



# JOURNAL

— Official Publication Of The —

## SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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SAN FRANCISCO, JULY 2020



www.sfpoa.org



Tracy McCray  
POA Vice President

### A Special Message from the Vice President

*“Can we enforce laws  
and still help people  
keep their dignity?”*

Tracy not only believes we can, but that we must.  
Read the full article on Page 5.

### Poll Finds 72% of Voters, Including Most Black Voters, Have Favorable View Of Local Police Department

Read more on Page 10



From the



### President's Message

## We Need to be Part of the Conversation

By Tony Montoya,  
POA President



If there is one thing that history has taught us, it is that change is inevitable. What is not inevitable is what change looks like. This has never been truer than right now in our country regarding policing. As a union, we face a choice. We either actively work to help shape what that change looks like, or we sit on the sidelines, complain to one another, and watch what happens to our profession.

The SFPOA chose to aggressively impact the future of our profession. We do so, starting with two basic tenants. First, the San Francisco Police Department has been at the forefront of police reform for the last five years. We do more than almost any department in the country, and the elected officials and the public need to know about it. Second, as police officers, we can always do better. We can always improve.

We were not the only ones to feel that way. We've partnered with like-minded police unions, the Los Angeles Police Protective League, and the San Jose Police Officers' Association on a national police reform agenda that we are aggressively pursuing with Congressional leaders. That reform agenda includes:

- A national use-of-force standard that emphasizes reverence for life, de-escalation, and a duty to intercede.
- A national database of former police officers fired for gross misconduct that prevents other agencies from hiring them.
- An early warning system, modeled after our own, that helps identify officers who may need more training or mentoring.
- Ongoing and frequent police officers' training to build and refresh the skills needed to improve police and community outcomes is similar to California's SB 230.
- A transparent, publicly-accessible use-of-force analysis website, similar to what the San Jose Police Department has implemented.

Our proposal has angered some who feel we should just worry about our own departments. It has been welcomed by others who are encouraged to see the voices of rank-and-file engaged in the process. It also has been met with skepticism by others. We will not allow detractors to deter us from our objective: improve the way we police in America while ensuring the safety of the public and police officers.

There's also an important debate about the role of police in our communities happening in city halls across the country. This is a debate law enforcement has said it has wanted for some time. Too often, rank-and-file police officers have been used as a quick response to the social problem of the day. Police officers are problem solvers and can always find a way to address these challenges, but that's not always the best approach.

Before the misleading "defund" the police movement occurred (it's really slash police budgets), the SFPOA called for more resources to address the issues that are crushing the soul of our city: homelessness, mental illness, and drug addiction. Last year, we helped found Protect California, a non-profit organization comprised of major law enforcement unions that specifically advocated for more *non-police resources* to address these issues and more.

Now, policymakers want to discuss whether, when, and how police officers should respond to non-criminal, non-emergency calls that involve mental health, neighbor disputes, the homeless, or chronic drug users as examples. This is a critical conversation that cannot be rushed. Because while a police officer is not always the best solution to these challenges, these types of calls also double as some of our most dangerous and volatile calls. That is why we can support this concept but insist on a thorough implementation process that involves all stakeholders to ensure its implementation in a safe, effective way. After all, if you were a mental health clinician, wouldn't you want a say as to how you are deployed on a 24/7 basis?

Any of the issues discussed above on their own is a large undertaking. Addressing them all at the same time, as is happening now, is a monumental effort. Challenges aside, the SFPOA will not sit on the sidelines. We will not complain. We will help lead this effort so we can improve our profession and protect everyone's safety.

# Minutes of the June 17, 2020, Board of Directors Meeting

## Call to Order

1. President Tony Montoya called the meeting to order at 1206 hours. Meeting was conducted via Zoom conference call with the Board of Directors.

## Pledge of Allegiance

2. Sgt. At Arms Rick Andreotti led the Board in the Pledge of Allegiance. Sgt. At Arms Rick Andreotti asked for a moment of silence for Federal Protective Service Agent Pat Underwood and Santa Cruz Sheriff's Sgt. Damon Gutzwiller.

## Roll Call

3. Secretary Kevin Worrell conducted roll call. 31 Directors present and 5 directors excused.

## Special Announcement

4. Sgt. At Arms Rick Andreotti stepped down from his position as Sgt. At Arms citing family commitments that have arisen.
5. President Tony Montoya thanked Rick for all his years of service to the POA. Rick served as POA Director, Sgt. At Arms, Secretary, Vice President and countless committees over the years. Due to the unforeseen vacancy it was discussed with some of the Executive Board and POA Parliamentarian Mike Hebel to fill the vacancy. President Montoya announced and swore in Matt Lobre as the new SFPOA Sgt. At Arms.

## Approval of March 2020 Board Minutes

6. Motion for approval by Director Whitney (Airport) 2nd by Director Laval (Tac) None opposed, motion carries.

## President's Message

7. The Sergeant examination is being cancelled. Civil service rules allow DHR up to one year from this August to reschedule, adopt and administer a new test. This is the largest testing group of applicants and DHR needs to follow CDC guidelines that pertain to the Covid-19 pandemic.
8. President Montoya and Vice President McCray have conducted a few

station visits and one common message from members is wanting clarification over the raises. The raise and longevity which were initially slated for July 1, 2020 has now been pushed back to January 1, 2021 because of the financial deficit caused by the Covid-19 pandemic.

9. President Montoya again stated that nobody from the city has approached the POA to open up the contract and he does not believe the City will be filing bankruptcy.
10. SFPOA masks have raised \$22,000 in online sales. The POA does have masks for sale as well.
11. President Montoya pledged \$1500 of his own money to the SFPOA fundraiser. President Montoya is asking all of the Board of Directors to commit a monetary donation to this endeavor.
12. POA now has Pay-Pal set up for donations or apparel purchases ([tony@sfpoa.org](mailto:tony@sfpoa.org)).
13. Director Lyons inquired about the meeting with Rev. Amos Brown and why the POA is meeting with him. Director Lyons who is also the Co-Chair for DPA stated Rev. Amos Brown has filed several complaints against members for various issues. Director Lyons stated those complaints resulted in proper conduct for those officers.
14. President Montoya advised the Board that Rev. Amos Brown had called repeatedly to coordinate a meeting. President Montoya said we owe it to the members to keep an open line of communication with community leaders. President Montoya, Vice President McCray and Treasurer Perdomo went to the 3rd Baptist Church of San Francisco and had a candid and constructive conversation with Rev. Brown and other African American community leaders.
15. President Montoya had to excuse himself for an unplanned emergency meeting.

16. Director Joan Cronin (Co. E) asked if financial requests were requested at above meeting. Vice President McCray advised the board that was not asked.
17. Treasurer Perdomo advised that it appears that one segment of the community is attempting to speak for everyone. Community members wanted to show support for Law Enforcement and open a dialogue to help mend recent tensions. Perdomo also advised the Board of Directors if financial requests of this nature arise, he will personally bring it to the Board of Directors attention.
18. Treasurer Perdomo added that the Academy class slated to start on 6/29/2020 has been cancelled. No future date has been set for that start of that Academy class.

## Vice President's Message

19. Vice President McCray showed the Board of Directors several positive media encounters.
20. Vice President McCray advised that POA is collaboratively working on our media footprint for the local, state and national level as we try to get a positive police message out to the public.
21. Vice President McCray, Treasurer Perdomo, Directors Lyons (TTF), Peña (Co. E), Clark (TTF), Valdez (Airport), Khmarskiy (Co. I), all discussed different media outlets and the pros and cons of those outlets.

## Treasurer's Report

22. Recent costs include maintenance to office computer equipment.
23. The budget is otherwise on track for the year.

## General Counsel Message

24. General Counsel Rocky Lucia stressed the challenging times ahead and the importance on a single unified plan.
25. General Counsel Lucia advised that a grievance was filed against the Police Commission for failure to follow guidelines and ensuring that

they are following the rules.

26. Supervisor Yee is attempting to eliminate a Charter amendment to lower the minimum staffing of the department and civilianize those positions.
27. Meet and Confer for biased free policing is still ongoing.
28. Former DHR director Lawanna Preston has now transferred over and is now the point of contact with the department.
29. Police Commission attempted to unilaterally pass mandatory interviews the same way DPA tried, which the POA was granted a court injunction.
30. Director Peña (Co. E) asked if minimum staffing an issue we can negotiate. General Counsel Lucia stated yes if officer safety can be determined.
31. Ingleside Station grievance is currently going to arbitration.
32. The taser fact finding grievance is at an impasse and is going to arbitration.
33. SB1421 is in the meet and confer stages with Chief Scott and Lawanna Preston. We are attempting to have the POA and the member notified in a timely manner (5 days) prior to the release of that member's records.
34. Contract negotiation update: the POA will not be negotiating with other labor organizations or bargaining units.

## New Business

35. Director Hart (Co. B) wanted members to be mindful that the current conflict is not with its drivers and employees. The decision was made by SFMTA management and its union.
36. Director Khmarskiy (Co. I) asked if we are still going to mentally disturbed calls for service, in light of the Mayor and Chief Scott saying that there will be defunding of the police department. Vice President McCray reaffirmed that we still are responsible for responding to these types of incidents, but we should be

CONTINUED ON NEXT PAGE

The San Francisco Police Officers Association

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TREASURER ..... Sean Perdomo	Co. J ..... Joseph Clark, Kevin Lyons
SERGEANT-AT-ARMS ..... Matthew Lobre	Co. K ..... Crispin Jones, Rob Vernengo
Co. A ..... Josh Cabillo, Larry Chan	TAC ..... Dan Laval, Steve Needham
Co. B ..... Damon Hart, Louis Wong	HEADQUARTERS ..... Patrick Macchi, Pat Woods
Co. C ..... Joseph Kavanagh, Danny Miller	INVESTIGATIONS ..... Ed Carew, Rich Hunt
Co. D ..... Mikayla Connell, Bryan Santana	AIRPORT BUREAU ..... Joe Valdez, Erik Whitney
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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

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

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**San Francisco Police Officers Association Editorial Policy**

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

**Member Opinions and Commentary: Unsolicited Written Material**

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

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

**Other Submitted Material**

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

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

# June 17, 2020, Board Minutes

CONTINUED FROM PREVIOUS PAGE

doing our due diligence on vetting them prior to contact with individuals in crisis. Treasurer Perdomo advised everyone that we need to do our jobs, but we need to be mindful of Mayor Breed's reforms. Director Valdez (Airport) added that we should be asking for everything from dispatch and that way there is a record in CAD.

- 37. Director Needham (Tac) advised that if you had ordered a vest the department has allowed the contract for those vests to expire. Vice President McCray advised that Lt. Lozada has submitted the paperwork to the city and is awaiting the finalization and approval of this contract.
- 38. Director Khmarskiy (Co. I) inquired about Internal Affairs bringing up members for a delayed response to different calls for service. Director Lyons (TTF) added that DPA has tried this tactic in the past and all of the members were given proper conduct results from those DPA investigations.
- 39. Director Wong (Co. B) inquired on the *Journal* not being sent to members' residences. If any member does not wish to receive the SFPOA *Journal* at their residence then please contact [journal@sfpoa.org](mailto:journal@sfpoa.org).

**Old Business**

- 40. Director Khmarskiy (Co. I) advised

the board that if they are going to speak at lineups then they should be cognizant of the message they are trying to articulate.

- 41. Director Khmarskiy also advised that Internal Affairs were sending out interview notices to members, one hour prior to the interview. If any member encounters this, you are afforded representation and should contact your station representative immediately.
- 42. Secretary Worrell wanted members to be aware that surreptitiously recording of another member in the Stations is against department policy.
- 43. Vice President McCray advised that Covid-19 telecommute days are not going to be returning.

**Financial Reports**

- 44. Director Cabillo (Co. A) requested that the SFPOA website have a link that would allow people to make financial donations or assist users with directions in the process.

**Adjournment**

- 45. Vice President McCray adjourned the meeting at 1401 hours.

Submitted by  
Kevin Worrell, Secretary

*\*These minutes will not be adopted by the Board of Directors until the next General Membership meeting. Corrections and amendments might be made prior to a vote to enter the minutes into the permanent record.*



A big thank you to all who supported us by purchasing our Thin Blue Line Mask. The support shown, not only for us but for those we have lost in this profession is truly humbling and we thank you! All proceeds will be used for our Scholarship Fund to support the advancement to higher education for our members children.

## Emergency Board Meeting Friday, June 19, 2020

**Call to order**

- 1. Meeting called to order by Vice President Tracy McCray at 1902 hours. President Montoya called for an Emergency Board Meeting which was held on June 19, 2020 at 1900 hours. Due to current health orders, the meeting was held via zoom meetings.

The purpose of the meeting was to discuss conversations that President Montoya had with city officials on June 18, 2020. The Mayor's Office was asking for all city unions to take a two-year wage freeze to help close future projected deficits. The Board of Directors then engaged in a robust conversation on this topic.

Due to this being a request and not a formal proposal or tentative agreement, President Montoya advised no vote would be taken on this topic. The current MOU is closed through June 30, 2021 and all terms are and will remain in effect. President Montoya advised that if at any point the city makes a formal proposal, he will keep the Board of Directors informed of those developments.

**Adjournment**

- 2. Vice President McCray adjourned the meeting at 2013 hours.

### Board of Directors Meeting Roll Call Wednesday, June 17, 2020

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

### Emergency Board of Directors Meeting Roll Call, Friday, June 19, 2020

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

## Pathetic Attempt by Media to Link Police Reforms to Crime Policies



By Paul Chignell,  
Former President and Current Legal  
Defense Administrator

Last month an erstwhile editorial writer masquerading as a reporter attacked police unions in the San Francisco Chronicle for “undoing police reforms” by trying to link proposed reforms to crime initiatives.

It is obvious that the commentator is desperately trying to meld the furor over recent police abhorrent behavior in Minneapolis to undermine changes that are totally necessary in terms of criminal justice measures that police organizations are proposing for the November ballot.

The badly conceived Proposition 47 which has resulted in an explosion of property crime, particularly in urban areas, has infuriated law enforcement professionals and victims’ rights groups throughout the State of California. Proposition 47 redefined many crimes and raised the threshold for felony charges. Criminals have taken advantage of these changes to escape responsibility for the crimes that they commit.

In addition, other criminal justice changes proposed include overturning the lunacy of transferring felons from prison to county jail and making sig-

nificant changes to the “early parole” scheme of progressive “reformers”.

Police unions are then attacked for informing the public that punishments should fit the crimes and severely criticized for expressing their first amendment rights to fund the important ballot measure for November 3, 2020.

As moderate Democrat Assemblyman Jim Cooper of Sacramento, a former member of the Sacramento County Sheriff’s Department, said “If I stab you or beat you with a baseball bat, those are considered nonviolent crimes under the penal code now. These are not crazy things we’re proposing”. Cooper is a leader in reversing changes that have led to thousands of convicted felons being released from state prisons.

It is compelling to note that the communities that are most impacted by drastic changes that allow criminals to ply their trade in a recidivist fashion are economically disadvantaged areas and often populated by racial minorities.

The media darlings discuss crime and punishment issues with a disconcerting reverence for the perpetrators and rarely for the multitude of victims.

They quote ivory tower “think tanks”, and organizations that espouse reduction of incarceration as purveyors of the truth and dismiss police unions and their supporters as anathema to their perspective of truth.

Despite the drumbeat from the elite leftist commentators in the last two elections, voters in California twice refused to abolish the death penalty. Hundreds of thousands of Democrat voters in a Presidential election kept the death penalty only to be undermined by our current Governor with his “commutation” of hundreds of convicted murderers.

This November the California electorate has a unique opportunity to reverse ill-gotten “reforms” that have jeopardized the safety of the residents of California.

Let’s hope they seize the time.

## Glad to be Back

By Matt Lobre, Sgt. at Arms

As most of you know by now, Rick Andreotti stepped down as Sgt at Arms at the June 17th Board of Directors meeting. Rick served as a representative of Bayview Station, was appointed to Secretary by past President Marty Halloran, appointed to Vice President by President Montoya, and for the last 6 months served as your Sgt at Arms.

I got the opportunity to know Rick when we were both station reps (while I was at Northern) at board meetings. Rick and I had the opportunity to serve together on the Executive board as well. Rick has brought of wealth of knowledge and experience from his days with the Oakland Police Department.

With all the reforms and changes that our Department has experienced over the last few years, Rick was always there to share his own experiences from Oakland, providing suggestions and guidance as needed. Sitting in with Rick on contract issues, meet and confers with regards to policy changes, and the like was a benefit most in the association wouldn’t be able to appreciate unless they were there to see it firsthand.

I want to thank you Rick, your dedication and service to this association will not go unnoticed. Your void will be missed. I welcome the opportunity to serve this Association again. Those of you who simply didn’t know me the first time, I look forward to the opportunity to work with you on solutions that will improve this membership, and make us a proud organization.

## 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

#### VETERAN POLICE OFFICERS ASSOCIATION

**Where** Scottish Rite Masonic Center, 2850 19th Ave., SF  
**When** Canceled until further notice  
**Contact** Larry Barsetti 415-566-5985 [larry175@ix.netcom.com](mailto:larry175@ix.netcom.com)

#### WIDOWS & ORPHANS AID ASSOCIATION

**Where** Via Zoom  
**When** Second Tuesday of every month, 12:30 pm  
**Contact** Mark McDonough 415-681-3660, [markmac825@comcast.net](mailto:markmac825@comcast.net)

#### AMERICAN LEGION SF POLICE-FIRE POST

**Where** Park Station Community Room, 1899 Waller St., SF  
**When** Canceled until further notice  
**Contact** Greg Corrales 415-759-1076

#### POA BOARD OF DIRECTORS MEETING

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

#### RETIRED EMPLOYEES OF CCSF

**Where** Scottish Rite Masonic Center, 2850 19th Ave., SF  
**When** Canceled until further notice  
**Contact** RECCSF Office 415-681-5949

#### RETIREE RANGE RE-QUALIFICATION

**Where** SFPD Pistol Range  
**When** No qualifications until further notice  
**Contact** Range Staff 415-587-2274

## Behavioral Science Unit (BSU)

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

### SERVICES:

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

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

Catastrophic Illness Program  
\*\*\*

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

### MEMBERS:

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Officer Aaron Cowhig	(415) 696-0607
Officer Dennis Rodelas	(415) 660-8664
Officer Jennifer Viceral	(415) 860-0143

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-San Francisco Police Officer

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

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# What's Going On . . .



