

**Election Day is June 5, 2018**  
See back page for  
POA Recommendations

# JOURNAL

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**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

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SAN FRANCISCO, JUNE 2018

www.sfpoa.org

## Thank You, President Halloran



By Tony Montoya, President  
San Francisco Police Officers Association

Some say timing is everything. Maybe yes, maybe no. Whichever it is, the timing was right for President Marty Halloran who, on May 16, 2018, resigned his presidency of the San Francisco Police Officers Association. At the monthly Board of Directors Meeting, Marty announced that he was stepping down as POA President, and proudly returning to the rank-and-file.

Over the past sixteen years, Marty has selflessly and tirelessly served as an Executive Board Member; five years as President, one year as Vice President, and nine years as Treasurer. Anytime a member was in need, irrelevant of the circumstances or the time of day, Marty never let a phone call go unanswered, and he always rose above and beyond to assist.

Prior to joining the Executive Board, Marty spent the previous decade serving on numerous POA committees, and chairing or co-chairing several of those. Although his SFPD career had no limits, Marty stopped taking promotional exams after being promoted to Sergeant

in May of 1998, and then to Inspector in January of 1999.

Marty's passion and true calling is serving and protecting the people of this city. But he realized early-on in his career that also serving the men and women of the SFPD was vitally important to the overall effectiveness and traditions of the department. To that end, he committed himself to be the best police officer he could be, as well as a dedicated police officer representative.

Marty has always respected the men and women of Labor. His father was a 65-year member of Carpenters Local 22. Two of his brothers are also members of that local, and his younger brother served as President of Carpenters Local 22 for 19 years. At an early age, Marty learned the importance of an effective union.

As Treasurer, Marty was instrumental in maintaining the POA's sound fiscal health. He did so with meticulous accounting, strong investments, and never-ending monitoring of the expenses. In large part to his tight grip on the purse strings, and his close eye on the bottom line, the POA has never been more financially robust.

Marty's Presidential years were among the most challenging that our profession and association have endured. Marty always stood up for our members' rights. He was their loudest defending voice when a cacophony of other interests and denouncers were on the attack. Whether it was "politically correct", according to some, or popular, Marty never wavered from doing the right thing for the members.

The membership has never had a more ardent and vociferous cheerleader than Marty Halloran. Knowing that the officers of the SFPD perform heroic and compassionate deeds many times each day, 365 days each year, it always irked him that more media attention was not focused on those incidents. He was never shy about phoning a media representative to tout a noble accomplishment by one of his members. No president of this association has ever issued as many public service announcements, interviews, email blasts, or *Journal* articles about the members and their exemplary service to the people of this city.

Not only is Marty a decorated and well-respected police officer, he is an icon amongst fellow police union leaders. Marty is highly respected by other public safety employee leaders throughout this country, and even parts of Canada. Every year, POA representatives attend a conference at Harvard University called the "Big 50" that represents the 50 largest Police Unions in the US and Canada. Although it has grown much larger and is now international, you would always get asked the same questions by those



in attendance. Where's Marty? Is Marty coming this year? During this three-day conference, Marty was referred to as a "Rock Star" and was celebrated as one of the most effective and far-sighted leaders in the public safety arena.

I could write much about Marty's various and singular accomplishments, but they are too numerous to categorize here. Suffice it to say that few people have contributed so much to this organization. Few people have given so much of themselves to the members, either individually or collectively. And, few have done so with as much sincere humility.

In closing, I thank Marty for all he's done for the members and for me. I have had the privilege to serve with this icon

of leadership as his second in command. I have learned much from that mentorship and friendship. I will do all in my power as the newest president of this association to continue to march forward on the progressive path that he and those before him have paved.

The next time you see Marty, give him a hearty hand shake and thank him for his service, it's the least we can do.

Now — for my first-president's message *only* — I end my thoughts with a "right back at ya", closing with Marty's signature and very Gaelic...

*Slainte, Mr. President!*

**See back page for  
Marty Halloran's farewell message**

## K9 Denny Retires

By Val Kirwan

On May 21, 2018 members of the Airport K9 unit along with command staff, patrol, administration, and civilians put on a retirement party for SFPD K9 Denny.

Denny, amale German Shepard, was born on January 15, 2006, and on May 5, 2008 he joined his handler Officer Dennis Martinez to be part of the Airport K9 explosive detection unit. Like most handlers and their dogs, they developed a unique bond and partnership working together to excel in their mission in detecting explosives. As partners, they have successfully passed the stringent annual TSA evaluations ten times in a row. They have shown superior dedication and commitment to service by tenaciously searching countless pieces of airport luggage, vehicles, warehouses, terminals, airplanes, U.S. Mail and V.I.P dignitary motorcades and sites. All of this was done in the name of public safety through relentless and thorough explosive detection searches. K9 Denny's love for his work and his partner is truly evident through his unprecedented performance and dedication to public safety.

