www.sfgiants.com/specialevents](http://www.sfgiants.com/specialevents) • via telephone for groups 25 or more call (415) 972-2298

Please mention you are part of the Law Enforcement Group

For additional information contact Bob Guinan at [bguinan@SFPOA.org](mailto:bguinan@SFPOA.org).

Prices range from \$26 to \$38 depending on location. All the tickets are located on the View level.

The \$38 tickets are located between 1st and 3rd base. The \$26 ticket are located in the outfield.

Location, location, location determines the price and include a Giants Souvenir and the Tailgate Party.

Seats are located on the view level starting behind home plate and include a Giants Scarf giveaway and a hosted Tailgate Party at the Mariposa Yacht Club @ 3 pm



Proceeds from the ticket sales benefit  
the California Peace Officers Memorial and  
the Bay Area Law Enforcement Assistance Fund



**Purchase tickets early for the best seat location !**