By Tracy McCray,  
POA Vice President

First, let's make it clear, I am a black woman or African American, whichever phrase you want to use to identify me with, but I know who I am.

I am all for law and order, people need to be held accountable for whatever wrong that they've committed, and they need to be held accountable no matter what Race, Creed, National Origin, or Sexual Orientation, or whatever way they identify themselves. If you commit a crime against another human being and you are caught and arrested, you need to be held accountable. This goes for whoever you are, but it is especially true if you have been given the honor to protect and serve a community. This trust is given to us as Law Enforcement Officers upon taking their oath.

I clearly remember taking that oath on the day of my graduation from the police academy, and I also remember the day I took the oath when I joined the United States Army. I was filled with pride in both instances. I wanted to protect and serve to, dare I say it, be a role model. I was honored to take my place in a long line of service in my family, especially on my grandmother's side.

That is why seeing what happened to George Floyd in Minneapolis, was shocking on every level. My eyes could not believe how an Officer could treat another human being that way. It was not until I had seen the video a few times that the race of those two individuals registered to me, and what I knew was going to come next. Rage — unfiltered and unforgiving rage. Damnation for a profession that I had chosen to work in for all the right reasons. So, I thought here we go again, but this time it was going to be worse than before.

And my before was, Los Angeles 1992, the King Riots, and protests. I remember seeing a clip on the news one night, after several days of protests and riots, with what seemed like thousands of people in the street and Marvin Gaye's song, "What's Going On" was playing in the background. The words of that song are my anthem, helping me get through what was happening then and what is happening now. Is history repeating itself? Have we not learned how to treat our fellow human beings? Can we enforce laws and still help people keep their dignity? I heard one commentator on the news say that law enforcement officers are the Judge, Jury and Executioner. That is not what we want to be. I do not wake up wanting to be that and, in my heart, I do not believe any of my fellow brothers and sisters want to be

that either. I want our other judicial partners to do their job so we can make the system work the way it is intended, not the broken-down hot mess it has become.

Another article stated that we, the Police, are asked to do too much. I certainly can get behind that statement! We cannot be the answer to every ill that society faces on a daily basis. We should not be called because your child cannot get their butt up to go to school on time. That is a parenting issue not a police issue. We cannot be called because your roommate will not give up the remote — seriously! When I was in the military as a Military Police Officer, we would joke that MP stood for Multi-Purpose. They would expect us to do everything at that time seemingly just like now. I feel that I am the therapist, the mediator, hell, even the parent on calls that I have responded to. I cannot solve everyone's problems, contrary to popular belief. What I want to do is focus on catching those individuals who are breaking the law, preying on innocent victims, who show no remorse whatsoever. Those are the individuals I want to focus on to bring the best case forward for prosecution. That is my job and I am good at it!

## Can we enforce laws and still help people keep their dignity?

Black experiences, as experiences of all ethnic groups, are not monolithic. I hope everyone who joins the protests and posts on Facebook, Instagram, or any other social media platform, keeps this in mind. To be an ally does not mean encouraging destruction, it means taking the time to understand it. To be an ally does not mean "being" (taking) the voice of the voiceless, it means listening to those voices and evolving your thinking. To be an ally does not mean hating cops, it means educating yourself on police brutality and using your privilege, education, resources, and what have you, to change it. Putting that all together how do we do that?

Maybe do not call the cops if you see a black man in a hoodie minding his own business. Maybe check your bias and do not cross to the other side of the street if you see a black man walking in your direction. Smile and say hello. Maybe do not distort the pain and suffering of a group of people to feel "woke". Maybe do not generalize and expect all people of color to react to this situation in the same way. Maybe join a police department to enact change from within. Maybe do not tell people who are Black how to feel if you are not Black — we are all people with different experiences and opinions. Obviously, it is not a comprehensive list, but the reality is no amount of donating and flashy social medial posts are going to enact change if we do not start treating people with respect. And that goes for my colleagues in uniform, don't expect because you wear a uniform, that you don't still have to work at gaining the respect of the people in the community that you serve and protect. We are all in this together, we need to start acting like it or we will be doomed to repeat this failure again.

In closing I will leave you with a paraphrase from the song: Mothers are crying, Brothers are dying, we need to bring more understanding here today, so talk to me, so we can see what's going on.



## Whose Bus is It?

By Tracy McCray,  
POA Vice President

Recently a tweet was put forth and another tweet was tweeted in response to the first tweet and some how two tweets became a twitter war! There was no "war" just one statement and one response, that's it, the end, nothing to see here!

SFMTA decided they did not want to give police a ride on their buses to anti-police brutality protests, which, as one member stated: when did they ever do that? Didn't know they were labeling which protest they are allowed to transport us to? Anyway, our response was then don't call us for your non-criminal complaints, such as your fare evasion operations or when you can't get that inebriated or homeless individual off your bus or train.



Somehow people felt that the police were not going to respond to calls about crimes on buses and trains... Where do they get that from? Some people interpret things that are simply not there. That was never uttered by us, we know

what our job is. Luckily it only lasted a brief 24 hours. Then, surprisingly, I saw the head of the agency at a press conference stating that we are one big City family and we must all work together. Sure.

We are that dysfunctional family at the holiday dinner, Muni is the crazy uncle and we are the cousin you can't stand, but we play nice for the sake of the family! Well every family needs to know their history and luckily for us, I was given a quick lesson.

Back in the day, SFPD had their own buses and our officers would drive the buses as needed. The reason for this was that the TWU (Transportation Workers Union) did not want their drivers transporting cops because if a driver was injured or God forbid killed on duty there was no provision for ongoing compensation for them or their families.

So, cops were bus drivers. That is until Muni Management started to complain that the cops were working and performing duties out of their classification. Which — you guessed it — revolves around money.

Eventually, I was told, SFPD Management gave in to Muni Management and began using Muni buses and drivers and therefore got rid of the SFPD buses and police bus drivers.

So now where does that leave us? How are we going to get around for future protests? Well, either we invest in getting a couple of buses or invest in a good pair of walking boots! Whatever is decided you can bet we will show up!

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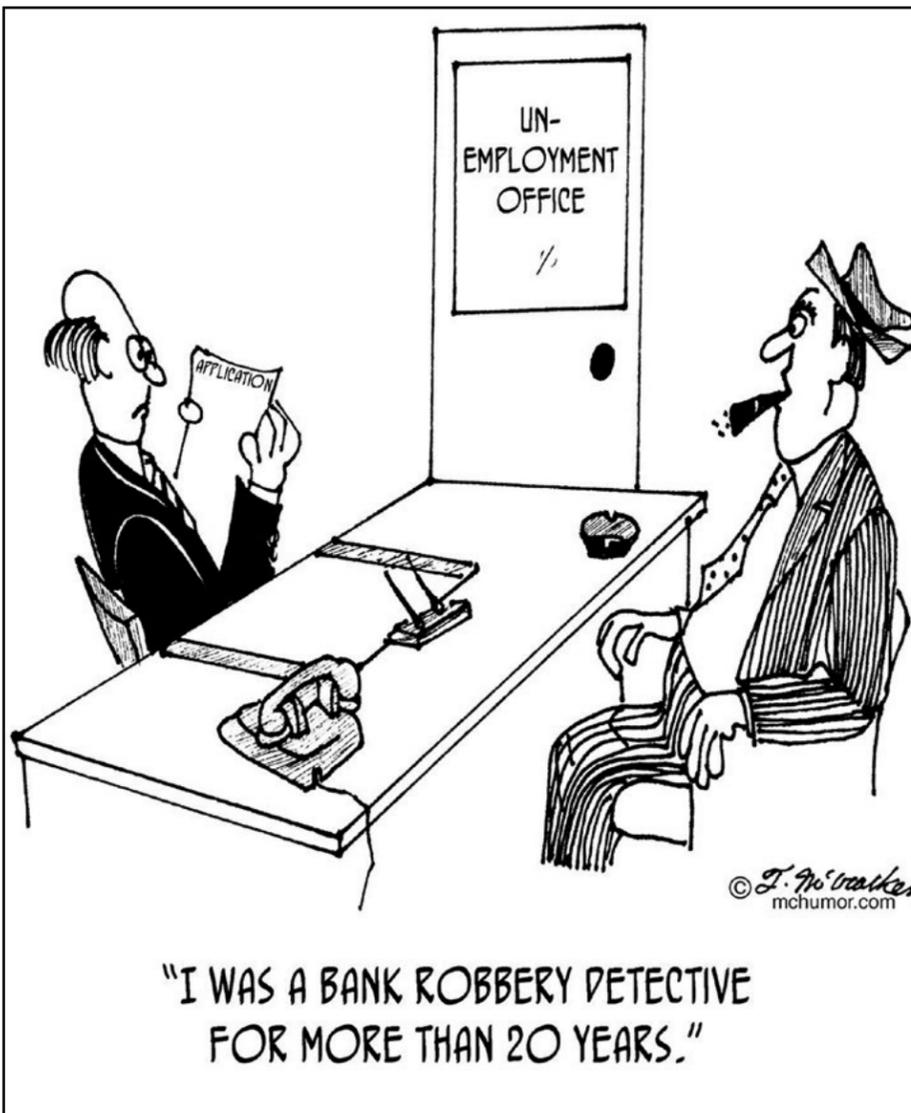
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## Another Victim of COVID-Forced Online Banking



## POA Mail

June 8, 2020

### Dear Rank and File Members of the San Francisco Police Department,

In these unsettled and chaotic times both in our country and within our profession I felt compelled to send you my thoughts and my support for the difficult job you are doing now and have been doing for many years.

I have spoken with and have met with many of you since the pandemic changed the course of your duties in March of this year. That was manageable. Sadly and unfairly you are now faced with a barrage of unprovoked violence and scorn along with a myriad of false information and accusations about our profession. It is unacceptable, offensive, and as we know, clearly not true.

The incident that led to the death of George Floyd was appalling, beyond tragic, and completely unacceptable. I believe all peace officers in our country would agree with that. Those who are currently serving are now forced to deal with the aftermath of those actions. Sadly, you must all bear the brunt of it even though we know our department is so far ahead of the curve as

it relates to diversity, inclusion, 21st century policing, and commitment to all communities especially those underserved neighborhoods in our City.

Our profession is a noble and honorable one. It always has been and it always will be despite the negative media propaganda. Know that your hard work, your very long hours on line and in the field, and your dedication to the citizens of San Francisco has not gone unnoticed. Your service is vital now more than ever before and the many long hours you have worked absolutely do have a positive impact on our City.

Stay strong, stay alert, and watch over your brothers and sisters in blue. Our community does appreciate you and your dedication to all in our community. We have experienced such difficult times before in our profession and we have prevailed. I pray to God that law enforcement throughout our country will prevail through these difficult times.

As always, I am here for you and I am forever proud and honored to have served with you.

**Marty Halloran**  
Sergeant/Inspector SFPD (ret.)  
Past President SFPOA

Dear POA —

As you know, our son almost drowned a few weeks ago. Thank goodness he is okay and fully recovered. We want to thank you for the generosity the POA showed through providing dinner for us the week we got home from the hospital. It was so nice not to have to worry about cooking while we focused on our family and everyone's well-being.

Thank you for always supporting us, the police officers that you represent for the city.

Kindest regards,  
Officer Wil Ravels & Family

Hi Tony—

I just wanted to take some time to write a huge thank you to all officers who recently assisted in keeping myself and my family safe, during a recent incident that occurred at my home in the Bayview district. Without going into too many details, my family and I have had to deal with a suspect who had a fixation on my home. His constant visits during the past several months eventually led to him setting fire to my home in the early morning hours, while I was at work and my family asleep in the home. Luckily the fire was quickly put out by a witness.

This incident led to an investigation led by Sgt. Kenny Macdonald of the Arson Detail. Sgt. Macdonald's investigation led to the eventual arrest of the suspect by Bayview officers. Briefly after his arrest, the suspect was released with a stay away order from my residence. Shortly thereafter, the suspect returned to my residence and was quickly apprehended a second time, before he could harm my family inside.

I can't put into words how grateful I am and always will be, by the efforts of all officers involved in helping keep me and my family safe. First and foremost, I want to thank Sgt. Macdonald for the dedication and effort that he put into

this case in identifying and eventually enabling the arrest of the suspect. Both you and Sgt. Adams were so diligent in your investigation that ultimately led to the suspect's identification. To Lt. Dave O'Connor, I want to thank you for staying in constant contact with me throughout this investigation, always checking on the well-being of myself and my family. I am so appreciative of the around the clock surveillance of my residence by Bayview officers and others. This was something all neighbors in my area wanted to express as well. For all the passing calls and surveillance by my Honda and Tac family, I thank you from the bottom of my heart. Brian Schaffer, my friend, thanks for going above and beyond, passing by my place during all hours of the day and night.

I want to express my appreciation to Captain Jaimerena, Deputy Chief Manix, Deputy Chief Lazar, and Assistant Chief Redmond for contacting me, being so supportive, and making all this happen. To the Bayview cops, Arson investigators, folks behind the scenes, THANKYOU for all that you did for me and my family. I am proud to work with you all. Stay safe, especially during these tough times!

Peter Richardson

Dear POA —

We would like to take this opportunity to thank the fine men and women officers of the Richmond Station, the Solo M/Cs, and Engine 21 SFFD for making our sister's 100th Birthday Parade a very festive and special event!

Without all of you, this would not have been such a special day.

In honor of all of these fine officers, donations were made to the SFFD and the SFPD Widows and Orphans Aid Association.

Sincerely,  
The Sal and Fred Marota Families

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## Counsel's Corner

# Busting the Blue

By Rocky Lucia

As you read this, I am quite confident that you appreciate the role that the SFPOA has played in the rich and robust labor union tradition in San Francisco. San Francisco is one of the last remaining strongholds for organized labor in this country. Working men and women have the opportunity to earn reasonable compensation and benefits in large part due to the strong labor movement here. On a personal note, in many ways I am the

product of the union movement. I was raised in a union household as my father, who was also born in San Francisco, worked and retired as a proud member of Teamsters Local 85 and, to this day, enjoys his well-deserved pension.

In a time where police officers across the nation are besieged by anger, vitriol and violence not seen in recent history, you now face another threat — attempts to dismantle your collective bargaining rights.

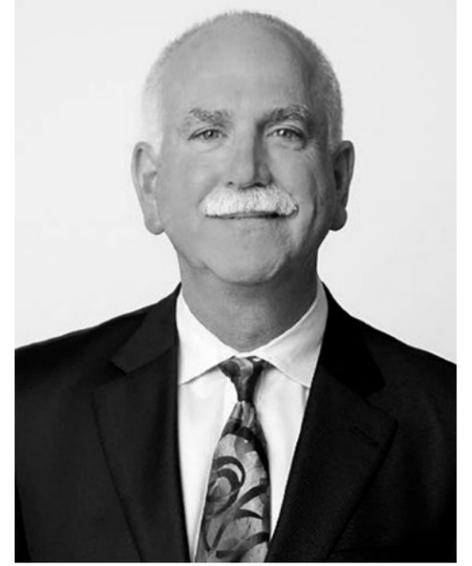
Many of you are aware of the media

onslaught suggesting that the police unions are part of a law enforcement cultural problem in this country because they allegedly protect bad cops from being fired. The accusations come from the political left and right. These antagonists state that the police unions are protecting their members by pointing to union contracts that prevent “bad cops” from being disciplined. Of course those contracts are the result of the collective bargaining process much like the contracts negotiated for all other public and private employees.

Police unions, like every other public and private sector union, have made great strides in removing politics, personal agendas and vendettas out of the disciplinary process. When an employee is disciplined, their final stop in the appeal process should be an objective, neutral and knowledgeable trier of fact. Whether an administrative law judge, arbitrator or public commission, these individuals are charged with the responsibility of following basic principles of due process and progressive discipline.

Unfortunately, due process is not part of the lexicon of political chatter unless part of a campaign slogan. So yes, police unions are guilty as charged — they attempt to create a fair, objective, independent and reasonable process to adjudicate disciplinary matters.

While one can certainly understand how ultra conservative libertarian types or the far left anti-police activists would laser focus their angst towards police unions, it is beyond comprehension that we find some union members and, more importantly, union leadership



Rocky Lucia

suggesting that police officers should not participate in the labor movement.

Fortunately in San Francisco, we have not seen union leadership join in the refrain of curtailing police officers' right to bargain collectively, yet just across the Bay Bridge we saw organized labor protesting the Oakland POA's participation in the movement. Working people who enjoy or seek the benefits of union representation will readily admit that when employers engage in such conduct they are accused of “UNION BUSTING.” I trust that organized labor in San Francisco will not join in such folly.

Finally, should the advocates of busting police unions succeed, the organized and long-standing anti-union forces will happily set their sights on all public employee unions.

## News from the Credit Union

Submitted by Al Casciato,  
Retired

The following information is provided by the Marketing Department at The Police Credit Union.