On November 5, 2017, Officer Martinez noticed that Denny was not acting his normal self. He took his partner to the San Bruno Pet Hospital to be evaluated. The veterinarian determined that Denny had a massive growth on his spleen and that an operation would be required to remove it. Unfortunately, San Bruno Pet Hospital could not perform the operation, so Officer Martinez transported Denny to NorCal Vet for further assessment. It was determined that Denny required a Splenectomy and emergency surgery was required. TSA immediately approved the operation, and an 8-pound cancerous mass was removed from Denny's spleen. Within a month, Denny was back working, and shortly thereafter passed his 10th annual evaluations with a 100% find.

Thank you and congratulations Denny on your well-deserved retirement, you earned it.









recent SF Board of Supervisor vote not to reappoint Police Commissioner Sonia Melara or Joe Marshall for another term on the Police Commission. Commissioner Melara and Commissioner Marshall were selected by Mayor Mark Farrell. This will now create four open seats on the Police Commission. The Police Commission will be without a quorum for the next few months. President Montoya praised Commissioner Melara and Commissioner Marshall as fair, balanced and impartial. This vote by the Board of Supervisors showed lack of respect for the SFPD rank and file.

President Montoya announced that nominations will be taken soon for the open seat on the board of directors (Administration/Headquarters) vacated by Secretary Lobre.

President Montoya explained that the arbitrator’s award was filed in the Superior Court so the courts could affirm the arbitrator’s ruling. SFPOA labor attorney Gregg Adam explained that the Board of Supervisors is still required to complete an administrative task of reading the awarded contract even though they have no authority to turn the contract down. By confirming the award in court, it turns the contract award into a court award. Therefore, someone challenging the validity of the contract runs the risk of being in contempt of court.

**Vice President’s Message**  
None

**Treasurer’s Report**  
Treasurer Perdomo Advised The Board Of Directors That The Sfpoa Is On Budget Having Spent 33% Of The

Budget.

**New Business**  
None

**Old Business**  
None

**Financial Requests**  
With regard to Officer Kneucker’s request for a donation in the amount of \$10,000 for the upcoming NAPOA symposium:

Board of Director Chahmal Kerow made a motion to table the vote until the board of directors receives more information with regards to specific costs of the event and how the SFPOA’s donation would be spent. The motion was seconded by Board of Director Scott Edwards. This motion passed with a unanimous vote.

**Adjournment**  
President Montoya made a motion to adjourn the meeting in honor of former President Halloran for his years of service to the SFPOA and its membership. The motion was seconded by the entire board of directors and executive board. The meeting was adjourned at 1320 hours.

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

## 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. Stephanie Long    | (415) 203-1351 |
| Sgt. Maura Pengel      | (415) 653-6413 |
| Sgt. Art Howard        | (415) 378-5082 |
| Officer Dennis Rodelas | (415) 660-8664 |



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TONY MONTOYA  
President  
RICK ANDREOTTI  
Vice President  
MATTHEW LOBRE  
Secretary  
SEAN PERDOMO  
Treasurer  
VAL KIRWAN  
Sergeant At Arms

May 23, 2018

Chief William Scott  
San Francisco Police Department  
1245 3rd Street  
San Francisco, CA 94158

Dear Chief Scott:

I was dismayed to hear your remarks at the Community Meeting on May 21, 2018, regarding the Officer Involved Shooting that occurred in the Northern District. My main disappointment was the lack of objectivity in comments made by Mayoral Candidate London Breed and your acquiescence to her opinion this shooting was out of policy. Some select quotes from the meeting create this impression:

**Breed:** *“The police department does have a policy to not shoot at moving vehicles...This is outside the policy, what occurred here.”*

**Chief Scott:** *“...a policy is a policy it does not matter if you have one day on the job or years. The policy is the policy and you have to stay within the policy.”*

Every member fears that when a critical incident occurs they will be judged in the court of public opinion and the Department will follow suit to the whims of the mob. Our members fear they will not be treated fairly if an incident is deemed “controversial” even where there is no real hullabaloo because this is an election year and police reform is at the forefront of every candidate’s platform,

In the future, the POA requests that your commentary be limited to stating policy with any applicable exceptions. Commissioner Petra DeJesus did an exemplary job remaining objective where she stated:

**DeJesus:** *“The policy is very strict, you cannot shoot at a moving vehicle. However, when it comes to discipline, there is a portion of the preamble of the policy when it talks about using your critical judgment and there may be exceptional circumstances. We would weigh that when considering whether there should be any discipline.*

Going too far a field with unfavorable commentary creates the impression among your subordinates at Internal Affairs they should find cases out of policy. To continue this practice of showing an opinion on policy violations would violate our members’ due process rights to an objective, full, complete, and fair investigation prior to making policy findings.

If you would like to speak with me regarding our position, please feel free to telephone, email, or stop by the POA.