### The Police Credit Union's Auto Buying Service Provides a Safe, Contactless Way to Purchase a New Car

If you're interested in buying a new car, but don't want the car dealer experience or you're concerned about social distancing, your credit union has a solution that will also save you money. The Auto Buying Service is free to Credit Union members and acts as a personalized concierge throughout the process.

You'll be assigned a personal auto shopper who will find the vehicle you want based on your specifications, for the lowest price possible. To speak to a personal auto shopper directly, call 800.716.9550. Or go online and complete a Vehicle Inquiry Form at [www.thepolicecu.org/autobuyingservice](http://www.thepolicecu.org/autobuyingservice). Once you decide on the vehicle you want, you can pick it up and sign the papers at the auto buying service's office in San Mateo, or your new vehicle and paperwork can be delivered directly to your home anywhere in California at no additional cost. This service can also handle your trade-in. Plus, for a limited time, get a 0.25% loan rate discount\* when purchasing a car through our Auto Buying Service, with an additional 0.25% rate discount when automatic payment is set up. \*Through 8/31/2020

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### Promotions

Help our membership grow! You can earn \$50 for referring an eligible colleague or family member who becomes a member of The Police Credit Unions. Referrals are unlimited, but some restrictions apply, so check our website at [www.thepolicecu.org](http://www.thepolicecu.org).

Get a 1.00% rate discount\* when you finance an Enterprise used vehicle with The Police Credit Union! To check out current rates or learn more about the

benefits you get by purchasing through Enterprise, visit our website. \*1% rate discount applies for loan terms up to 60 months

### Our Branches Are Open with Regular Operating Hours!

As of June 15, all of our branches are open and we have resumed regular operating hours and are offering the full array of transactions. We remain committed to keeping members and staff safe, so there is a possibility that a branch will be closed depending on circumstances. We will post information about any branch closures on our home page, and at [www.thepolicecu.org/covid19](http://www.thepolicecu.org/covid19).

Per a new ordinance by Bay Area cities and counties that went into effect on April 17, 2020, “essential businesses must take reasonable steps to require that any member of the public that enters the business wear a protective face covering”. **We respectfully request that you support our compliance with these regulations and wear a face covering while in our branches. If you do not have a face covering, we can provide you with one.**

### Give Us Your Feedback

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

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

You can contact me at [AIC@thepolicecu.org](mailto:AIC@thepolicecu.org).

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



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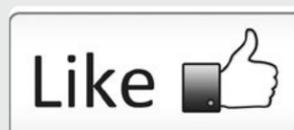
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# Police-Fire Post 456 News

By Greg Corrales  
SFPD 1969-2014



II Memorial on the National Mall was vandalized. An official at Paralyzed Veterans of America said their Washington, D.C., headquarters — located a few blocks north of the Veterans Affairs main building — was also tagged with graffiti by protestors in the area.

In a statement, American Legion National Commander James Oxford called the vandalism on the war memorials “an absolute disgrace” that takes away from the message of the protests. “Rioters and violent protesters are doing nothing to help George Floyd,” he said. “Moreover, America’s veterans, who witnessed horrific violence in Iraq, Afghanistan, Vietnam and Korea, should not have to see the same death and destruction here at home.”

Second lady Karen Pence believes one way for military families to get through their many challenges and stresses is to start talking about the problems more, not less. “With veterans, we want them to be able to talk about their struggles and sometimes they can’t,” said Pence, whose son is a pilot in the Marine Corps. “Sometimes they’re dealing with trauma that damages the brain. Sometimes they just don’t know how to tell people they’re struggling. For the last few months, Pence has served as the lead ambassador

to the President’s Roadmap to Empower Veterans and End a National Tragedy of Suicide (PREVENTS) task force, a 15-month project to find new solutions for veterans’ mental health and suicide challenges.

That effort took a new public step with the release of a broad task force report recommending new research, community partnerships and public awareness campaigns. Pence will serve as a key figure in that work, extending her efforts with military spouses and family advocacy to the public health issue of veteran’s suicide. Suicide is among the top 10 leading causes of death in America today, according to statistics from the Centers of Disease Control and Prevention. About 20 veterans and active military personnel die by suicide each day, according to the latest figures from Department of Veterans Affairs researchers and state census data.

The only U.S. service without a national museum plans to begin building one this year. The museum will be located in New London, Conn., home of the U.S. Coast Guard academy, about 130 miles northeast of New York City. As of January, the National Coast Guard Museum Association had amassed more than \$56 million in fundraising efforts. Construction of the museum, which is estimated to cost at least \$100 million, is expected to take four years. The centerpiece of the facility will be the USCGC Eagle, a tall sailing ship the Coast Guard uses as a training vessel. For more information, visit [www.coastguardmuseum.org](http://www.coastguardmuseum.org).

A National Guard soldier who also served as a police officer in Grand Forks,

North Dakota, was killed in a shootout on the afternoon of May 27 that also took the life of a woman and wounded another law enforcement officer. 1st Lt. Cody Holte, 29, a three-year veteran of the Grand Forks Police Department, was killed during the shootout at a local apartment building while assisting two sheriff’s deputies after they were met with gunfire when they attempted to evict a tenant on a judge’s orders, according to local officials. He also served concurrently in the Army Reserve and Army National Guard for about a decade. Holte enlisted in the Army Reserve in 2010, and later commissioned into the Guard in 2015, where he served until the time of his death. He is survived by a wife and infant son.

It is my sad duty to report that Post 456 member George Vouchilas has transferred to Post Everlasting. George had been a member of the Post for sixty years. He was 99-years young when he went to his final reward.

The San Francisco Police-Fire Post normally meets on the second Tuesday of every month. Our next meeting is scheduled for Tuesday, August 11, 2020. Hopefully, by then we will be able to safely resume meetings. We meet in the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at [gc1207@comcast.net](mailto:gc1207@comcast.net). God Bless our fallen comrades, God Bless the SFPD, the SFFD and God Bless America,

## Open Letter to SFPD Heroes

By Greg Corrales  
SFPD 1969-2014

*“Do not let your fire go out, spark by irreplaceable spark. In the hopeless swamps of the not quite, the not yet, and the not at all, do not let the hero in your soul perish and leave only frustration for the life you deserved, but never have been able to reach. The world you desire can be won, it exists, it is real, it is possible, it is yours.”*

—Ayn Rand

My original intent in writing this letter was to praise every member of the Department for your sense of duty during this deadly pandemic. Your devotion to duty has been truly heroic, and much of the public recognized and appreciated you for being out there, despite the very real risk of infection. On May 25 everything changed.

Since I have been retired for six years, most of the Department has no idea who I am, so I feel that it is necessary to give you some biographical information, to give my comments perspective. I was sworn into the SFPD on September 2, 1969, a member of the 112th Recruit Class. It is one of the proudest days of my life. I was just six months back from Vietnam and the war was still raging. Anti-war demonstrations occurred regularly and often turned violent. We handled the demonstrations firmly and there was no looting.

During my first year in the Department, four San Francisco Police Officers were murdered. Park Station was bombed, Ingleside Station was raided, a bomb exploded just outside St. Brendan’s Church, as the funeral of a policeman killed in the line of duty was about to begin. During that period, when anyone walked up to your radio car, you had your gun in your hand. During my career twenty-three San Francisco Police Officers were killed in the line of duty.

On November 20, 2002 three off duty officers were involved in an incident

that became known as “Fajitagate.” Two of the officers were assigned to Mission Station, where I was the captain. I was among the ten members of the Department that were arrested and suspended without pay on February 28, 2003. For five weeks the school mates of my ten-year-old daughter saw her dad’s mug shot on the news every night. On April 4, 2003 the charges against me and others were dismissed in court. My suspension was terminated, but I faced Police Commission charges for the next six years. I had told the press that I believed that ultimately my two officers would be found innocent. Absurdly, Internal Affairs claimed that my statement of support jeopardized the investigation. On May 28, 2009, after a two-day trial, the Police Commission reluctantly cleared me.

As I watch with disbelief what is going on in Seattle, Buffalo, Atlanta and the rest of the nation, as I listen with incredulity to the clueless politicians spewing hatred toward police, I am overcome with emotions very similar to what I felt during my suspension. During the five weeks of my suspension I spent every day of it watching the news. I watched every news program starting at 0500 until the last news at 2300. During the five weeks of my suspension I watched every news program waiting for just one newscaster to say, “What if these guys are innocent”? It never happened. I feel the same bewilderment at the national/global antipathy created by one person in Minneapolis, who obviously should never have been a police officer, and then exploited by morally corrupt, weak-willed politicians and the biased media.

I never would have believed that we could have a worse district attorney than Terrence Hallinan. The current clown is infinitely worse. We have had bad Boards of Supervisors, but the current one belongs in Seattle (is CHOP in need of a sympathetic Board?). Throughout my career I bumped heads with the Po-

lice Commission, but it is my belief that the Commission has never had so many cop-haters. As a result of the negative climate, I am hearing a great deal of talk that the police won’t do anything now. That they are not going to respond to calls for service. Many retirees that I worked with, who I respect, men and women that were very good cops, are sympathetic to the idea of laying back. Although many disagree with me, I urge you to do otherwise.

I often think back to a night when I was a lieutenant assigned to Northern Station. I drove out of the station parking lot at 0300 to patrol the district. It was pouring down rain and bitterly cold. Suddenly I was just overwhelmed with a sense of pride that I had the privilege of protecting the public while they are safe in their warm homes. That sense of pride and responsibility is why I believe that today’s police officers will do their duty.

Even though for much of my career I was a target for politicians, the media and bean counters within the Department, I have to admit that things are tougher for you right now. There is some good news, however, starting with Mayor London Breed. Once you stop protesting, let me finish. We are never going to agree with everything a politician or anyone else does or says. While I was captain at Park Station, London Breed was on the Board of Supervisors representing my district. I worked with her and got to know her. London Breed gets it. She is definitely not a cop-hater. I don’t agree with everything she does, but I support her. Just by virtue of her constant battles with the Board of Stuporvisors, one can see that she is one of the few rays of hope in City government.

Tony Montoya and his Executive Board are doing a fantastic job under the most challenging conditions a police union has ever experienced. You can count on their support. Luckily, there are still some members of the Command

Staff that will stand up and do the right thing when it is not the popular thing.

I know that we share the same anger and frustrations because we know that the San Francisco Police Department is not racist, is not corrupt, is not brutal. Despite that frustration, I am confident that you will continue to do your duty for the honor of being a police officer and for the honor of working with the most special people in the world, people of all colors, races, genders and sexual persuasions, honest, tolerant and courageous people. Our spirit de corps can be found nowhere else, other than the Marine Corps, of course.

Ignore the rhetoric being shouted by the idiots. Defund the police? Okay, let them send someone else to domestic violence calls. Let them give money to the homeless programs already getting millions of dollars. Let them give more money to the social programs that are going to talk dangerous criminals into giving up crime. Let them send mental health experts to the wild 800 calls. Don’t argue with them. We know how that is going to turn out. While the mob is being catered to, you will of course, have to be especially careful, but I know that each of you will take pride in diligently performing the duties of a San Francisco Police Officer under the most challenging conditions in its 171-year history.

In 2014 I experienced a double betrayal. One was political and the other was my body getting even with me for years of abuse. I reluctantly retired. I wore star 1207 for just short of forty-five years and loved every minute of it, with the exception of 172 days of non-public contact for getting into too many fights with ex-convicts in the tenderloin.

Every one of you is a hero. Hold your heads up and be proud of the SFPD and defy the naysayers by continuing to demonstrate the professionalism of our Department. When the day comes that you reluctantly retire you will be able to say, “I loved every minute of it, and it was way more challenging than what those old-timers endured.” God bless you.

# Mayor Breed Signs Ordinance to Add Active Military Service Related to the COVID-19 Pandemic

By Matt Lobre, Sgt. at Arms

On May 29, 2020 Mayor Breed signed an amendment to Ordinance No. 170-19, the Annual Salary Ordinance for fiscal years 2019-2020 and 2020-2021 (please see legislation reprinted below). This ordinance will add active military service related to the Covid-19 pandemic to the list of events that qualify for military pay

for City employees.

A number of our members were affected by this. Prior to stepping down as Sgt. at Arms, Rick Andreotti worked with Human Resources Manager for the Department, Ben Houston, on resolving this issue. During this process, Rick asked me to assist him.

Through our reliable relationship with Supervisor Catherine Stefani, she

was able to champion this cause and work with the City Attorney's office to have this ordinance amended. Prior to the amendment to this ordinance, a member had to be called to active duty on 9/11 or in response to 9/11 terrorist attack, international terrorism, conflict in Iraq or related extraordinary circumstances to receive Military Pay beyond 30 days. That is no longer the case.

Thank you Supervisor Stefani for working to achieve this benefit for not just our members, but ALL city employees. All eleven members of the Board of Supervisors supported this as well, I applaud you all. Lastly, thank you Mayor Breed for signing this ordinance. It is greatly appreciated.

FILE NO. 200401

ORDINANCE NO. 82-20

[Annual Salary Ordinance Amendment - COVID-19 Military Service Qualifying for Supplementation of Military Pay]

**Ordinance amending Ordinance No. 170-19, the Annual Salary Ordinance FYs 2019-2020 and 2020-2021, to add active military service related to the COVID-19 pandemic to the enumerated events that qualify for supplementation of military pay.**

NOTE: **Unchanged Code text and uncodified text** are in plain Arial font. **Additions to Codes** are in *single-underline italics Times New Roman font*. **Deletions to Codes** are in ~~strikethrough italics Times New Roman font~~. **Board amendment additions** are in double-underlined Arial font. **Board amendment deletions** are in ~~strikethrough Arial font~~. **Asterisks (\* \* \*)** indicate the omission of unchanged Code subsections or parts of tables.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Ordinance No. 170-19, the Annual Salary Ordinance Fiscal Years 2019-20 and 2020-21, is hereby amended by revising Section 2.3, to read as follows. Although this is an uncodified ordinance, for the purpose of clearly showing its amendment of the Annual Salary Ordinance Fiscal Years 2019-20 and 2020-21, the font as described above for "Additions to Codes" has been used, rather than the font for "Unchanged Code text and uncodified text."

Section 2.3. SUPPLEMENTATION OF MILITARY PAY.

A. In accordance with Charter Section A8.400 (h) and in addition to the benefits provided pursuant to Section 395.01 and 395.02 of the California Military and Veterans Code and the Civil Service Rules, any City officer or employee who is a member of the reserve corps of the United States Armed Forces, National Guard or other uniformed service organization of the United States and is called into active military service on or after September 11th, 2001 in response to the September 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related extraordinary circumstances, or is called into active military service related to the COVID-19 pandemic, shall have the benefits provided for in subdivision (B).

B. Any officer or employee to whom subdivision (A) applies, while on military leave shall receive from the City, as of the effective date of this ordinance, the following supplement to their military pay and benefits:

1. The difference between the amount of the individual's gross military pay and the amount of gross pay the individual would have received as a city officer or employee, had the officer or employee worked his or her normal work schedule.

2. Retirement service credit consistent with Section A8.520 of the Charter. The City shall pay the full employee contributions required by the Charter to the extent employer paid employee contributions are required under the memorandum of understanding covering the employee.

3. All other benefits to which the individual would have been entitled had the individual not been called to active duty, except as limited under state law or the Charter.

B.C. As set forth in Charter Section A8.400 (h), this section shall be subject to the following limitations and conditions:

1. The individual must have been called into active service for a period greater than 30 consecutive days.

2. The purpose for such call to active service shall have been to respond to the September 11th, 2001 terrorist attacks, international terrorism, conflict in Iraq or related extraordinary circumstances, or to respond to the COVID-19 pandemic, and shall not include scheduled training, drills, unit training assemblies or similar events.

3. The amounts authorized pursuant to this ordinance shall be offset by amounts required to be paid pursuant to any other law in order that there be no double payments.

4. Any individual receiving compensation pursuant to this ordinance shall execute an agreement providing that if the individual does not return to City service within 60 days of release from active duty (or if the individual is not fit for employment at that time, within 60 days of a determination that the employee is fit for employment), then that compensation described in Sections (B)(1) through (B)(3) shall be treated as a loan payable with interest at a rate equal to the greater of (i) the rate received for the concurrent period by the Treasurer's Pooled Cash Account or (ii) the minimum amount necessary to avoid imputed income under the Internal Revenue Code of 1986, as amended from time to time, and any successor statute. Such loan shall be payable in equal monthly installments over a period not to exceed 5 years, commencing 90 days after the individual's release from active service or return to fitness for employment.

5. This section shall not apply to any active duty served voluntarily after the time that the individual is called to active service.

Section 2. Effective Date. This ordinance shall become effective 30 days after enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board of Supervisors overrides the Mayor's veto of the ordinance. The pay supplement under this ordinance is prospective only, from the effective date of this ordinance.

Section 3. Scope of Ordinance. In enacting this ordinance, the Board of Supervisors intends to amend only those words, phrases, paragraphs, subsections, sections, articles, numbers, punctuation marks, charts, diagrams, or any other constituent parts of the Annual Salary Ordinance Fiscal Years 2019-20 and 2020-21 that are explicitly shown in this ordinance as additions, deletions, Board amendment additions, and Board amendment deletions in accordance with the "Note" that appears under the official title of the ordinance, as modified in the introduction to Section 1 of this ordinance..

APPROVED AS TO FORM:  
DENNIS J. HERRERA, City Attorney

By: JENNIFER S. STOUGHTON  
Deputy City Attorney

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City and County of San Francisco  
Tails  
Ordinance

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

File Number: 200401

Date Passed: May 19, 2020

Ordinance amending Ordinance No. 170-19, the Annual Salary Ordinance FYs 2019-2020 and 2020-2021, to add active military service related to the COVID-19 pandemic to the enumerated events that qualify for supplementation of military pay.