Sincerely,

Tony Montoya  
SFPOA President

## Board of Directors Meeting Roll Call Wednesday, May 16, 2018

|                  |                    |   |          |                   |   |
|------------------|--------------------|---|----------|-------------------|---|
| President        | Martin Halloran    | P | Co. G    | Anthony Garrett   | E |
| Vice President   | Tony Montoya       | P |          | Chahmal Kerow     | P |
| Secretary        | Rick Andreotti     | P | Co. H    | David Lee         | P |
| Treasurer        | Sean Perdomo       | P |          |                   |   |
| Sergeant-At-Arms | Val Kirwan         | E | Co. I    | Michael Ferraresi | E |
| Editor           | Ray Shine          | P |          | Shawn Imhoff      | E |
| Co. A            | Larry Chan         | E | Co. J    | Michael Koniaris  | E |
|                  | Robert Duffield    | P |          | Kevin Lyons       | P |
| Co. B            | Damon Hart         | E | Co. K    | Crispin Jones     | P |
|                  | Louis Wong         | P |          | Frank Pereira     | P |
| Co. C            | Maris Goldsborough | P | Hdqtr.   | Matt Lobre        | P |
|                  | Tracy McCray       | P |          | James O’Meara     | P |
| Co. D            | Mikayla Connell    | E | Tactical | Dan Laval         | P |
|                  | Scott Edwards      | P |          | Steve Needham     | P |
| Co. E            | Joan Cronin        | P | Invest.  | Ed Carew          | P |
|                  | Jesus Peña         | P |          | Stephen Jonas     | P |
| Co. F            | Jeremy Cummings    | E | Airport  | Angelique Marin   | P |
|                  | Greg Stechschulte  | P | Retired  | Reynaldo Serrano  | P |
|                  |                    |   |          | Ray Allen         | P |

# Biting the Hand that Feeds You

## Supervisor Sandra Fewer is the Epitome of Hypocrisy

By Kevin Martin  
Assistant Legal Defense Administrator  
San Francisco Police Officers' Association

As the members of this Association are keenly aware, the POA Contract Negotiation Committee just finished a highly contentious, arduous process whose efforts were more than a year in the undertaking. Our committee members overcame the usual obstacles from the city and activist groups such as #NoJusticeNoDeal" who vociferously denounced the POA throughout the process.

The POA is no stranger to being targeted by "social justice" groups. However, it was a member of the San Francisco Board of Supervisors who attempted to push a resolution through the Board which would have circumvented the collective bargaining rights of this Association and dealt this labor organization a serious blow.

At the May 1, 2018, Board of Supervisors Meeting, District 1 Supervisor Sandra Fewer addressed agenda item #39 while the arbitration hearings were active and continuing.

Item #39 was a resolution to urge the Arbitration Board to adopt and incorporate City Proposal #22 which would have required the SFPOA to request to meet within fourteen (14) days of any changes involving the United States Department of Justice recommendations and to waive fact-finding and impasse procedures if no agreement is reached into any new Memorandum of Understanding between the city and County of San Francisco and the San Francisco Police Officers' Association.

After the Board of Supervisors' Clerk read the item into the record, Supervisor Fewer addressed the board and attendees of the meeting with the following statement at times on the verge of tears and somewhat hysterical.

"Colleagues, I ask for your support in this resolution today urging the Arbitration Board to incorporate one of the city's proposals into the Memorandum



Kevin Martin of Understanding between the City and County of San Francisco and the San Francisco Police Officers' Association which is now in arbitration. Thank you to my colleagues Malia Cohen, Norman Yee and Hillary Ronan for their co-sponsorship on this resolution.

"This resolution is upon the implementation of police reform which this city unequivocally supports and this very Board unanimously supported.

"This resolution expressing support for city proposal #22 is not anti-labor, it is pro-police reform and again is expressing support for the proposal put forth by our own Department of Human Resources.

"Colleagues, if we can't get behind this proposal... we may never make the changes necessary for the kind of police department our city needs and deserves. I humbly ask for your support."

Fortunately, level headed and clear thinking Supervisors Ahsha Safai and Catherine Stefani moved the proposed resolution to committee, essentially killing the hasty and ill-conceived resolution in its tracks.

Not surprisingly, Supervisors Norman Yee, Hillary Ronan and Malia Cohen — who once referred to police officers as "paid assassins" — also supported the resolution.

Recently resigned POA President

Marty Halloran was adamant in his response stating, that the POA would rather "die on the hill" than give up its labor and collective bargaining rights to negotiate working conditions.

In an article in *The San Francisco Examiner* dated Wednesday, May 2, 2018, Supervisor Fewer, obviously upset after being handed such a defeat, called the move by Supervisors Safai and Stefani "despicable."

For Supervisor Fewer to propose such a ludicrous resolution circumventing our bargaining rights was a slap in the face to every woman and man in this association. Since 1948, the San Francisco Police Officers' Association has dedicated itself to improving the wages, benefits and working conditions of its members, and that dedication is no stronger or fervent than it is today.

Supervisor Fewer stated that her resolution was not motivated by an anti-law enforcement sentiment. Nothing could be further from the truth! She is just piling on to an already prevalent segment of society that has waged a war on cops.

The administrators and commissioned officers of the SFPD and representatives of the POA recently gathered with family members of the ninety-nine members of this Department who made

the "Ultimate Sacrifice" and were killed in the Line of Duty since the department was established in 1849. Supervisor Fewer did not make the time to attend this event and to actually meet with some of the fallen families. Apparently she does not appreciate nor honor those sacrifices.

It is also apparent that Supervisor Fewer does not honor or regard the labor rights of San Francisco Police Officers and has no reservation circumventing the collective bargaining rights for which we have worked so hard to achieve. To my knowledge, she has not proposed any similar take away from any other labor union in this city.

It is the collective bargaining rights of this association that in part has significantly and equitably increased the wages, benefits and working conditions for our members.

Supervisor Fewer's unprecedented resolution to derail the rights of our Association will not be forgotten any time soon. That she chose to stick a knife in the back of the same labor association that has directly benefitted her family through hard-earned wage and benefit increases and working conditions is just beyond comprehension! She is the epitome "poster child" for biting the hand that feeds her.

### Sealing Discipline

By Paul Chignell,  
Former President and  
Current Legal Defense Administrator

The contract between the City and County of San Francisco and the San Francisco Police Officers' Association specifies a procedure for officers to seal prior discipline.

Discipline is defined as written reprimands and suspensions issued by the Chief of Police. Admonishments, counselling, retraining and corrective actions are not discipline.

Written reprimands can be sealed after two (2) years and suspensions after five (5) years. Sealing the disci-

pline means that the prior discipline cannot be used against you for purposes of promotion, transfer or special assignment.

If you have suffered a reprimand or suspension please contact me at the POA, 415-861-5060 or by email at [paul@sfpoa.org](mailto:paul@sfpoa.org).

Even If the two years for reprimands or five years for a suspension time period has not arrived, you may send me the notices and I will put the documents in the queue and seal them at the appropriate time period.

If you have any questions, feel free to contact me.

## Calendar of Events

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

### Specially Scheduled Events

#### 98TH ANNUAL STATUTO RACE (BENEFITING MAKE A WISH)

Where SF Italian-American Athletic Club, Union at Filbert, SF  
Date/Time Sunday, June 3, 2018  
Contact [www.statutorace.com](http://www.statutorace.com)

#### VETERANS APPRECIATION EXPO

Where Cotati Veterans Memorial Facility, 8505 Park Ave., Cotati, CA  
Date/Time Saturday June 16, 2018, Noon to 4:00 PM  
Contact Bob Stewart [stubobchev@gmail.com](mailto:stubobchev@gmail.com)

#### TORCH RUN BENEFITING SPECIAL OLYMPICS

Where San Francisco Union Square  
When Monday, June 18 8:00 am  
Contact [Raymond.Padmore@sfgov.org](mailto:Raymond.Padmore@sfgov.org)

#### SF GIANTS LAW ENFORCEMENT NIGHT

Where AT&T Park, San Francisco  
Date/Time Tuesday, July 26, 2018, 7:00 pm  
Contact POA office 415-861-5060

### Regularly Scheduled Meetings or Events

#### VETERAN POLICE OFFICERS ASSOCIATION

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

#### WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)  
Date/Time Second Tues. 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  
Date/Time Second Tues. of every month, 4:00 pm  
Contact Greg Corrales 415-759-1076

#### POA BOARD OF DIRECTORS MEETING

Where POA Building  
Date/Time Third Wed. of every month, Noon  
Contact POA Office 415-861-5060

#### RETIRED EMPLOYEES OF CCSF

Where Scottish Rite Masonic Center, 2850 19th Ave, SF  
Date/Time Second Wed. bi-monthly  
(Feb., Apr. June, Aug. Oct. Dec.), 10:15 am  
Contact Office 415-681-5949

#### RETIREE RANGE RE-QUALIFICATION

Where SFPD Pistol Range  
Date/Time Contact Lake Merced Range for Dates  
Contact Range Staff 415-587-2274



# City Hall's Shameful Absence of Leadership

By Gary Delagnes  
Former POA President and  
Contract Negotiator

As most of you know, I have been negotiating contracts for a long time. My first, back in 1991, was an exhilarating experience, even though we were dealing with anti-police Mayor Art Agnos. We had fallen so far behind other agencies that it was obvious that we should receive an excellent contract. Through the guidance of an effective arbitrator, we did well.

Since that 1991 contract, I have been either lead negotiator or second chair in subsequent negotiations in 1995, 1998, 2001, 2004, 2007, and 2013. In addition, I negotiated several re-openers at the request of the City in order to assist them in difficult economic times. In the spirit of trust and mutual cooperation, we worked with the City for our mutual benefit. While many times the negotiations were intense and contentious, I always felt that we enjoyed mutual respect and shared a common goal.

That all ended during our most recent contract negotiations.

During the Willie Brown and Gavin Newsom years, which spanned 1996-2011, I dealt with experienced civic leaders who understood the need to have well-trained, well-paid police officers. Those leaders knew that our officers were policing one of the most difficult, complex, and diverse cities in America. While we clashed on many principle issues, having the best police officers in the country was our common goal.