May 06, 2020 Budget and Finance Committee - RECOMMENDED

May 12, 2020 Board of Supervisors - PASSED ON FIRST READING

Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

May 19, 2020 Board of Supervisors - FINALLY PASSED

Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

File No. 200401

I hereby certify that the foregoing Ordinance was FINALLY PASSED on 5/19/2020 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo  
Angela Calvillo  
Clerk of the Board

London N. Breed  
London N. Breed  
Mayor

5/29/20  
Date Approved

**Contribute to the Journal;  
It's Your Paper.**

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

The deadline for the August 2020 issue is  
Monday, July 27, 2020

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

# SF Dispatcher of the Month



London Breed  
Mayor

## Department of Emergency Management

1011 Turk Street, San Francisco, CA 94102

Division of Emergency Communications

Phone: (415) 558-3800 Fax: (415) 558-3843

Division of Emergency Services

Phone: (415) 487-5000 Fax: (415) 487-5043

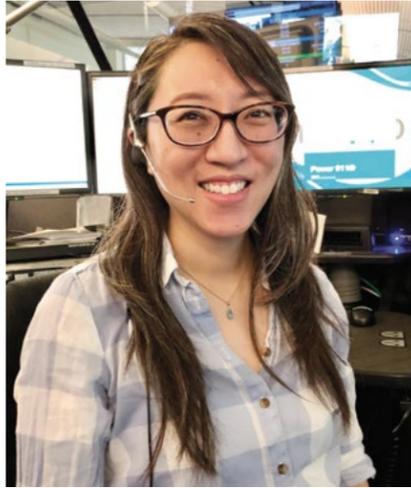


Mary Ellen Carroll  
Executive Director

Date: June 1, 2020  
To: Faith McClure, Public Safety Dispatcher  
From: Zoila Lechuga, Employee Recognition Coordinator  
Re: Communications Dispatcher of the Month  
June 2020

Congratulations! The Department of Emergency Management has selected you as Communications Dispatcher of the Month for June 2020!

On November 20th of 2019 while assigned to call talking, you processed a call from a juvenile who was being walked to school by her mom. The child had just witnessed a horrific vehicle accident in which an older woman and two small children had just been hit in the crosswalk. Since there was a language barrier, the child was making the phone call, and it was very apparent that your young caller was distraught and very scared. Faith, you instantly recognized this, and instinctively knew that you would have to use a different tactic in order to get as much information as possible.



You immediately lowered your voice and remained very calm throughout the call. You constantly reassured her by telling her to take deep breaths and by letting her know that help was on the way. After you processed the call for service by quickly sending the Fire Department and the Police Department, you began giving her instructions and asking questions until help arrived. You could hear the chaos in the background as people tried to help the victims, and you managed to keep your caller calm and focused. She was able to give you critical information such as the conditions of the victims, if they were conscious and breathing, and the vehicle information of the person who hit them.

Your calm demeanor, patience, and encouragement are what made this call such a stand-out success. You understood the importance of sending help out right away, but you also recognized the fear in the child's voice. Faith, thank you for showing so much compassion and for caring for the welfare of all parties involved. Your dedication and hard work is truly admirable. — We are proud of you here at DEM!

From [justthenews.com](https://www.justthenews.com)

## Poll Finds 72% of Voters, Including Most Black Voters, Have Favorable View Of Local Police Department

'Other data shows that it's quite possible to have a positive view of both the police and the protesters—most voters do,' Rasmussen said.

By Carrie Sheffield

Forwarded to the Journal by Val Kirwan

Even in the midst of heightened racial tensions after the death of African-American George Floyd at the hands of Minneapolis police, 72% of American voters, including 51% of black voters, have a favorable view of their local police department, according to a new Just the News Daily Poll with Scott Rasmussen.

"It's important to note that a majority of voters in every demographic group have a favorable opinion of their local police department," Rasmussen said. "There are differences, of course. Rural voters are more positive in their assessment than urban voters, whites more positive than blacks. But it would be a mistake to focus on the differences of degree while ignoring the common ground."

Just the News Daily Poll respondents were asked "Do you have a favorable or an unfavorable opinion of your local police department?" They replied as below:

- 36% Very Favorable
- 36% Somewhat Favorable
- 12% Somewhat Unfavorable
- 7% Very Unfavorable
- 9% Not Sure

Read the entire story and other informative content at this link:

<https://tinyurl.com/ybtdt98t>



## SFPD Listed Among Reformed Departments Where Policy Changes Have Made a Difference

Staff Report

Original *New York Times* article forwarded to the *Journal* by Maureen D'Amico

In an article dated June 5, 2020, written by New York Times reporter David Leonhardt, the policy reforms initiated in recent years by the San Francisco Police Department were referenced as having markedly reduced the number of police-involved deaths. In his article titled *Where police reform Has Worked*, Mr. Leonhardt writes:

"In several big cities, however, things have changed. Police departments have adopted new policies, and, while problems remain, the number of shootings and deaths have fallen significantly.

It's happened in Los Angeles, where fatal police shootings have declined in each of the last four years, down to 12 last year. It's happened in San Francisco."

The article credits de-escalation training and reducing the amount of force officers are trained to use. It also states that the American public generally favors police, and there does not appear to be over-whelming support for defunding local departments. Leonhardt writes:

"The most sweeping proposals to emerge in recent days, like defunding the police, are unlikely to attract broad political support. Many Americans feel positively toward the police, as David Byler of *The Washington Post* points out — although there are large gaps by race."

Read the entire article at this link:

<https://tinyurl.com/y7xpqr29>



## Poll shows idea is not popular with voters

### Defunding the Police is Not a Clear Concept

Staff Report

In a June 9, 2020 article published by the New York Times titled *The 'defund' conundrum*, author David Leonhardt writes that:

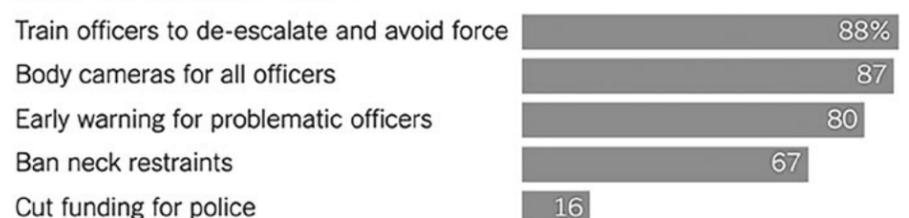
"Advocates for police reform are making the case that the phrase "defund the police" doesn't mean what many people think it means. "Be not afraid," Christy E. Lopez, a Georgetown University law professor, wrote in *The Washington Post*. "'Defunding the police' is not as scary (or even as radical) as it sounds."

**What it actually means, these advocates say, is reducing police budgets and no longer asking officers to do many jobs that they often don't even want to do:** resolving family and school disputes, moving homeless people into shelters and so on. Instead, funding for education, health care and other social services would increase.

The challenge for advocates is that many people equate "defunding" with a major reduction in policing — and they don't like that idea. Reducing police budgets is arguably the only high-profile reform idea that's not popular."

This graph was also published with the article:

#### What do Americans favor?



Read the full story here:

<https://tinyurl.com/yb6cvy4v>



## Defunding the Police Is the Only Police Reform Americans Don't Like

June 16, 2020

American public opinion is undergoing a transformative change in the wake of the George Floyd protests. Three-quarters of the country supports the demonstrations. An equal percentage believe Floyd's death is a sign of broader problems in how police treat black Americans. A new poll by HuffPost finds broad support for a wide array of police reform measures.

The only policy HuffPost found clear opposition to was defunding the police:

Read the entire report and see the polling graphics at this link:

<https://tinyurl.com/yayyzwv4>



# Updated Retirement Check List

By Captain Al Casciato Retired  
Elected Retirement Board Commissioner

This year I have received an inordinate number of calls from members of all classifications (civilian and sworn) requesting advice on what pitfalls they should be aware of as they prepare to retire. The following is a synopsis of my response to those inquiries. **Applicable to SFERS, CalPERS and CalSTERS.**

1. Schedule an appointment with the retirement staff for you and your spouse/significant other. During that appointment **make sure that your spouse / significant other is eligible for a pension continuation** should you predecease them. On several occasions it has been discovered that the spouse or significant other was never placed on file at the system. That is because members entering into the relationship registered at the Health Service System for medical coverage but failed to notify the Retirement System.
2. If you plan to move out of the area after retirement **I would strongly suggest that you rent out your home in the Bay Area and rent a home or apartment in the area you would like to move to.** Spend a year there so you can experience the **availability of medical services**, weather patterns, community and culture before you make a permanent move. I cannot count the number of calls I have received from those trying to move back to the Bay Area.
3. If you decide to rollover your deferred compensation monies to a new fund make sure you are very well informed. Once you are out of the system **you cannot redeposit.**
4. **Update your beneficiary** at your Retirement interview. Most of us still have our parents, previous spouses and / or a friend we listed when we first entered City Service.
5. At your retirement interview double check the salary numbers the system has on file for you by which your pension will be calculated. The departments forward the numbers to the system and **there have been many errors.** Examples such as not reporting longevity pay, hazard pay etc. or having the wrong record of someone with the same name. I strongly suggest you bring a copy of your current payroll stub to review at your interview.
6. If you are retiring on a disability or rating check with your worker's compensation attorney or Worker's Comp as to how retirement will affect your ongoing treatment. Especially if you have been promised **"Lifetime Medical"**. This is an area of much consternation for many.
7. **"Gilmore"** issues those involving divorce settlements can become very

confusing as no two are alike. **Do not rely on the advice received in the workplace.**

8. If you have reciprocity with another system be sure to **schedule your interviews within the same week.** Make sure there is a seamless transition into retirement.

Hope this helps.

If you do have a further question don't hesitate to write me at [croceasciato@gmail.com](mailto:croceasciato@gmail.com) or [al.casciato.sfers@sfgov.org](mailto:al.casciato.sfers@sfgov.org)

## Retirements

The San Francisco Police Officers Association congratulates the following members on his or her recent retirement from the SFPD:

- Sergeant Darren Choy #2010 from Airport Field Operations
- Officer Herman Diggs #1044 from Medical Liaison
- Officer Jean Etcheveste #1847 from Airport Field Operations
- Captain Michelle Jean #935 from Richmond Station
- Inspector Sylvia Morrow #1270 from Special Victims Unit

*The above was listed on SFPD Personnel Order #12 (June 10, 2020) and #13 (June 24, 2020)*



**SFLGBT  
CENTER**

## BECOME A HOST HOME

Because a community supports itself.

Host Homes is an innovative approach to addressing our community's housing crisis. By focusing our efforts on the needs of LGBTQ+ young adults, we aim to provide them with safe places to live in San Francisco. Host Homes staff work diligently to ensure that matches between hosts and guests are made based on aligned values, interests, and lifestyles.

Hosts and guests are provided a number of supports from the SF LGBT Center, including training, regular check-ins, and stipends based on need and availability. Our goal is to house 10-15 youth in San Francisco for 3-12 months while providing case management that leads to stable housing.

### INTERESTED IN BECOMING A HOST?

Learn more on the Host Homes website at [www.sfcenter.org/HostHomes](http://www.sfcenter.org/HostHomes) or contact us at [HostHomes@sfcenter.org](mailto:HostHomes@sfcenter.org) | 415-865-5541. 1800 Market St., San Francisco, CA 94102

*This program is supported in part by Point Source Youth and the Department of Homelessness and Supportive Housing*



## Behavioral Science Unit (BSU)

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

### SERVICES:

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

\*\*\*

Work Related Trauma  
Stress Unit Alcohol/Substance Abuse Support

\*\*\*

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

### MEMBERS:

Sgt. Art Howard	(415) 378-5082
Officer Aaron Cowhig	(415) 696-0607
Officer Dennis Rodelas	(415) 660-8664
Officer Jennifer Viceral	(415) 860-0143

# Making a difference...

By Jamey Frank

When I joined SFPD ALERT over 5 years ago, we were still in the fledgling stages of planning and training. Now, after over 6 years of experience we have had dozens of training sessions and drills, designed to practice skills such as radio usage, traffic control, building searches, missing person searches, pattern searches, communications, de-escalation techniques, crisis intervention, and much more.

But our most recent drill in early February was almost prophetic in that it was designed to practice communication skills with the public (immediately following an emergency) and radio protocols. Using the Academy grounds, and Cadets as role players, we practiced various de-escalation techniques. The north west side of the Academy became the simulated entrance to a "mall," and Cadets were instructed to try and breach the mall to shop for food after an extended power outage. SFPD ALERT team leads provided instruction to their groups on approach, discussion, listening and resolution, and emergency whistle protocols. A second group of ALERT volunteers practiced radio usage, 10-codes, and communication between teams, then we rotated between exercises.

Following San Francisco's shelter-in-place, SFPD ALERT volunteers were called upon to assist San Francisco Recreation and Park Department in educating community members on the importance of social distancing and utilizing facial coverings (provided as necessary to those who did not have one). The details were highlighted in the May SFPOA newsletter. Nearly every day, ALERT volunteers and Cadets have been patrolling parks throughout the city, resulting in over 2,000 volunteer hours.

For our daily patrols, we arrive at the Station to check-in, have our temperatures taken, sign out our equipment, receive ALERT specific announcements and load our vans. Sergeants Ray Padmore and Nelson Ramos provided supervision and transportation for the team, which was broken into two groups. Prior to beginning our daily patrols, we received a daily briefing by the Park Rangers in Golden Gate Park.

Our radio training also came into play, as each team coordinated their daily routes, thereby ensuring complete coverage of the parks citywide. Masks and gloves were in constant usage throughout the day, ensuring the safety of all volunteers, cadets, and officers. At the end of each shift, vans would be fully sanitized and restocked by the Cadets



Some ALERT members found the de-escalation and communication exercise challenging to their composure, while others very naturally engaged with role players with both empathy and a firm command presence. This training exercise was timely and turned out to be invaluable during our most recent deployment.



and ALERT volunteers for the following day's operation.

Using our communication and de-escalation training, ALERT volunteers and Cadets under the supervision of the officers assigned, would approach park-goers who may not be following social distancing guidelines and kindly but firmly ask them to separate. We handed out thousands of mask and facial coverings, to very appreciative members of our community. Where necessary, we would remind park users to avoid sharing equipment, remaining socially distant, and not using common areas such as basketball courts and playgrounds. We would also replace, repair or reposition missing signs and re-string caution tape.

The response has been overwhelmingly positive, and nearly all residents have complied. Even on a busy Sunday, when we had to assist Park Rangers, Sheriff's deputies, and SFPD officers with evacuation of a local Park, which had become dangerously overcrowded. Very few residents questioned the need for our City health policies, and in fact thanked us more often than not. Empathy and listening can go a long way to get residents to comply with important health and safety guidelines.



Traffic direction training also came into play, when ALERT member Marcus Ponce and I were flagged down by a motorist in front of Potrero del Sol park. The driver informed us that a homeless man had been hit on northbound Bayshore Boulevard at Cesar Chavez. We quickly located the victim who was dazed and sitting on the side of the road. I notified Sergeant Ramos of the situation and requested an ambulance. We verified that the man could speak, he knew his name, and stated that he "just fell down." As a fire engine approached, I directed them to the location of the injured individual, and they commenced medical treatment. Meanwhile, ALERT Volunteer Ponce directed traffic around the scene, keeping it safe, until the situation was clear.



While ALERT does not have law enforcement responsibilities, we can free up officers from details which do not require a sworn officer. Our function is also one of public relations, and community policing, which in these challenging times can help improve relationships one person at a time.



In 2017, I participated in and completed the SFPD Civilian Community Police Academy. This program is designed to give participants some insight and education about SFPD training and procedures.

One of the opportunities to learn included a 'ride along' with SFPD officers. This is my summary of the experience.

This is dedicated to all the men and women who choose to serve in law enforcement. Thank you for your service. I also wanted to especially thank Greg, Danny, and Ray and remember my Grandfather Charles "Sonny" Brennan NYPD #9413.

— Ayn McGee  
June 24, 2020  
San Francisco, California



# Violence For Breakfast

## My Ride Along with the SFPD

By Ayn McGee

I learned something today. I have the luxury of feeling safe.

It is 5:45am. I'm at the police station waiting for my SFPD ride along. It's dark outside and the station is quiet and peaceful. It's cold and damp outside, but for San Francisco, that's normal. Two people are sleeping on the lobby floor. I'm relieved they are indoors but part of me is surprised they have not been asked to move. I find myself thinking "Do I know a business that lets people sleep indoors on the floor of their lobby?"

I'm apprehensive. It's mandatory to wear a bullet proof vest for the ride along, and I've never worn a vest before. I'm worried they won't have my size. It's a laughable thought, but that is what is on my mind. "Really? From my experience, I know SF is a safe place. What do I need a vest for?" and "I need more coffee." That is the mantra running through my head.

**"In our social media world it is rare to understand the complete context of a situation."**

I meet Officer J. He immediately finds me a bullet proof vest. It fits. "Wear it snug." He says. And I'm ready for my ride along. I meet his partner Officer R. They both have kind eyes, firm handshakes and are in uniform which includes bullet proof vests, handcuffs, batons and radios to name just a few things.

"Do you like coffee?" they say. "Thank God! Yes, I do" is my reply. And my ride along is starting out well. This changes quickly.

Our first call is a domestic abuse call. I found out a few things. Handcuffs can be used to hold doors open, and Officer J is bilingual. This is important because backup officers appear as if by magic, and a very distressed woman is reassured and calmer being able to communicate and be understood in her native language. It's not magic it is SFPD dispatch but like I said before, I'm learning.