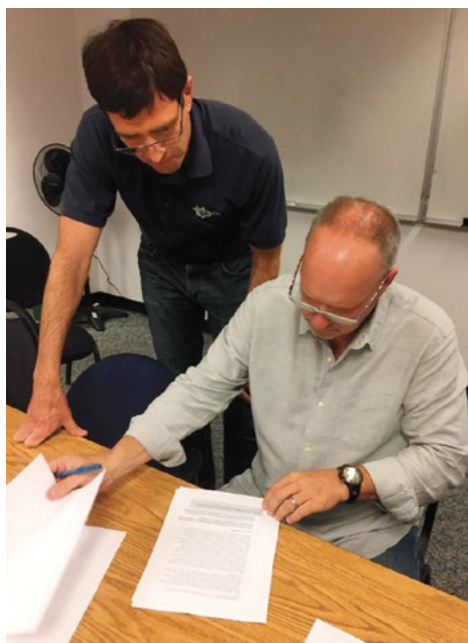
They understood something that virtually every CEO, sports executive, or business owner has understood since the beginning of time. To get the best employees you need to pay them, respect them, and maintain a professional relationship. Once you have lost the "locker room" it's game over. City Hall and police chief Bill Scott have effectively lost the "locker room."

Since 2012, we had experienced the Mayor Ed Lee years, which were respectful but difficult due to an economic meltdown. That required everybody to make concessions. Our members stepped up time and again and helped the City whenever they were asked. While Ed Lee, God rest his soul, was not a dynamic leader, he was a good and decent man who dealt with the POA as fairly as he could. In the past we negotiated with professionals. People like Steve Kawa, Phil Ginsburg, Alex Tourk, and others who negotiated in good faith. Mutual trust was established and whenever necessary the Mayors themselves would enter the negotiations and bring both parties together. That is what leadership is all about. While Steve Kawa and I would go at it viciously we were confident that we would ultimately come together on a deal, and we always did. Steve was a pro and I miss his leadership.

The director of Human Resources during much of that time, and who still holds the position today, was Micki Callahan. We respected her and worked with her as she appeared to be professional and competent. All of that changed during our negotiations that began in October of 2017.

Due to the death of Mayor Ed Lee, City Hall went into a state of flux. It was no longer a building of professionals, but a circus act where politicians were jockeying for position, stabbing each other in the back, and in essence descending to the amateur ineffectiveness that continues to this day.

When we sat down for that first negotiation in October of 2017, it became very apparent that times had changed. The City's attitude was confrontational, unprofessional, and astonishingly ill prepared to negotiate a fair labor contract. They seemingly had no intention



POA Labor Attorney Gregg Adam and Panelist Gary Delagnes doing final review of the arbitrators ruling before signing.

of reaching an equitable agreement. Instead, they proposed a series of punitive, irrational, and often illegal proposals that demanded changes in long-held seniority rights, collective bargaining rights, and other nonsense that were intended to punish our members and set labor rights back to the 1950s. They knew going in — or should have known — that we would never agree to any of their grandstanding proposals.

The hostile attitude displayed towards our union was unexpected, but not surprising. Let me explain some political realities to you that you should all remember moving forward.

You are now the enemy to many ambitious politicians who see you as an impediment in their designs to gain ever more political power. In short, they don't care about you or what you do. The reality is that since Ferguson and Mario Woods, you are nothing more than a pawn in a political game that is very dangerous and extremely disingenuous. Politicians don't need you now because they see you as a toxic liability. When times were good, politicians sought our endorsement. They waved our endorsement around like a prized ribbon, and gladly cashed our endorsement checks. Those days are over. Politicians do what they always do when you don't serve their purpose any longer — they will throw you under the proverbial bandwagon! That was never more evident than in the contract negotiations of 2017-18.

There are some in this city that would rather see a cop shot and killed than have to deal with the reality that at times police officers sometimes have to use deadly force. There are politicians out there that don't believe there is such a thing as a justified shooting. I know because they have told me that!

In my opinion, four people are to blame for this Barnum and Bailey act. It involves lack of spine, grandiose ambition, and a need to appease — or, a fear of — the 5% lunatic fringe that has virtually no credibility with the general public but somehow captures the paranoia of gutless politicians who will do anything for a vote. We now live in a time when certain members of the Board of Supervisors are exceptionally inept, self-serving, and "progressively" extreme. A clown act worthy of a reality show. All you needed to see was a hysterical Supervisor Sandra Fewer screaming that DOJ recommendations needed to be implemented immediately. Only the 11th hour heroics of Supervisors Ahsha Safai and Catherine Stefani put an effective end to her blabbering public antics.

Hilary Ronan, Fewer, Malia Cohen, and Norman Yee are the ring leaders of this "theater of the absurd." It's amazing

how San Franciscan's can elect these people, and then re-elect them, and then wonder why things never get better.

The real lack of leadership, however, showed its ugly face after our supposed friend, Mark Farrell, become interim Mayor in January. After floundering at the negotiation table for almost five months, we thought that the City had finally sent a responsible adult into the room. I requested that one of Mayor Farrell's aides attend a negotiation session to see for themselves how we were being stonewalled. To my great dismay, he refused to do so.

In six prior negotiations with the City, I have never taken part in one where we never saw the Mayor (Farrell), the Chief of Staff (Jason Elliot), the Chief of Police (Bill Scott), or the Director of Human Resources (Micki Callaghan). We had hoped that Mayor Farrell would call the parties into a room and tell them something like this. "I don't want my police and fire unions to have to go to arbitration. Get in a room and work this out — or I will do it!"

That is what I have heard at least three different Mayors tell their staff. That is what leaders do. Obviously, that never happened, probably because Micki Callaghan told him to back off and let her handle things. Clearly, no leadership was exhibited in Room 200.

This fiasco could have been resolved in two days if we had seen any sign of leadership. In every other negotiation in which I have been a part, the Mayor's Chief of staff was directly involved in the negotiations. We would have frequent conversations with the Mayor when needed. Jason Elliot, the antithesis of Steve Kawa, never raised a finger.

Any Mayor worth a damn would have become directly involved in the negotiations long before we got close to arbitration, which inevitably creates bitterness and hard feelings for years to come. Farrell did nothing. Elliot did nothing. Callaghan did nothing. The Chief of Police, who in the past would most often become involved directly in negotiations, lent nothing positive to the proceedings. He did appear as a witness in arbitration to clumsily explain why he was proposing to eliminate our seniority rights, and demanding we put DOJ recommendations in the contract, even though it would violate our collective bargaining agreement and our state-mandated Meet and Confer rights. No effective Mayor allows this type of nonsense, especially when our counter-offers were so reasonable and fair. When Mark was a supervisor, I spoke to him often and I felt we were friends. After he was sworn in as the interim Mayor, he apparently lost my phone number. As was the case with his contact with Marty Halloran. Mayor Farrell apparently lost interest in the POA relationship. To not have the spine to stand up to Ms. Callaghan, to not send his Chief of Staff, Jason Elliot, into the negotiations, to allow the two major public safety organizations to sink into arbitration without raising a finger to stop it is more than disappointing. It's cowardice.

All of this started in October. I sat through three negotiation sessions and it was apparent that the City was not interested in any kind of deal. It was obvious from the beginning that we were looking for a 12% raise over 3 years. While this would not put us at the top of the heap, it would be a major step in that direction.

The City refused to make any economic proposal for four months. When at last they did, it was pretty obvious they were not going to offer more than a 9% wage increase over three years. The reasons were the same as always. "That's what we gave the other unions, and we don't want to pay the firefighters more than 3% per year so that's what you get." It became apparent that we were once



Panelist Gary Delagnes and Arbitrator David Weinberg signing the arbitrators award on May 4, 2018 at DHR.

again negotiating for two unions rather than one.

When we were finally forced into arbitration for the first time in a quarter century, it was apparent that the City wasn't going to budge on base pay. Unfortunately, the arbitrator let them get away with it. We put on an effective case. We demonstrated the discrepancy between our compensation and other surrounding jurisdictions. We brought in renowned fiscal experts who testified that the City has never been more prosperous. We showed decisively through testimony from academy staff that applicants are not as qualified and are actually being allowed to enter the academy against the advice of the department psychologist.

The City didn't care. We heard testimony from City officials that claimed there was really no difference between the duties and responsibilities of a police officer in San Francisco as there was in Concord or Fairfield. We heard testimony that we should not be among the highest compensated departments in the Bay Area, but simply somewhere in the middle. It was very hard to listen to and it was very clear that you are not respected by City officials and that is something you should never forget.

This was how ridiculous this entire process really was.

The City wanted to give our officers 9% over 3 years. We wanted an across the board 12% raise over three years. After some incredible strategy and an ability to quickly think on their feet, Tony Montoya and his team pulled a rabbit out of their hat. After 6 months, we received a pay package the equivalent of 11.6%. All this about 4/10 of 1%. Ridiculous!

The other apparent intention of the City was to attempt to cram two idiotic proposals down our throat that they never had a prayer of winning:

An attempt by the Chief of Police to undo our seniority rights and have the ability to transfer up to 50% of station personnel any time he wished.

Talk us into agreeing to put DOJ language into our contract thereby asking us to give up our collective bargaining rights and eliminate our Meet and Confer privileges.

Just as President Halloran stated, "That is a hill we will die on."

Luckily, the arbitrator saw through both of these anti-labor proposals and ruled against the City on both counts.

That's what this entire charade was all about? The cops are down so let's kick them and humiliate them even more. In an attempt to placate four members of the Board of Supervisors, they embarrassed themselves. This whole process shines the light on a rudderless ship at City Hall. No leaders, no back bone, and no clue.

Your POA team was prepared, professional, and resolute. The members should be very proud of how these officers stepped up and donated hundreds of hours of their own time to secure a fair and equitable contract.

In the absence of effective civic leadership, thank God for binding arbitration.