I notice something else. I am part of the officers' team by virtue of my bullet proof vest. I am no longer inconspicuous. Ok, as inconspicuous as anyone can be in SF. And everyone is looking at me differently. I can see by the way the injured woman looks at me that she is reassured by my presence, and I did not think it was just because she and I are women. It might have something to do with the "Protect and Serve" aspect of things, but I'm not sure. Later, I find that Officer J and Officer R are not surprised by my assessment.

There is some repetition in the ques-

tions being asked by Officer J and Officer R. I'm a loan officer by training. Details matter in my former industry, and policing I find out, is very similar in that aspect. People's emotions affect recollection. Repetition adds clarity. Accurate details and a complete account from every person involved in a situation can make a difference in the outcome. In our social media world it is rare to understand the complete context of a situation. I learned having only a partial view of something can skew the facts, and therefore affect the outcome sometimes negatively.

Officer J and R are experts in asking questions and gathering data in my opinion. And they were very kind to a woman and her little girl whose day started off with "violence for breakfast" instead of corn flakes, pancakes or in my case, coffee. Privately, I found myself admiring her courage for calling the police and praying for her safety.

But we also did something practical. We head to the station. Officer R files a report immediately so that a "stay away" order can be issued for the woman's safety. Back at the station Officers J and R are patient with me. I have a lot of questions, especially about filing police reports and judicial procedures. They know the answers. They directly and openly discuss what is appropriate for me to know.

I also learn an SFPD Officer was shot on Halloween, just a few hours before I arrived at the station. I recalled how quiet and peaceful the station had been. I felt safe, but someone nearby wasn't. I suddenly felt comforted by the weight of my bullet proof vest. The need and necessity of why I also need to wear it was slowly seeping in my conscious thoughts.

We go back to our patrol car. There are gangs in SF, but I wouldn't necessarily recognize a gang member if one was standing in front of me. Officer J and R would. And now after today I might too, along with the indentation of a crack pipe in someone's pocket or the bulge of a gun in someone's purse. I might. They would.

Courtesy, kindness and sometimes humor was evident in every interaction. I saw acceptance, tolerance and respect for people's choices, whether good or bad as long as the choices were law abiding. Respect for residents who were making personal efforts to keep their neighborhood safer. Humor with pedestrians and bicyclists. Kindness for the two homeless men who were living in cardboard boxes, and patience for the business owner who was frustrated because they were there and wanted them to leave. There was willingness by the officers to uphold the law. Upholding the law, I learned, is different from making someone do something because their neighbor wants it. How many people outside law enforcement even know what this means? I'm just beginning to learn.

I saw courtesy shown to the man who handed Officer R a bullet he found on the sidewalk "because he wanted to help" and kindness shown to a storekeeper

just robbed at knife point. I repeatedly noticed more teamwork within the SFPD and across multiple agencies when needed.

The radio is always on, which means the calls don't stop. Ever. 24 hours a day, 7 days a week. "My job is different than yours." I said. Officer R laughed when I pointed this out and said he was glad this was a "slow day". I couldn't help thinking how I would feel if one of my coworkers got shot a few hours ago. Would I want to go to work? Does a police officer have a choice? I don't know but I'm going to find out.

Officer J talked about being hated because he was a police officer. He spoke to me in a straight forward manner without asking for pity. Actually, he is a human being and he wanted to be understood. I found his words painful to hear. I didn't immediately understand why. I still don't fully. In part, it was painful to hear because it was the truth. Some people do hate the police. Some people hate any type of authority, person with influence or being told what to do. And that bias can exist whether or not someone is ethical or good at their job.

Let's be honest, in every industry there are people who are not good at

their jobs, including some police officers. When a job is stressful, includes an element of authority or influence, and the position is misused, the consequences are exponential. Harvey Weinstein is a prime example, and unfortunately for all of us there are more.

There are also people in every industry that are exceptional and professional in every sense of the word. I met two human beings today who are exceptional and professional. I walked in directly in harm's way with them for a few hours. They are officers with the SFPD and I've never felt safer.

I also now understand that sometimes safety is the luxury I have because I am in the right place at the right time. It is also because of the men and women who work for the SFPD and every day fulfill their commitment to Protect and Serve the San Francisco community we all are a part of.

Thank you both for the opportunity to learn, your time, your service and for the coffee. Please continue to be safe.

Warm Regards,  
San Francisco Resident & Graduate  
SFPD Community Police Academy  
#30

## ALERT Member Profile

### Sandy Tom, ATL

By Sergeant Raymond A. Padmore  
Community Engagement Division

Sandy Tom has been a member of the ALERT program for over three years. She started in May 2017, and lives in the Sunset District.

She was born in Hong Kong, China, and immigrated with her family in 1980. She graduated from Woodrow Wilson High School in San Francisco. She received a Bachelor of Science (BS) degree from San Francisco State University (SFSU) with a major in Business Administration emphasis in Accounting. She also took some classes in the SFSU's graduate program in Taxation.

Sandy works as an auditor and she is married with two children: Jennifer and Allison. Jennifer is a sophomore at City College of San Francisco and plans to continue education at UC Davis BS degree in Animal Science. Allison is a Senior at Lowell High School. The family has a 5-gallon fish tank filled with little guppies and she began to raise worms for her garden last year.

When Sandy was considering a law enforcement position years ago, she volunteered at the Richmond Police Station and took several Criminal Science classes at City College of San Francisco. She enjoys helping others and volunteers for various organizations. Currently, she helps in a food pantry, giving out free groceries to families in need. She learned about ALERT after she became a NERT member. "I came to ALERT because it helps me meet wonderful people, as



Sandy Tom

well as helping the SFPD in making the community a happier and safer place to live in."

Currently, Sandy is involved with a local church in the Sunset passing out free groceries from SF Food Bank. What she likes most about the ALERT program is working alongside officers and other volunteers. "I also learn many skills especially in team building, communication, and law enforcement," she explains.

Volunteering provides a unique opportunity to do something worthwhile with her spare time. She can make a difference helping SFPD and your community, and she encourages others to join the program. By giving a helping hand, many people gain experience in law enforcement and become part of the SFPD family.

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

By Mike Hebel  
POA Welfare Officer

## COLAs

**Q.** Mike, will a basic COLA be paid in FY 2020 - 2021?

**A.** Yes! For Tier II (new plan) retirees a 2% basic COLA based on the Bay Area CPI was approved by the Retirement Board in March for payment commencing on July 1, 2020.

For Tier I (old plan) retirees a basic COLA will be paid but requires further explanation. Old plan retirees (entered the Police Department prior to November 1976) receive, as their basic COLA, 50% of the dollar amount of the annual pay raise for the rank/position they held at the time of retirement. The current Memorandum of Understanding between the CCSF and the POA provides for a base wage increase of 2% effective July 1 and another base wage increase of 1% on January 1, 2021. However, both of these raises contain a contingency. "... if the March 2020 Joint Report, prepared by the Controller, the Mayor's Budget Director, and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2020-2021 that exceeds \$200 million..." then the base wage adjustments will be delayed for six months. The CCSF budget deficit for 2020-2021 will far exceed \$200 million. Therefore, active police officers will receive their 2% pay increase on January 1, 2021 and their 1% increase on June 30, 2021. And Tier I retirees will receive their corresponding basic COLA adjustments on January 1 and June 30, 2021.

**Q.** Mike, will a supplemental COLA be paid in FY 2020 - 2021?

**A.** NO! The Retirement System trust fund, as of May 31, 2020, has reported a fiscal year to date investment return of 1.2%. It is highly unlikely that the trust fund will finish the fiscal year ending June 30, 2020, with an investment return outpacing its required rate of return of 7.40% which is needed to create the excess earnings from which a supplemental COLA can be paid.

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

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

Protect Our Benefits prepared a Charter amendment for the November 2020 ballot to make the Pre '96 retirees whole — to be treated just like those who retired Post '96 with respect to the supplemental COLA. The Charter amendment was entitled: "Restore Retirement Benefits, to Retired San Francisco City Workers Who Retired Before November 6, 1996, Which They Earned And Contributed To With Their Own Financial Contributions and Services."

The passage of Proposition C on the

November 2019 ballot extended retiree health benefits to 25 city employees added to the city payroll after the collapse of the San Francisco Housing Authority. It won with a 68% majority. This was a most promising development for a November 2020 charter amendment to extend retiree supplemental COLA benefits for those who retired before November 1996. It appeared as though the electorate was sensitive to city retirees' health and retirement concerns.

POB paid a very reputable political consultant (Tulchin Research) to conduct a citywide survey in July 2019 to gauge public sentiment toward a proposed ballot measure to restore retirement benefits for city employees who retired before November 1996 and had their supplemental COLA stripped away. The survey was very encouraging for supporters of this proposal as voters in San Francisco strongly support the effort to treat all San Francisco city worker retirees equally and allow those who retired before November 1996 to receive a supplemental cost of living to help them afford their retirement. Voter support increased from 57% to 65% when they were provided more context: Pre '96 Retirees used to receive a supplemental COLA when there were excess earnings in the retirement fund until a 2011 ballot measure essentially eliminated this retirement benefit; the average yearly retirement benefit increase for these members is \$450; it would affect about 4,600 retirees whose average age is 85 — the oldest and most vulnerable retirees (who are dying a rate of about 50 per month); and many of the retired workers who would get this cost of living adjustment only receive a retirement benefit of \$15,000 a year, which is less than the minimum wage.

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

By letter of June 9, 2020 POB President Fred Sanchez informed all pre-1996 retirees that: "It is with heavy hearts we are notifying all our donors that we have decided to terminate our Campaign, Restore Retired City Workers Earned Benefits, whose effort was to place the Pre-1996 Restoration of Retiree Supplemental COLA on the November 2020 San Francisco ballot. Our goal was to garner the support of the Mayor and Supervisors to place the proposition on this November ballot. We were on a roll. Then, the pandemic hit us all. Not one Supervisor felt that under the current circumstances he/she could support our proposition." President Sanchez went on to conclude: "It broke the hearts of all of us at POB as it became impossible for us to carry on the fight. We will continue to explore our options..." This was a valiant effort by POB. We thank them. May they go on to fight for this cause on another day!

**Q.** Will Social Security pay a COLA for 2021?

**A.** Probably not! The Social Security Administration will make its announcement in October about the COLA for 2021.

The Consumer Price Index on which COLAs are based is the CPI for Urban Wage Earners and Clerical Workers (CPI-



W). That adjustment is determined by comparing the CPI-W in the third quarter of 2020 with that in the third quarter of 2019. Through April it had increased a mere 0.1%. With 5 more months of data to collect, this number could increase. If inflation continues to remain very low, there will be no increase for 2021. The COVID-19 pandemic has caused prices of goods and services to plummet, which is good news for most household budgets but worrisome for retirees who are receiving social security benefits. The COLA for 2020 was 1.6%.

In 2020, the maximum social security monthly benefit for a person retiring at full-retirement age (generally 66) is \$3,011.

In other news about the Social Security System, its Board of Trustees just announced in its annual report that "the combined asset reserves of the Old-Age and Survivors Insurance (OASI) and Disability Insurance (DI) Trust Funds are projected to become depleted in 2035, the same as projected last year, with 79 percent payable at that time." While the trust funds would be depleted, annual payroll taxes would still cover just over three-quarters of promised benefits.

Of special note, a new company — Law Enforcement Move — has begun to offer its services to law enforcement officers who wish to move to police friendly communities. The company, founded by law enforcement officers, has real estate agents in 40 states helping law enforcement clients sell existing homes and finding new ones in communities friendly to and respecting law enforcement. Politicians and community activists working to de-fund or eliminate police departments make law enforcement officers' jobs more dangerous. Law Enforcement Move helps officers find jobs and homes in police friendly environments/communities.

*Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California "super lawyer" and included amongst "America's top financial planners." He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently a member of The Police Credit Union's Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in July 1994 with the rank of captain after a distinguished 28 year career. He served as the POA's Secretary and on its Board of Directors for 19 years. Mike is a frequent and long-time contributor to the POA Journal. If you have a question for Mike, send an e-mail to [mike@sfpoa.org](mailto:mike@sfpoa.org) or call him at 415-613-1726.*

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# To Protect New Recruits, Palo Alto Looks to Offer Retirement Incentives to Public Safety Veterans

May 31, 2020

Palo Alto is preparing to offer \$30,000 payments to Police and Fire department veterans who are willing to accept an early retirement — a move that city leaders hope will obviate the need for layoffs as they try to close a gaping budget hole.

The payment program, which will cost the city about \$480,000 to implement, aims to protect the city's investment in newly hired officers and firefighters, who under union rules would be the first employees in their respective departments to face layoffs. The city will limit the "early exit" payments to 16 senior employees in the two departments, all of whom are eligible for retirement.

"The establishment of a retirement incentive program can aid in eliminating the need to layoff newly hired police and fire personnel, saving the city both the investment already made into these employees and the cost associated with future recruitments," the report states.

The City Council is scheduled to consider and likely approve the incentive program at its meeting this Monday, June 1. The vote would follow its decision on May 26 to tentatively approve a budget that eliminates five firefighter positions and 16 police positions, which includes six sworn officers in the patrol division, three in the city's specialized traffic program (which is being eliminated) and two the investigative division, among others.

When civilian positions are factored in, the city's public safety departments stand to lose 32 full-time positions as their budgets are cut by a total of \$7.25 million, with most of the cuts occurring in the Police Department.

The city was considering even deeper cuts earlier this month, though it scaled some of the proposed reductions back after the City Council moved to reallocate some money that was designated for capital projects to public safety. Liz Kniss, Lydia Kou and Greg Tanaka all

voted on May 12 against the original proposal to cut the police and fire budgets, though all council members except Tanaka ultimately voted to approve the revised budget, which the council plans to formally adopt on June 22.

Meanwhile, some residents have been calling on the council to impose pay cuts on labor groups, a move that council members said would run afoul of state law. According to the city's budget, the average total compensation (which includes salary and benefits) for a member of the city's main firefighter union, the International Association of Fire Fighters, is \$312,767 (the average base salary is \$142,092). Members of the city's primary police union, the Palo Alto Police Officers Association, receive a total compensation of \$315,312 (with a base salary of \$147,255).

High-level managers in both departments, which belong to their own respective unions, earn more. Members of the Fire Chief Association collect an average total compensation of \$384,860, which includes a base salary of \$199,790, according to the budget. In the Police Management Association, the average total compensation is \$430,432, which includes an average base salary of \$227,779.

By contrast, the average city employee in Palo Alto gets about \$123,618 in base salary and \$231,968, when pension and other benefits are factored in.

City Manager Ed Shikada said on May 26 that the city is continuing to have conversations with unions about labor concessions and that those discussions are "proceeding positively." To date, only the "managers and professionals" group, which is not represented by a union, is set to see a 15% reduction in compensation.

In proposing the new incentive program, staff is responding the council's direction from May 12 that the city consider policies that would achieve savings through attrition rather than layoffs. A

recent report from Shikada's office noted that it typically takes longer than a year to train for police- and fire-sworn positions before they join the full operation.

"As such, the City has invested a significant time and hundreds of thousands of dollars to hire, equip and train the sworn personnel who would be lost to layoffs," the report states. "Police and Fire departments typically experience turnover from separations and retirements, which result in vacant positions throughout the year. If the typical attrition in Police and Fire could occur for an additional six-months period, the City would hope to avoid layoffs for these recently-hired employees."

The budget cuts in the Police Department are occurring just as the department was getting closer to achieving full staffing. For years, the department had more than a dozen vacancies in its ranks. In February, Police Chief Bob Jonsen told this news organization that the number of vacancies has dropped from 13, when he was hired in 2017, to about eight that month.

On May 12, Jonsen told the council that the department is now down to four vacancies.

But even though the department has seen some recent success in hiring new officers, Jonsen told this news organization during the February interview that each recruit has to go through a six-month academy, which is then followed by a six-month field-training program. Only then do they start integrating with the department, Jonsen said in an

interview.

Jonsen also told the council that the period between when someone applies for a job as a police officer and when they are ready to serve the community takes about two years.

"These positions have been filled with outstanding candidates who are presently working their way through our academy and field-training program," Jonsen told the council. "It would be a major setback if we had to let any of these individuals go and start from scratch."

By adopting the retirement-incentive program, the city is hoping to avoid laying off some of these recruits. A new report from the Human Relations Department states that those who volunteer to participate would get a one-time, lump-sum cash payment of \$30,000 to mitigate their loss in earnings and overtime from retiring sooner than their personal circumstances would otherwise dictate. The program, the report argues, offers an opportunity to "aid in the natural succession of the organization and to achieve position eliminations through attrition."

"The City is deeply grateful to the more senior sworn personnel for considering an early exit to avoid layoffs," the report states. "By participating in this program, the City's investment in recruiting and training new personnel and the Palo Alto community benefits from the knowledge and familiarity gained by these individuals."

From Palo Alto Online


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## DC Police Union Survey Says 71% Polled Considering Leaving MPD Over Police Reform Legislation

June 22, 2020

WASHINGTON, DC — A survey by the D.C. Police Union shows 71 percent of its polled members are considering leaving the Metropolitan Police Department over police reform legislation.

The Union released the survey on Thursday saying that the D.C. Council's reforms have presented "negative impacts to the working conditions of police officers." The Union says 600 of its members responded to the poll.

"Many of our members have voiced that that Bill eliminates collective bargaining rights for employees, it makes it exceedingly more difficult to charge a suspect with assaulting a police officer, it changes body worn camera policy in such a way that is can no longer be used as an evidence collection tool, and it changes the language in use of force policy in the most utterly confusing way that even the Councilmembers could not figure out the intent or the impact of the language," the Union's statement read.

In addition to 71 percent of members polled saying they are considering leaving the MPD, the Union broke down other numbers they say show how members believe the bill would impact crime, officer safety, and discipline within the department.

The Union says 96 percent polled believe crime will increase, 88 percent polled believe officer safety will decrease, 93 percent polled believe disci-

pline will increase and 98.7 percent of members polled agree with Chief Newsham's statement that "The DC Council has abandoned the police."