# Force Science and Lexipol Focus on De-escalation

Chuck Remsberg  
Editor-in-Chief  
www.forcescience.org  
Forwarded to the *Journal*  
by Lt. Ed Cota, Retired SFPD

*De-escalation training note: Be sure to attend one of the two-day Force Science “Realistic De-escalation” courses for expert insights, instruction & advice on this critical and complex topic! Details on upcoming de-escalation classes and information on how you can bring this crucial training directly to your agency, see the insert on de-escalation training from Force Science that follows this article.*

## Do You & Your Troops Know These Key Factors About De-Escalation?

With officers under mounting pressure to verbally “de-escalate” volatile confrontations and avoid physical or deadly force, what is truly practical in the far-from-utopian world of the street? Realistically, when and how can de-escalation work?

For nearly 90 minutes last week, two recognized use-of-force experts explored the legal, psychological, physical, and tactical aspects of those questions during a free webinar co-sponsored by Lexipol, the public safety policy and risk-management organization, and the Force Science Institute.

The presenters were FSI’s executive director Dr. Bill Lewinski and former police chief Mike Ranalli, an attorney, a Lexipol program manager, and a certified Advanced Force Science Specialist.

### Where to find a recording of the free webinar

The program, which drew a record-breaking preregistration of 3,100 law enforcement professionals, can be accessed at your convenience without charge by visiting [www.info.lexipol.com/webinar-deescalation-fsi](http://www.info.lexipol.com/webinar-deescalation-fsi).

As one attendee noted: “The content is invaluable for educating the media and the public at large and for responding to police critics. But it is also critical for the everyday beat cop to understand.”

Here are some of the highlights:

### “Delusional” Perceptions

Lewinski kicks off the program by noting that “some in the public are very delusional about the reality of force in the police world.” A recent Force Science survey of 400 civilians, for example, reveals that the average subject believes that police use deadly force in one out of every five citizen encounters.

In fact, the use of force of any kind—even in criminal arrests—is “less than one percent, with very few reported injuries.” In the overwhelming majority of police contacts, no force whatsoever is involved.

Equally delusional, Lewinski says, is the belief that “de-escalation”—a concept which many advocates can’t really define—is “a simple solution to the very complicated and difficult problem” of reducing harm in police interactions.

In truth, Lewinski stresses, “de-escalation is not some magic formula that can turn all uncooperative criminal suspects into cooperative ones. And it is not something that magically allows officers to successfully communicate with a person who is so profoundly in

crisis that the person is unresponsive to anything outside of themselves.

Realistically, “officers can’t promise to resolve every situation without harm,” just as “doctors can’t promise to save every patient’s life,” Lewinski explains. But given “an opportunity to do so”—which is not always available—well-trained officers may be able to use “specific communication and behavioral tactics to defuse potentially violent encounters,” by slowing things down to reduce risk to everyone involved.

### Important Distinction

“One issue that causes confusion is that those advocating de-escalation often fail to distinguish between a person in crisis and a criminal suspect,” Lewinski points out. An attempt at de-escalation, he says, “is most appropriate when [dealing with] a person in crisis.

“It’s not that you’d never use de-escalation on criminal suspects. But caution must be used in that you do not want to lose the first—and possibly best—opportunity to take the suspect into custody.

“When you have a noncompliant criminal suspect, de-escalation tactics can actually backfire. By slowing things down, you can give them the advantage and increase the risk to you.”

With a person in crisis, on the other hand, employing tactics to slow things down may reduce the risk. “Of course,” Lewinski acknowledges, “someone can be both a criminal suspect and a person in crisis”—one of many reasons de-escalation tends not to be as simple as some would make it out to be.

### Legal Obligation

Does the law require de-escalation tactics? “The answer generally is ‘No,’” Ranalli says. And, also in general terms, that holds whether the subject involved is a criminal actor or a person in crisis.

He quotes from the arrest-related death case of Roell v. Hamilton County (OH): “No case law prohibits officers from using physical force against a person before first attempting alternative de-escalation techniques.” Even though the subject in this case was experiencing a psychiatric meltdown, that did “not preclude officers from using a reasonable amount of force” to establish control.

However, Ranalli cautions, the legal aspect of de-escalation in practice “is a little more complicated than that.” The mental state of a subject, he points out, “is a factor that must be considered [by courts] when determining the objective reasonableness” of police use of force. And often, this consideration hinges in part on warnings and communication.

Ranalli details contrasting cases in which verbalization by officers—or lack of it—became a factor in judicial rulings in arrest-related-death cases involving mentally disturbed subjects.

“Here’s where we are right now” regarding de-escalation, he summarizes: “Is it legally required? No. Is it a consideration? Yes.”

In the webinar recording, Renalli elaborates on legal nuances, particularly as they apply to dealing with would-be suicidal subjects.

Ranalli emphasized, “With all the misconceptions about de-escalation out

there, we don’t want officers to make decisions about the tactics they use under the wrong assumptions. The last thing we want is for officers to hesitate to use force when it is objectively reasonable to protect themselves from third parties.”

### Fundamental Requirements

For de-escalation efforts to take hold, two fundamentals must exist, the presenters note:

1) the circumstances must present some “discretionary time”—time when immediate action is not needed and the involved officer has time to think about and attempt to defuse the situation with alternative options ;

2) the officer must be able to engage the subject.

If there is a genuinely urgent need to control a suspect to protect the safety of the officer or others, physical or deadly force may be the only viable option at that moment; any delay might be disastrous, Ranalli explains.