The Union also says that, of members polled, 25 percent say they may retire earlier than originally planned, 35 percent are seeking jobs at other law enforcement agencies and 39 percent are considering leaving law enforcement altogether.

"The language in the emergency legislation completely degrades the rights and working conditions afforded to police officers in this city," said the Union's statement. "This legislation will cause an exodus of our best police officers and make hiring and retaining qualified employees next to impossible."

Earlier this month the D.C. Council voted unanimously in favor of emergency legislation on police reform. The 13 votes in favor came against a warning from the police union that the council members were making a mistake.

Highlights from the bill include releasing the names of officers and body-worn camera footage within 72 hours, giving the disciplinary process to the mayor, and prohibiting munitions during peaceful demonstrations. The legislation as passed is good for 90 days and makes many changes in the way policing is done in the District.

From Fox 5 DC



## Update on National Reform Plan

June 16, 2020

To: All Members

From: Tony Montoya, President & Tracy McCray, Vice President

As you know, on Sunday we launched our coordinated effort to present a set of policy reforms to improve policing on a national level. We partnered with two, well-respected police unions, the Los Angeles Police Protective League and the San Jose Police Officers' Association to ensure that your voice, the voice of front line police officers, is heard at the local, state and national level.

We spoke up on your behalf on Sunday and now leaders and stakeholders are listening. Absent a reasonable voice at City Hall, in Sacramento and in Washington D.C., the voices of rank-and-file police officers will be silenced. SFPD has an excellent story to tell, and we are going to tell it. And we are not going to let up.

As you may be aware, Attorney General Xavier Becerra has announced a series of statewide police reforms. Rather than being on the outside looking in, the SFPOA has been given a seat at the table with the Attorney General to discuss our plans and what you already do every day as San Francisco Police Officers.

Yesterday, your leadership team had a productive meeting with Rev. Amos Brown, President of the San Francisco branch of the NAACP along with several members of the local African American clergy. It was a frank and productive dialogue. We listened to their ideas of where we might be failing in their eyes and where we can do better. But we also heard something very clear and important, they want the SFPD in their community. There was zero discussion of "abolishing" the police department. We walked away from that meeting making a commitment that we will continue our dialogue and that the SFPOA will continue its push for protecting public safety and continuously improving how we do our jobs.

In Los Angeles, the LAPD is facing a call for a 90% cut to its budget. It's a reckless and dangerous idea that has actual traction. We do not have that here. What we do have is the ability to discuss how we may be able to change the way we do our jobs so that we can focus more squarely on police services and not social services. It's something all of us have been concerned about. We have every intention of having an impact on that discussion.

Our profession is under siege right now. We will not let it be further jeopardized by entrenched interests on any side who have zero intent on improving policing in America. The SFPOA is committed to being a voice of reason so that we can ensure your safety on the job and preserve this profession we all have chosen as a calling.

## National Reform Plan

June 13, 2020

To: All Members

From: Tony Montoya, President

These last several weeks have been some of the most difficult we have ever seen as members of the SFPD. We know how hard it is to keep your head up and to continue to do your jobs. We believe in you and know that you entered this profession to do good and help people. Remember the reason you entered this profession and don't let anyone take that away from you.

As you know, across our country, at every level of government, there are proposals aimed at "police reforms" that run the gamut from changing the objectively reasonable to a necessary use of force standard, to eliminating qualified immunity for officers to flat out abolishing police departments. Literally several dozen police reform proposals are coming from both political parties, and from across the entire political spectrum.

Absent a credible, reasonable voice on behalf of front line law enforcement, the results of this frenzy could very well be adoption of policies, laws and mandates that have disastrous intended and unintended consequences on our profession.

The SFPOA is aggressively stepping on to the national stage to be that voice for you and other rank-and-file police officers. Our department has already adopted and implemented many of the reforms that are part of the local, state and national discussion on policing. We are obligated to ensure that elected and appointed officials at every level know what you already do on a daily basis. We are also open to common sense and reasonable changes that do not put you in further harm's way.

Tomorrow, the SFPOA, the Los Angeles Police Protective League, and the San Jose Police Officers Association are launching a national police reform plan that is based on the strong policies and training that all of our officers already train toward and work under. We're asking the country to raise its standards to ours.

The plan is being announced in a series of full-page newspaper ads that will run in the Washington Post, LA Times, San Francisco Chronicle and the Mercury News.

We are also going to start addressing race and temperament in policing head on. Law enforcement has been timid to address this issue directly. We do not believe that policing is systemically racist. However, police officers come from and reflect our communities. Unfortunately, there is racism in our communities and that means across our country that there are some racist police officers. Police unions must root out racism wherever it rears its ugly head and root out any racist individual from our profession.

There are also some people who don't possess the temperament to be members of law enforcement and we must also confront and address the damage these individuals cause to the level of community trust we strive to maintain.

We know this may be a lot to process right now. Please know that we are working tirelessly to protect our profession and to tell our story highlighting the good work you do every day. In order to be successful, we must be proactive, we must offer solutions and we must tackle the tough issues.

We will keep you informed as these legislative discussions carry on.

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# Addressing Mayor Breed's Proposed Reforms

June 11, 2020

To: All Members

From: Tony Montoya, President

Today the Mayor announced a set of reforms for our Department. Unlike the onslaught of divisive ideas couched as reforms we've seen from our current Public Defender and former Public Defender, certain members of the Board of Supervisors, and elected leaders in other major cities, the Mayor did not attack police officers. She did not lay blame for society's ills at our doorstep. She did state what she would like to accomplish. You can review those proposals here. <https://sfmayor.org/article/mayor-london-breed-announces-roadmap-new-police-reforms>

I engaged with the Mayor's Office and Human Resources office today about the substance of these proposals. When you carefully examine the proposals, you will see that the SFPD is way ahead of the curve on many of these items, such as "Demilitarize Police" and accountability and bias. On the topic of exploring what types of calls SFPD responds to, specifically non-criminal/non-emergency calls, we have been advocating for that for some time. Simply, we cannot be the city's one-stop-shop for problem-solving homelessness and mentally ill individuals.

I have communicated to the Mayor and publicly that we believe the SFPOA can engage on these issues and contribute meaningfully to the policy direction. The reality is police unions across the country have been shut out of these discussions. We also think this is an opportunity to educate our elected officials and the public about all the work we've already accomplished that addresses many of the goals established by the Mayor.

While we will continue to advocate to protect the SFPD budget, something our Chief is unwilling to do, we can also engage in discussions on how we better allocate our existing resources. We hope the Mayor accepts our offer to come to the table to find solutions to the issues she's identified, as well as address issues we need to do our job effectively and safely.

We will see who in our city truly wants to improve how we police and improve police/community relationships. We're ready to get to work.

## Mayor London Breed Announces Roadmap for New Police Reforms

June 11, 2020

Additional reforms will focus on eliminating the need for police to be first responders for non-criminal situations and changing hiring, promotional, training, and disciplinary systems

**San Francisco, CA** — Mayor London N. Breed today announced her vision to fundamentally change the nature of policing in San Francisco and issued a set of policies to address structural inequities. She proposed four priorities to achieve this vision: ending the use of police in response to non-criminal activity; addressing police bias and strengthening accountability; demilitarizing the police; and promoting economic justice. These policies build on the City's ongoing work to meet the standards contained in President Obama's 2015 Task Force on 21st Century Policing.

"San Francisco has made progress reforming our police department, but we know that we still have significant work to do," said Mayor Breed. "We know that a lack of equity in our society overall leads to a lot of the problems that police are being asked to solve. We are going to keep pushing for additional reforms and continue to find ways to reinvest in communities that have historically been underserved and harmed by systemic racism."

"The initiatives Mayor Breed is announcing today are consistent with our department's commitment to the Collaborative Reform Initiative and our aspiration to make the San Francisco Police Department a national model in 21st Century policing," said San Francisco Chief of Police Bill Scott. "We understand that it's necessary for law enforcement to listen to the African American community and embrace courageous changes to address disparate policing practices, and we recognize it will take sacrifice on our part to fulfill the promise of reform."

This reform effort will focus on reducing the need for police to be first responders for non-criminal situations, and changing the Police Department's hiring, promotional, training, and disciplinary systems to better reflect that the department's fundamental mission to protect and defend all life. It will also focus on demilitarizing the police and redirecting funding to invest in marginalized communities. These reforms will be implemented on an ongoing basis, with some changes going into effect immediately.

These four priorities build on San Francisco's ongoing police reforms, including efforts to limit use of force and require independent investigations. San Francisco has already implemented several best practices that have been shown to reduce police violence including banning chokeholds and strangleholds, requiring de-escalation, requiring a warning before shooting, and exhausting all other means before shooting. Additionally, San Francisco requires officers to intervene in cases of excessive use of force, bans shooting at moving vehicles, requires officers to use the minimum amount of force necessary when force is used, and requires comprehensive reporting.

### Demilitarize Police

Mayor Breed has directed San Francisco Police Department (SFPD) to establish an explicit policy barring the use of military-grade weapons against unarmed civilians. This includes, but is not limited to, chemical weapons such as tear gas, bayonets, and tanks. This plan will call on SFPD to inventory and plan how to divest the Department of any such weapons currently in their possession by the end of 2021, and to create safeguards to disconnect the SFPD from federal grants for weapons of attack used against the community.

### End Use of Police as a Response to Non-Criminal Activity

In order to limit unnecessary confrontation between the SFPD and the community, San Francisco will work to divert non-violent calls for service away from SFPD to non-law enforcement agencies. Over the next year, the City will develop a systematic response plan to improve direct connection to community-based or City service providers, such as the CAHOOTS model of crisis response or the Homeless Outreach Team or Street Medicine behavioral health professionals. This plan will

also reduce the need for armed police interventions in our schools.

### Address Police Bias and Strengthen Accountability

To reduce the persistence of police bias, the Mayor has directed the Department of Human Resources, Department of Police Accountability, and SFPD to identify and screen for indicators of bias, improve training systems, improve data sharing across Departments, and strengthen the SFPD's Early Intervention System for use of force violations.

Starting immediately, the Department of Human Resources will audit all SFPD and San Francisco Sheriff hiring and promotional exams to incorporate state-of-the-art testing for bias and potential for abuse of force. Moving forward, the SFPD and Police Commission will also strengthen the affirmative duty to act policy and tie any violation to transparent disciplinary action.

The Mayor has also directed the Department of Police Accountability to expand their focus beyond individual instances of misconduct, using the Department's chartered authority to evaluate patterns and practice of bias within the SFPD.

### Redirect Funding for Racial Equity

Mayor Breed has announced that divestments from law enforcement will support intentional investment of funds in programs and organizations that serve communities that have been systematically harmed by past City policies.

Decades of disinvestment in the African-American community and racially disparate policies in San Francisco have exacerbated disproportionate harm in Black communities, affecting outcomes from health and wellness to housing insecurity and economic outcomes. On June 4, Mayor Breed and Supervisor Shamann Walton announced a plan to prioritize the redirection of resources from the San Francisco Police Department to support the African-American community in the upcoming budget. They will lead a collaborative process with the community in partnership with the Human Rights Commission to help identify and prioritize funding needs.

## The Breed-Walton Budget Play

June 6, 2020

To: All Members

From: Tony Montoya, President

It shouldn't come as any surprise, but the latest divisive idea has made its way to San Francisco; cut from the police department to invest in other community programs. Somehow, society's failures are pinned on the backs of police officers.

To be blunt, there's nothing that we like about the proposal to cut the police budget. But remember, we have a contract and what we have earned in that contract will come to us. Unfortunately, the Mayor and Supervisor Walton's proposal will divide our dedicated police officers from the community we serve.

What's the plan for the budget? No one's saying. How much of a cut will the department face? No one's saying. How does Chief Scott feel about the cuts? Well, he says they're not really cuts since the money goes back into the community. I'll let you think on that one for a moment.

So, what do we know? We know the Mayor and Supervisor Walton's proposal will not affect your pay. We have a closed contract and we have zero interest in providing any concessions for this experiment. We know we'll know more about the cuts near August 1, 2020.

As this proposal is finalized, we think it's important that the Mayor and Supervisor, as well as Chief Scott must be completely frank about the negative impacts these cuts to public safety will have on our City. No sugar coating. No, do more with less.

Although this ill-advised idea is wrong for San Francisco, it's also an opportunity to get serious about the realities of San Francisco's chaotic public safety/criminal justice system. Policing is not the tool for all of our problems, yet our elected leaders send us in to solve every social problem the world throws at us. Further, these politicians should have a real conversation about aligning our police response and enforcement efforts with the former public defender Chesa Boudin's parameters for prosecutions. It makes no sense to respond to crimes, arrest suspects and put you in harm's way for a District Attorney who has no intention of charging or seriously prosecuting criminals.

So, we eagerly await the order to San Francisco police officers that we won't respond to mental health calls so that the city can send social workers to resolve the situation; police officers won't respond to quality of life calls, petty theft, vandalism or simple battery calls, instead, the city will send a counselor. Police won't need to respond to calls about homelessness so the city can send a homeless advocate to address the situation.

They should actually follow through on what they say about police officers. We can then see what becomes of our city. Our money is that it gets much, much worse.

## Stand Strong, Stay Safe

May 31, 2020

To: All Members

From: Tony Montoya, President

It is hard to imagine a more challenging and difficult time to be a police officer in our nation and in San Francisco. Yet, here you all are, preparing for your next shift and preparing for the very real danger you must confront in a nearly impossible environment. Politicians and pundits are questioning our every move and are placing every societal ill on our doorstep. It's not fair and it's not right, yet through all of this adversity, you have stood tall to protect and serve our city.

For that, we are proud of you.

When you look around you will see your fellow officers that will have your back and you can rely upon each other to stay safe. Don't take the bait and engage agitators that will taunt you and are only looking for an 'I gotcha' moment. You are all better than that.

Protecting peaceful protesters is our job. But we will always distinguish between peaceful protesters and looters, arsonists and bottle throwers and call those people what they are; Rioters.

Know that you are doing an incredible job. You may not be hearing that from command staff, but you really are doing a very difficult job in an impossible situation. Stay together and stay safe.

# Widows' and Orphans' Aid Association

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

Tuesday June 9, 2020

The Widows' and Orphans' Aid Association met via Zoom technology on Tuesday June 9, 2020, at 1230 hours.

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

**Approval of the Minutes:** Trustee Leroy Lindo made a motion to approve the May 2020 minutes from last month. Vice President Al Luenow seconded the motion. The motion passed.

**Receiving Applications; Suspensions and Reinstatements:** Trustee Ray Kane responded the San Francisco Police Academy on June 17, 2020 and signed up 23 new applicants from the 269th Recruit Class. Secretary McDonough made a motion to accept the new members. Trustee Ryan Walsh seconded the motion. The motion passed and the following 22 applicants have been accepted as new members: **Gabriel Artiga, Martin Barnes, Marcus Bradley, Kathleen Borg, Merter Bozkurt, Kassim Diab, Jiajun Huang, Lorena Jiminez, Brian Keaney, Steven Lin, Russell Lucia, Thomas Lyons, Sky Schmierer Marquez, Destinee Martin, Mauricio Martinez, Jacob Menis, Andres Mondragon, Jeremy Morgan, Kiera O'Shea, Rachel Ramos, Jonathan Valdez, and Baylon Yee.** The new members will be permanent WOOA members after they pass their probation period as San Francisco Police Officers. A new member will be dropped from the roll if they do not pass their probation status. The following suspended members paid their dues and late fees: Damon Keeve, Jacklyn Jehl, and Edward DelCarlo. Herman Clark and Susan Roth paid on time but were placed on Suspension due to a banking error. Clark and Roth are not carried as suspended members and do not need to be reinstated. Vice President Al Luenow made a motion to reinstate the suspended member who paid their dues and fines. Trustee Ryan Walsh seconded the motion. The motion passed. Edward DelCarlo, Damon Keeve, and Jacklyn Jehl are now members in good standing. Subsequent to our meeting I made a motion to reinstate suspended members Lawrence Mahar, Charles Miller, and Jordan Oryall, who paid their dues and fines. Trustee Ryan Walsh seconded the motion. The motion passed. Lawrence Mahar, Charles Miller, and Jordan Oryall are now members in good standing.

**Communications and Bills:** Treasurer Taylor read aloud the monthly bills and the beneficiary claims for recently deceased members Hike Kazarian, Wayne Kenzaki, and Frank Petuya. Trustee Rob Forneris made a motion to pay the bills and beneficiary claims. Trustee Leroy Lindo seconded the motion. The motion passed. Our portfolio has increased to \$7,900,000.00 after incurring a decrease last year. Treasurer Dean Taylor received two donation checks in memory of Nick Marota. The donations were submitted by Sal and Fred Marota in the amount of \$150.00.

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

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

**James K. Barron, age 70:** James K. Barron was raised in New York City and graduated from the Bronx High School of Sciences, and later Stoney Brook University as a Russian Major. James moved to California and studied Business and Pre-Med at the University of California at Berkeley. James Barron entered the San Francisco Police Department on February 14, 1983 as a member of the 155th Recruit Class. James Barron graduated from the Police Academy on June 19, 1983 was assigned to Star #130, and worked the following assignments during his 19-year career: Northern Police Station (June 19, 1983), Potrero Police Station (October 2, 1983), Mission Police Station (July 17, 1985), and Ingleside Police Station (March 18, 2000). James was promoted to the rank of Q-50 Police Sergeant on December 29, 2000, but incurred an industrial disability shortly thereafter. James retired with a disability pension on April 30, 2002. James was awarded a Police Commission Commendation for services rendered on January 16, 1997. James and his partner Ronald Houle responded to a call of a mentally distraught man running along a rooftop. The Officers responded and ascended to the roof of the building to see this man running back and forth along an 18" rooftop ledge. The Officers were able to close their distance and grab the man who was a physically strong individual. The Officers risked their lives on the rooftop edge saving the man who was acting in a bizarre and erratic manner. James was predeceased by his mother and father, and is survived by one brother, two nieces, one nephew, and many grandnieces and grandnephews.

**Mario Ceballos, age 68:** Mario Ceballos was born on May 10, 1952 in Guatemala City, G.A. Mario entered the San Francisco Police Department on November 17, 1975. Mario was assigned to Star #329 and worked the following assignments during his 35-year career: Ingleside Police Station (April 18, 1976), P&T DP (November 17, 1980), Ingleside Police Station (July 26, 1981), Taraval Police Station (June 30, 1982), C.I.D. Records/ Warrants (March 2, 1988), Ingleside Police Station (June 28, 1997), and Mario finished his with assignments to Permits, Park Police Station, and Taraval Police Station (dates were not available). Mario retired with a Service Pension on November 12, 2010. Mario resided in Texas after retirement. No further information.

**Harry Keenan Jr., age 92:** Harry Keenan Jr. was born on August 26, 1927 in San Francisco, California. He served aboard the USS Sepulga in WWII, Harry loved dancing to Big Band Music, RVing, and classic trains. Harry Keenan Jr. entered the San Francisco Police Department on July 1, 1949 and was assigned to Star #1444. Harry worked the following assignments during his 28-year career: Ingleside Police Station (July 18, 1949), Northern Police Station (August 31, 1953), Communications (November 1, 1960), Northern Police Station (July 1, 1976, promoted to the rank of Q-50 Police Sergeant), and to BCI (August 8, 1976). Harry was predeceased by his wife Erma, and son Brian; survived by children Jill, Guy (Lili), grandson Mark

(Jen); and great-grandson Mason.

**Mike Mullane, age 77:** Michael J. Mullane was born on February 23, 1943 in San Francisco, California. Mike entered the San Francisco Police Department on June 16, 1965 and was assigned to Star #151. Mike graduated from the Police Academy on September 5, 1965 and worked the following assignments during his 30 year career: Southern Police Station (September 5, 1965), Mission Police Station (November 1, 1966), Juvenile (July 16, 1969), Mike was promoted to Asst. Police Inspector on March 19, 1971, Inspectors Bureau (November 2, 1975), G.T.F. (September 13, 1977), Investigations Personal Crimes (June 21, 1978) and finally to the Homicide Detail. Mike Mullane retired with a Service Pension on April 15, 1995. Mike was promoted to full Inspector on January 3, 1977. Mike was awarded with a 3rd grade Medal of Valor for services rendered on November 29, 1968. Mike, with Officers Richard Anderson, James Curran, and Silvio Gordillo observed smoke billowing from a Store. The Officers notified dispatch to contact the San Francisco Fire Department. The Officers entered the apartment building that was located above the burning store and observed the apartment building to burning as well. The Officers awakened the sleeping tenants and assisted them to safety outside of the building. The Officers who risked their own lives, and were later treated for smoke inhalation, saved many lives and were later awarded with the 3rd grade Medal of Valor. Officer Mike Mullane was awarded with a Police Commission Commendation for services rendered on January 5, 1982. Officer Mullane and his partner John F. Murphy apprehended three-armed robbery suspects who had held up the California Federal Savings and Loan at 2600 Ocean Avenue. The pursuit, stop, and arrest of the three-armed robbery suspects was conducted in a textbook-style professional manner. Mullane and Murphy recovered over \$2000 in stolen money and seized two loaded handguns, one .22 caliber revolver and one 6.35 caliber automatic handgun. Mike was awarded with a Meritorious Conduct Award for an outstanding investigation on August 17, 1985. Inspector Mullane, with fellow Inspectors Frank Falzon, Carl Klotz, and Larry Dubour had conducted a Homicide Investigation at 1620 Eucalyptus Street. On this date Mr. Peter H. Pan and his wife were shot and killed in their bed. Mr. Pan's wife had been raped prior to being shot and killed. The Inspectors searched for evidence and clues and later concluded that the crime manifested itself with similar characteristics of crimes that were committed by a serial killer in Los Angeles, California, described by the media as the "Night Stalker". The Inspectors immediately notified the Los Angeles Police Department Homicide Detectives and compared clues and evidence with the Los Angeles cases. Realizing that the Night Stalker was the suspect in the Peter Pan case, the Inspectors traveled to Los Angeles and spent many hours studying the Los Angeles Night Stalker murder cases. Upon their return, the Inspectors were gathering more information when Inspector Dubour recalled a burglary on Baker Street that he investigated. He realized that his burglary case had similarities to the Night Stalker

cases. The Modus Operandi was similar. Hours of further investigation from the Baker Street Burglary led to identifying the suspect as Richard Ramirez who was later confirmed as the Night Stalker killer. The Inspectors submitted fingerprints to the California Department of Justice who returned the Night Stalker's identity. The fingerprints of Richard Ramirez were used to compare the fingerprints taken from the scene of the Los Angeles Night Stalker murders. The fingerprints matched the identity of Richard Ramirez, The Inspectors developed strong evidence tying Ramirez to the Peter Pan murder case and a warrant was issued for the arrest of Richard Ramirez. Newspaper and Television Stations were provided with a photo of Richard Ramirez and Ramirez was captured within hours in Los Angeles. Inspectors Mullane, Falzon, Klotz, and Dubour were awarded with the Meritorious Conduct Award for an exemplary investigation, which developed the identity of the Night Stalker Killer, and directly led to the capture of one of the State's most dangerous and terrifying serial killers in its history.

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

**Old Business:** The Board has been unable to hold an honorary dinner for our 2019 outgoing President Ray Kane due to the Covid-19 Pandemic. We will schedule a dinner for Ray when California grants us our Level 3 status

**New Business:** No report.

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

**Adjournment:** President Jim O'Meara led our Board in a moment of silence for fallen members James Barron, Mario Ceballos, Harry Keenan Jr., and Mike Mullane and for all our fallen members. President O'Meara scheduled our next monthly meeting for Tuesday July 14, 2020 at 1230 hours. It is likely that our meeting will be conducted via Zoom technology.

**To All Members:** A member who needs to make a beneficiary change can obtain a form from our website [sfwidowsandorphans.org](http://sfwidowsandorphans.org). Click on the Resources Box on our face page and a link will appear. Please complete the form with all our requested information, and please date and sign the form. This new beneficiary form requires the signature of a WOOA Board Member or a Notary. Send the form to **WOOA, P.O. Box 4247, San Rafael, CA 94913-4247. I can be contacted at [markmac825@comcast.net](mailto:markmac825@comcast.net), or by cell phone 415 681-3660. We wish to express our thanks and gratitude each month to the following people who assist our efforts in providing customer service to our members:** Retired San Francisco Police Captain and the current POA Defense Administrator, Paul Chignell, Retired San Francisco Police Lieutenant and the current host of the Gold Country Reaper Website, Rene LaPrevotte, Retired San Francisco Police Sergeant and the long-standing editor of the *POA Journal*, Ray Shine, David Ng of Personnel, Risa Tom of the Police Commission Officer, and the entire Traffic Solo Command and its Officers who generously provide us a location for our meetings and files.

Mark J. McDonough  
WOOA Secretary

# Deaths

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

**BUDD ARMSTRONG**  
Age 88, Retired SFPD  
Died June 20, 2020  
Notified by C. Bates

**ROBERT FRIONES**  
Age 77, Retired SFPD  
Died June 21, 2020  
Notified by R. Sheehan

**JAMES BARRON**  
Age 70, Retired SFPD  
Died May 25, 2020  
Notified by R. LaPrevotte

**JAMES L. GRAY**  
Age 88, Retired SFPD  
Died May 20, 2020  
Notified by C. Bates

**MARIO F. CEBALLOS**  
Age 68, Retired SFPD  
Died June 19, 2020  
Notified by D. Meixner

**MICHAEL J. MULLANE**  
Age 77, Retired SFPD  
Died June 8, 2020  
Notified by R. LaPrevotte

\*Notifications are made by a POA member, family member, or other reliable source. The *POA Journal* believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

### Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, with prior approval of the editor, as a sidebar piece.

The *Journal* will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the *Journal* will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.

# SFPOA Mourns for Slain Deputy

By Tony Montoya

All members of the San Francisco Police Officers Association extend condolences and sympathy to the family and friends of slain Santa Cruz County Deputy Damon Gutzwiller. The 38-year-old sergeant was killed by gunfire while investigating a possible armed individual in a van. The sergeant joined the sheriff's department in 2006.



The suspect was tracked and apprehended, but not before also shooting and injuring another deputy. The suspect is also believed to be the gunman who shot and killed federal protective officer David Underwood in Oakland just a few days before murdering Sergeant Gutzwiller.

Sergeant Gutzwiller was married and had one child. His widow is pregnant with the couple's second child. Donations to Sergeant Gutzwiller's family can be made to a fundraising web site set up by PORAC. Visit this link for more information:

[tinyurl.com/ybzm23jl](http://tinyurl.com/ybzm23jl)



# 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)

# Fewer People Want to be a Police Officer As Columbia Protests Continue

By Mark Slavitt  
June 4, 2020

COLUMBIA — Columbia [Missouri] police union leaders said Thursday anyone applying for a police officer job these days was doing so at great risk. Members of the Columbia Police Officers Association said never before have public servants been the target of so much undeserved hate and condemnation.

Columbia police union leaders saw fewer people wanting to be a police officer as George Floyd protests continued to grow across the country. They said recruitment was down because officers faced cell phone cameras, deadly weapons and possible assaults.

Columbia Police Officers Association Executive Director Dale Roberts said during a recent training session, some of his officers were told to stay calm if someone threw feces or urine on them.

Roberts said Columbia was at the point where community members needed to have concerns because there were not enough officers and very few people wanted to wear the uniform. According to Roberts, Columbia is short 130 officers under national standards.

worried now," Roberts said. "Several years ago, Mayor Treece referred to this as a public safety crisis in Columbia. We don't have enough officers. It's hard to attract them and it's hard to keep them. We see a great deal of turnover."

Roberts said Columbia police officers need better wages for working under dangerous conditions.

The average annual salary of a new Columbia police officer is about \$46,000. That compares to the average annual salary of a QuikTrip manager which is \$84,000. Columbia Police Chief Geoff Jones said morale remained high among his officers because of their positive relationship with their community.

"We're here to protect people's constitutional rights. We want them to be safe in doing so," Jones said. "We're also going to make sure that everybody's safe and secure in the city outside of the demonstrations."

Columbia police union leaders said worse times are ahead for law and order. They said the more police officers become targets, the more civil unrest would occur.

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

# Taxes! Taxes! Taxes!

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Photo courtesy of Insp. Matt Perez (ret.)

## Duggan's Serra Mortuary, Daly City

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# Book Reviews

## Pale Rider: The Spanish Flu of 1918 and How It Changed the World

By Laura Spinney  
Reviewed by Dennis Bianchi

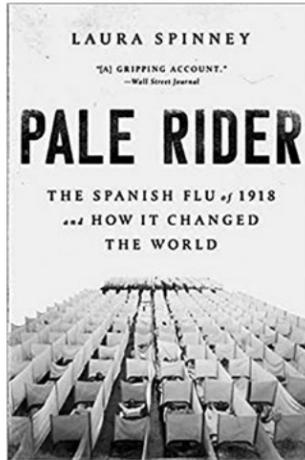
Laura Spinney is a British science journalist, novelist, and non-fiction writer. She obtained a BS from Durham University, England and has worked at the Max Planck Institute for the History of Science in Berlin, Germany. She has written for *Nature*, *National Geographic*, *The Economist*, *New Scientist*, and *The Guardian*. She is also the author of two novels and a collection of oral history.

This book was published in 2017, three years before our current pandemic. The author would seem to have been prescient, but there is nothing contained in this book that indicates she saw another deadly virus approaching. What she has done is offered us a chilling retelling of what has been called the biggest disaster in the 20th Century. The death toll likely exceeded the number of deaths of both World War I (17 million dead) and World War II (60 million dead) combined. Because record keeping was lax if not non-existent and illiteracy was common, it is difficult to know exactly how many people died but many researchers believe the number was 100 million people. The author writes that scientific research was in an infantile stage, particularly germ theory, and antibiotics were practically non-existent. Communication from one country to another was very limited. All of this added to the wide-spread havoc caused by this disease. One-third of the entire world's population was infected and research varies as to how many of

those died but the figures are as low as one in ten died and as high as one in five. Yet, for most of the years following this devastation people have given very little thought to how it changed the world. With the current pandemic running its course throughout the world, I found this book describing scenarios of astonishingly similar mistakes and poor behavioral responses.

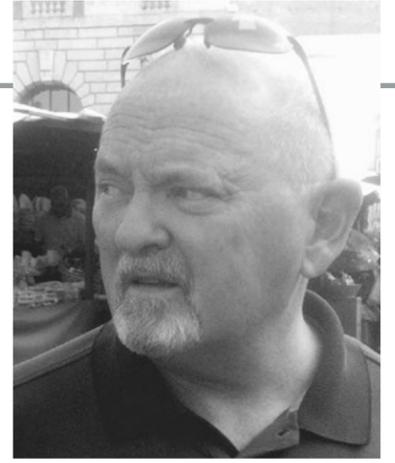
The author begins by pointing out that the disease was given an erroneous name as the flu did not begin in Spain. Rather, the book maintains that the first identified and documented case as a United States Army cook assigned to Fort Funston in Kansas on March 4, 1918. Even that may not have been the source, but it was the first documented case. Another possibility may have been the Western Front in World War I.

The author moves about the globe in her writing, pointing out that both Europe and North America had the lowest rates of death due to the pandemic. In comparison, India suffered ten times the rate as the United States. Ms. Spinney references China, South Africa, Russia and Brazil: you think of a country and she seems to have data about the flu's devastation in that locale. Her descriptions of soldiers in WWI, suffering from the flu and being forced into cramped



quarters alongside wounded soldiers was jarring. If there is one problem with the book it is the lack of chronology, leaving the reader wondering where they are headed next and where they just left. That said, I found one chapter that stimulated me to do some research. The United States had purchased Alaska from Russia in 1867, but Alaska did not become a state until 1959. There was, however, a robust trade route between Alaska and the mainland of the United States, specifically the commercial fishing industry, under the auspices of the San Francisco-based Alaska Packers' Association, who operated the "Star Fleet." This association owned what was considered the last fleet of commercial sailing vessels on the West Coast of North America. That particular chapter provides many colorful stories, including one about "a Russian priest, Father Dimitri Hotovitzky – known to his flock as Father Hot Whiskey," who travelled from the unusually-named town of Unalaska to lead celebrations of Orthodox Easter, and was widely suspected of infecting the town of Bristol Bay. The author uses her knowledge of science to debunk this Alaskan legend.

Ms. Spinney focuses upon the social impact and history of the pandemic but



she also informs the reader about the scientific means attempted to deal with this huge disaster. It was a bit surprising to read how backward the whole world was when it came to creating vaccines, to preventing the spread of disease only one hundred years ago. It was also disturbing to see how we are often our own worst enemies, committing the same mistakes that we should have learned from. The 1918 Flu had a second wave of infections that was worse than the first. There was even a third wave later, but of much less potency. The author quotes the historian, Alfred Crosby, in an attempt to explain why this might be: ... *democracy was unhelpful in a pandemic. The demands of national security, a thriving economy and public health are rarely aligned, and elected representatives defending the first two undermine the third, simply by doing their job.*

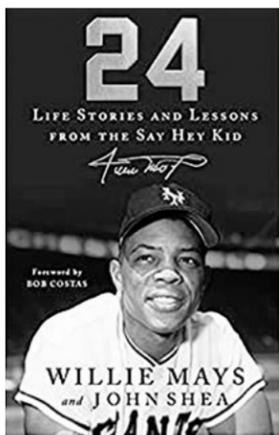
In a very real sense the author has done us a great favor by re-telling this tragedy in the world's history, but only if we learn from it. If you are the type of reader who demands even more detail, another book on the same subject, but of much longer length, is *The Great Influenza* by John M. Barry. It was written in 2004 and was on the New York Times best-seller list for some time. Like Ms. Spinney's book, it is experiencing a new surge in popularity this year.

## 24: Life Stories and Lessons from the Say Hey Kid

By Willie Mays and John Shea  
Reviewed by Dennis Bianchi

Willie Mays and John Shea have combined to produce a book of colorful anecdotes and some sage advice, based upon Mays' Hall of Fame career. The storytelling is entertaining and worth thinking about. The talent of John Shea shines through. Mr. Shea has been covering baseball for more than 30 thirty years. He currently writes regularly for the San Francisco Chronicle and has won several Associated Press Sports Editors awards, including first place in the nation for a World Series game story. He is a regular on the San Francisco Giants' podcasts. He has written three baseball books including *Magic By The Bay*, a telling of the 1989 World Series.

There have been many books written about Willie Mays, probably somewhere in the double-digit number. This book is very unlike the others in that it is not a true biography. Mr. Shea spent in excess of 100 hours interviewing Mr. Mays and the end result comes across much like what the two men said they wanted to create. Mays said it like this: *I've always had a special place in my heart for children and their well-being, and John Shea and I got the idea that we should do something for the*



*kids and the fathers and mothers. We want to reach out to all generations and backgrounds. Hopefully, these stories and lessons will inspire people in a positive way.*

You could read the book and decide for yourself if they accomplished their goal. The book consists of 24 chapters, the same numbers that Mays wore throughout his career. 24 is also the number of All-Star games he was selected to. There are many strong arguments made that he is the greatest all-around baseball player of all time. The discussion continues today. A young star center-fielder in today's era, and possibly one of the very few players who can be closely compared to Mays is The Los Angeles Angels centerfielder, Mike Trout, who states, "It's tough to be great at everything, and he was one of those guys: great at everything."

There are stories about Mays' childhood that seem to reflect on his behavior as a professional baseball player. He describes a childhood that was without many creature comforts but never felt he lacked anything. He talks about how his father insisted he was not out late at night, that he should avoid trouble. Mays never drank alcohol or smoked cigarettes. He stayed out of nightclubs. He believed in himself and his abilities, was willing to help other players but acknowledged that everyone had their own style, their own way of getting the job done.

There is a chapter dedicated to the many stunning catches Mays made in centerfield, particularly the over-the-shoulder catch he made of a ball hit by Vic Wertz in the 1954 World Series. The chapter includes some pertinent information about the size of old base-

ball stadiums such as the Polo Grounds (huge) and Ebbets Field (small).

There is discussion of race throughout the book, but Mays never seems to express bitterness or anger. The chapter titled "Remember Your History" deals with Mays' minor league days in Birmingham, Alabama. Birmingham had two teams: The Birmingham Barons and the Birmingham Black Barons. The Black Barons played in the now long gone Negro Leagues. Rickwood Fields is located a few miles outside of downtown Birmingham. It is the oldest professional ballpark in America, opening in 1910, two years before Fenway Park and four years before Wrigley Field. It is, curiously, Willie Mays' only home ballpark that is still standing: The Polo Grounds, Seal Stadium, Candlestick Park and Shea Stadium are all gone. Mays maintains that the history of The Negro Leagues needs to be maintained. My wife and I had the great fortune of visiting The Negro League Museum in Kansas City, Missouri in 2014. I strongly recommend not just baseball fans but people interested in American history visit that museum.

Mays related some stories about his relationship with great players from the past, and I particularly enjoyed his tales about his relationship with Hank Aaron, Mickey Mantle, Willie McCovey, Leo Durocher and both Bobby and Barry Bonds. Mays stated he had conversations with both Mantle and Bonds shortly before their deaths. His remarks are moving. He clearly enjoyed the company of both men.

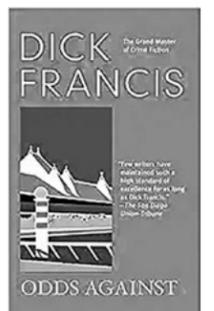
It has been said that to play baseball well, you must maintain the mindset of

a child. I think some of that thinking is all about the joy of playing such a challenging game. Willie Mays maintained that youthful joy long after his playing days. This book seems to reflect more of a youthful slant and style. It is not a detailed history of Mays' life or the history of baseball. It is, however, filled with a positive attitude and a celebration of a man, who most experts and observers of baseball believe is thus far, the greatest all-around player to grace the game.

I noticed that the Journal's Sports Editor, Nick Shihadeh, wrote a short bit about a different biography of Willie Mays last month, *Willie Mays: The Life, The Legend*. That book is most likely a more thorough examination of Mays' entire life. As Willie is now 89-years old I suppose writers are eager to capture as much of what he has to say before they can no longer enjoy that privilege.

### CORRECTION

The book review titled "Odds Against" published in the June issue of the *Journal* mistakenly listed the author as John Fante. This was a transposing error on the part of Journal staff. The original version of the review correctly named the author as Dick Francis. We apologize to reviewer Dennis Bianchi, and to Mr. Francis.



# July Word Find

Created by Officer Michelangelo Apodaca  
Airport Bureau

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

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

July means so many different things to people today. See if you can find the hidden words in this month's Word Find.

- |            |            |         |
|------------|------------|---------|
| BEYOND     | STORY      | FIGHT   |
| WHISPERING | THRIVE     | VICTORY |
| VOICES     | NO DOUBT   | FAITH   |
| FIRE       | NO MISTAKE | ANGELS  |
| DEEP       | TIME       | CHAOS   |
| ROOTS      | CIRCLING   | CHANCE  |
| CORE       | TRANSFORM  | RISE    |

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

## Classified Ads

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

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

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\*\*\*

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\*\*\*

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Officer Dennis Rodelas  
(415) 660-8664

Officer Aaron Cowhig  
(415) 696-0607

Officer Jennifer Viceral  
(415) 860-0143

# SF PAL News & Updates

By PAL Staff

Greetings from the SFPAL Team. The world is still adjusting to the new normal and the community around us is trying to manage their day to day while the sheltering in place restrictions are starting to loosen up.

It seems to be more important than ever, that we continue to push our mission of building community by organizing youth sports and healthy activities forward. Our coaches and volunteers continue to use our many free athletic programs to teach our participants that they have innate value that is not defined or limited by their race, color, gender, sexual orientation, or resources. Our coaches and volunteers continue to inspire and to guide our participants to help them build character, respect, discipline, and perseverance.

Even though some of our programs remain idle our coaches are in regular contact with their participants to provide them with program-specific drills and activities to keep our youth active and healthy. We continue to closely monitor our upcoming events and programs with the hope that things will soon return to normal.

*~~"Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. It speaks to youth in a language they understand. Sport can create hope where once there was only despair."~~ Nelson Mandela*

On Monday June 8th, SFPAL kicked off their 11th Summer PAL Cadets class. Let's check in with them to see how they are doing.

Recruitment for this class was a difficult process. Everything was going smoothly, when all of a sudden the world was hit by Covid-19 and everything



came to a screeching halt. Schools shut down and a shelter in place order set in place, making it difficult to recruit for our future crime fighters. We were also in the middle of another successful spring semester with our Senior PAL Cadets, which made things even more challenging.

Throughout the month of April and May, we hosted virtual Cadet trainings for our Senior Cadets. We would talk about the current state of the pandemic and continue with our normal trainings. We used this opportunity for potential new Cadets to log on and meet the Senior Cadets. The process worked, and we managed to put together the 11th virtual summer PAL Cadet class.

The Cadets kicked off their training with speeches from Chief Scott, Deputy Chief Lazar, and Commander Fong. They have daily Radio Code tests and we must say, we are very impressed with their results. Keep up the good work!

The Cadets also keep with the tradition of morning and afternoon "upper body reinforcements," (aka push-ups) and participate every morning and afternoon in 15-minute on-line workouts. The curriculum over the past two weeks covered topics such as report writing, ethics, habits of highly effective people, and women in policing. The Class also worked on their public speaking and found time to end week 1 with a relaxing Yoga session. Shout out to Kristine Demafeliz for her flexibility (no pun intended) in teaching online yoga.

Even though some of our training is postponed to keep our Cadets and staff safe, our Cadets continue to learn about 21st Century Policing and how to overcome some of their own challenges such as the fear of public speaking. Holding a virtual training class seemed initially impossible but we knew the importance of keeping the tradition of our summer Cadet class alive during these times of uncertainty. We are so glad we stuck with it as we have an amazing bunch of future crime fighters, who we can't wait to meet in person soon. Keep up the great work!

Amidst the concerns associated with the global pandemic, a substantial portion of our community desires a return of competitive sports. The health and safety of our young athletes and their respective families has been our top

priority. We are evaluating and following the guidelines set by the State and local officials. The National Pop Warner Organization has collectively developed a set of return-to-play considerations. Our Peninsula Pop Warner program cautiously remains optimistic about an upcoming season as PAL looks for best protocol for mitigating risk. Our young SFPAL athletes should remain active and practice safe training regiments, in anticipation of a possible football & cheer season. Go SFPAL 49ers!



As the world is trying to figure out how to safely resume life, our staff and board will take the next few weeks to develop a plan and protocol to continue safe programming for our SF youth in the fall. As we navigate through the time ahead, we want to stop and acknowledge all of you- our supporters, board members, coaches, valued volunteers, and staff. We miss being close and look forward to a time when we can see everyone in person again. On behalf of all of us at SFPAL, thank you for being part of our community.

Stay safe,  
Your SFPAL Team

**Upcoming Events:**

Registration for our Annual Golf Tournament at Crystal Springs Golf Course on September 17, 2020, is now open. Register early as we expect the event to sell out again! For sponsorship opportunities please contact us at [admin@sfpal.org](mailto:admin@sfpal.org).



## SFPD Mounted unit apparel



Hats \$25.00



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**Contact:**  
**Susan Rolovich,**  
**Mounted Unit**  
**415-608-6191**

# Sports



**Nick's Notes**  
will return next month.

## SFPD Centurion Football Trivia Answers

The SFPD Police Tackle Football Team played for 6 years in the 80s. They were highly talented team, who once beat the LAPD powerhouse at Kezar

stadium. The officers practiced and played on their own time. Donations made from these games went to the Special Olympics in San Francisco



**Answers from last month's issue:**

1. First game was played in what year and who did they play?  
**1980 – Oakland PD at Kezar Stadium**
2. Name the 6 Quarterbacks throughout their 6-year period.  
**Gary Delagnes, Joe Dutto, Ed Cota, Don Carlson, Kurt Bruneman, Keith Sanford**
3. Who was the team's all time leading rusher?  
**Halfback Jack Minkel**
4. Who was the team's all-time leading receiver?  
**Tight End Bob Del Torre**
5. Who was the team's punter who had the best yardage per punt:  
**Jim Drago**
6. Who were the top 4 leading tacklers over the team's 6-year period?  
**Bob Barnes – LB**  
**Mike Lawson – Safety**  
**Dave Robinson – Safety**  
**Bill Sweeney – LB**
7. Who was the team's top lineman who started at center every game?  
Attended Riordan High School: **Corrado Petruzella**
8. Who were the first 2 coaches of the 1980 team?  
**Jim and Jack Hickey**
9. Who were the 3 fullbacks that played the majority of the games - all attended Riordan High School ?  
**Joe Currie, John Currie and Joe McKenna**
10. In the first 3 seasons the team had 2 left tackles who alternated every 4 plays. Both were extremely quick and agile. Their combined weight was 605 lbs.  
**George "Moose" Koniaras – 330 lbs, Charlie Tedrow – 275 lbs**



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# Close Encounters

There's a lot of things the public doesn't know about police officers. But if they read this column they'd know about the dire situations the officers are routinely faced with and how they courageously deal with those dilemmas on a regular basis.

But then there's other times when they are called upon to handle matters they have no control over, where they can be totally outnumbered, and where the outcome is anyone's guess.

And that's handling mass demonstrations.

Even veteran officers who have been involved in just about every facet of police work imaginable have concerns when assigned to these events because policing demonstrations is a whole other ballgame.

And why? Because officers know that under these circumstances they are going to have to listen to a crowd usually demanding things the officers have no control over while sometimes the officers may actually agree with the message the demonstrators are trying to get across, but not their tactics.

Secondly, it's dangerous and unpredictable. While the officers have a chain of command they follow, there is never anyone 'in charge' of the protesters so there's no telling how long the detail may last, whether or not this is this going to be a peaceful crowd or are they going to break windows, set fires, and throw rocks and other items that could cause serious physical injury to the officers as has happened in the past.

It's a no-win situation for officers on the front lines of a demo. They have no choice in being there.

So it would actually be in everyone's interests if the cause of the protests could be identified and we could somehow work with our community leaders to rectify the problem before it reached the stage where it could be unmanageable and unproductive for all.

It may take a tremendous commitment on everyone's part but President Montoya is more than up to the task of negotiating a better process and understanding with all those parties who have a vested interest in resolving whatever differences we have and that would make more sense than continuing with the status quo.

We want The City to succeed and the only way that's going to happen is if we work together to make whatever changes need to be made and to ensure no one is left behind.

Thanks to **Sean Perdomo** we now know that the officers from Park Station are keeping busy even with people sheltering in place. Sean was nice enough to drop us a few copies of the outstanding work taking place in the Park District.

Seems that **Officer Declan Flannery** and **Officer Lizeth Lopez** were patrolling in the busy neighborhood of Church and Market Streets when they noticed a vehicle driving by with a tab that didn't match what their computer information was telling them. It was only proper to assume that a quick traffic stop of the 2 aboard should be able to straighten out the confusion. Not quite. Seems that the driver of the car was on felony probation for aggravated assault out of Sacramento with a search condition. He was also driving the car for the 3rd time since his license was suspended, he had no insurance and, yes, the tab on the license did not belong to that vehicle.

It was shortly after this that **Officer Jennifer Granucci, Officer Warren Farinas, Officer Luis Gamboa, and Officer Jason Zamiga rolled by just in case and, as it turned out, it was a good thing they did.**

Because Officer Flannery and Officer Lopez had initiated their towing protocol **when Officer Lopez, who was performing the inventory search, came upon a fully-loaded, Glock 43 semi-automatic pistol in the front passenger area with a round in the chamber.** The driver spontaneously admitted it was his gun and that he carried it for protection . . . sorry pal, not in your job scope . . . yet.

A while later **Officer Declan Flannery** was working with **Officer Yosul Segundo** when they came upon another vehicle without plates with 2 suspicious individuals aboard trying to conceal themselves while parked in an empty lot. The officers made contact with the pair and the one subject gave a name that didn't match all the other information he volunteered. **The officers had to conduct a little deeper investigation into the mystery man and, sure enough, they located an outstanding federal arrest warrant for possession of illegal weapons that, no doubt, he "forgot" about.** As soon as they informed their new federal prisoner of his pending fate he tried to run. Both officers managed to subdue him quickly and without incident.

The early line-up briefing at Bayview Station included a subject that was wanted for kidnapping, false imprisonment, domestic violence, violating a court order and a no bail warrant for a probation violation. **Officer Roger Moore** made note of the information **and, within 2 hours had located the wanted subject and placed him under arrest.**

The side story to this incident is the Captain's Commendation prepared by **Sergeant Jarrod Yee** which read in part, "When Officer Moore entered the Department in 2018, I was assigned as one of his Field Training Officers. It was evident to me then that Officer Moore had a remarkable eye for recognizing criminal activity."

Sergeant Yee continued, "I am pleased to see that this ability is still as strong as Officer Moore routinely spots wanted criminals always leading to a quick apprehension and arrest."

Yes, Officer Moore is an extremely dedicated officer mostly because Sergeant Yee is an outstanding role model!

Last month we mentioned the fact that there is an unnecessary delay in the presentation of medals of valor within the Department. Can it be any easier than to pretty much copy what has already been documented, usually in an incident report, and submit it through channels to the Police Commission for consideration?

We don't think so.

Take, for example, the following incident:

On November 15, 2015, an individual committed an armed robbery of the Big 5 Sporting Goods store in Daly City. The suspect drew a handgun, pointed it at the sales clerk, and demanded a shotgun and ammunition. The sales clerk, fearing for his life, complied. The suspect then left the store and drove off.

The suspect was next seen at the construction site located at St. Luke's Hospital (3555 Cesar Chavez Street) the same day at approximately 4:00 p.m. **Dispatch started receiving numerous calls from people in the area reporting that "the subject was armed with a handgun and a long gun." One of the callers, a construction worker on site heard the suspect say, "I'm ready to die today."**

A crane operator, forced to remain in his seat with no safe route of escape, nor cover or concealment, notified Dispatch via 9-1-1 that the suspect was pointing his rifle towards the emergency room at St. Luke's Hospital as well as other populated areas below him.

**Sergeant Jeff Aloise, Officer Jeff Camilosa, Officer Andre Garza, Officer Cameron Stokes, and Officer Anthony Surhke** responded to the area working with the latest information that the suspect was on the 6th floor of a building under construction – he had taken the high ground tactical advantage.

**As the officers responded they**

**clearly had sufficient time to consider the risk the suspect, armed with a long gun, posed with a potentially life-threatening situation at the scene. The incident unfolded in an active construction area adjacent to an operating hospital in a crowded, busy neighborhood, next to a major city thoroughfare (Cesar Chavez St.). Based on the suspect's actions, his possession of 2 guns, and the reports of witnesses, the officers reasonably believed the suspect posed a threat of death or serious bodily injury to them and/others at the scene.**

The officers clearly had time, knowledge and expertise to evaluate the risk that the suspect presented to their personal safety. Each of these officers decided the objective of intervening to prevent the armed subject from causing great bodily injury or death to the public was worth the risk.

In an effort to obtain this objective the officers actively sought the suspect, located him, and placed themselves in-between the suspect and the public. The officers moved as many members of the public away from the scene as they were able to do so. They took up positions close to the suspect in order to issue commands to bring the incident to a peaceful conclusion.

Unfortunately, the suspect's actions – refusing to drop his weapon and training his weapon on the public and the officers below him, left the officers without any other options other than to neutralize the threat.

The actions of the officers were reviewed by all the necessary departments of inquiry and signed off by each one as proper.

**This was a situation that could have had a much worse conclusion had it not been for the intervention of the officers, led by Sergeant Jeff Aloise.**

**Medals of Valor????**

**The incident occurred on November 15, 2015**

**It wasn't submitted for consideration by the Police Commission for a Medal of Valor until April 13, 2019!!**

**And it's still sitting in someone's office . . . anyone home Commissioners?**

## Attention SFPD Supervisors And Managers

The men and women under your supervision and command serve the people of San Francisco 24/7, and often selflessly and at great risk. Give them the public recognition they deserve.

The monthly *Close Encounters* column of the POA Journal is one of the most popular and most-read features of the paper. But, we need material from you to keep the column current and regular.

Send us reports that chronicle the good street work and investigations of your officers. It will mean a lot to them, and to their families. Send the material we need to highlight their great deeds to any of the following contact points:

- Editor Ray Shine at [Journal@sfpoa.org](mailto:Journal@sfpoa.org)
- President Tony Montoya at [tmontoya@sfpoa.org](mailto:tmontoya@sfpoa.org)
- Vice President Tracy McCray at [tracym@sfpoa.org](mailto:tracym@sfpoa.org)
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