In the ebb and flow of some confrontations, though, moments of discretionary time may occur unexpectedly and officers should be alert for them as opportunities to attempt de-escalation.

On the other hand, you may have ample discretionary time but “if you can’t establish [meaningful] contact with a person and get them to focus on you and your communication efforts, you can’t do anything verbally or psychologically” to ameliorate the situation, Lewinski says.

“Drugs, a serious psychological issue, or extreme emotional arousal can impair” a subject’s thoughts and ability to communicate, he says. “This can severely challenge an officer’s ability to build rapport, influence, persuade, or even operate tactically.”

It’s important to remember that “sometimes you simply can’t establish contact.” If the subject is “too profoundly [impaired] or their thinking is so disorganized, they may be unreachable.” Then the two-way interaction necessary for de-escalation to be effective becomes impossible.

### Risk Analysis

One of the visual components of the webinar features Ranalli demonstrating the use of a template for analyzing risk as a factor in deciding whether de-escalation is a realistic option in a given confrontation.

In any encounter, he explains, three parties must be considered: the responding officer(s), innocent persons, and criminal suspects or subjects in crisis. Using real-life cases, he assesses who is at risk and who is causing that risk in three different police responses.

Case #1 involves a male subject suspected by his family of having suicidal thoughts. He is speaking with officers and has no weapons. None of the parties is causing a risk at the moment so none is at risk. An attempt at de-escalation is appropriate, Ranalli says.

Case #2 involves a distraught woman with a large knife hacking at a tree and actively threatening to use the weapon on a neighbor standing nearby. She refuses to drop the knife. In Ranalli’s analysis, the suspect is causing potential imminent risk to everyone, including herself. Prompt tactical intervention

other than persuasive de-escalation efforts is needed.

Case #3 is the same scenario but this time the suspect abruptly leaves the scene and re-enters her own otherwise-unoccupied apartment. For the moment, no one is causing risk or at risk other than the suspect herself. Now, Ranalli explains, some discretionary time has been created in which officers can transition into de-escalation mode while keeping her isolated.

“The last thing officers want to do is escalate the situation by making immediate entry and provoking the situation to the point that not only is the subject at risk but now officers are at risk also,” Ranalli says.

It’s “very, very important” for agencies to build risk-analysis into their training, Ranalli says, “because we don’t want officers to be causing the risk” in a volatile situation. From a liability standpoint, placing yourself or others at risk may trigger claims of “state-created danger” in the legal arena.

### Dos & DON’Ts

Assuming that time and contact are available, Lewinski offers a multitude of tips for making the most of de-escalation efforts, particularly where someone in crisis is concerned. Here’s a small sampling:

- “Regardless of how many officers are present, you have to have one main contact point that the subject in crisis can focus on,” Lewinski says. “Other officers shouldn’t interfere with that, because if you want to be persuasive, only one person can be doing the influencing. That tends to promote clearer instructions and allows for the establishment of personal rapport.”
- Don’t try to make a medical diagnosis of the subject but do focus on what they’re doing and saying and try to see “the purpose of their behavior, if there is any,” Lewinski recommends. “Understanding how their actions may be an attempt to solve a problem may be the key to resolving the situation peacefully” by changing their behavior through persuasion and influence.
- “Demonstrate patience and concern,” he says. “Appear confident. You want to give the other person a reason to trust you. Communicate a sincere message through your words and behavior: ‘I care...’There is hope...’I can help.’ Communicate that you’re there to solve a problem. Don’t patronize, insult, or demean the other person. And remember that your body language may be read as more truthful than your words.”
- Ask relevant questions to gain their perspective. “What’s happening?” “When did it start?” “What do you think caused it?” “Has it happened before?” If so, “What worked then?” This last question “is very important,” Lewinski says, because it may suggest a resolution that could at least temporarily relieve the crisis.
- “Think about how you use your voice,” he advises, “the intonation, inflection, volume, speed. A raised voice can be effective” in initially grabbing their attention, “but it can also be offensive. If you’re shouting

CONTINUED ON NEXT PAGE





## Tony Montoya Interview

The new President of the SFPOA, Tony Montoya, speaks his mind about running the POA, representing the membership, and facing challenges from within the department and at City Hall. Congratulations, President Montoya, and thank you for your leadership.

Watch the full interview at this link:

<http://abc7news.com/3509178/>



### A sampling of Facebook comments:

Spencer Crum: “Good guy right there. Go Tony!”

Jun Jun: “Tony was a leader long before he was in any office. I looked up to him when I just got off probation, and he was the senior officer of the Mission 3rd watch.”

Charlie Carpenter: “Who remembers Tony as a young Healdsburg cop?”

Glenn Riffin: “Way to go Sgt. Montoya!”

David Rockatansky: “In a time of disorganization with an interim mayor, possible exiting Chief, and a dysfunctional police commission, it is good to see great leadership passing on to great leadership. Though he is just beginning as our POA leader, he has already weathered an uphill contract negotiation and put us on a good spot moving forward. Thank you, Sarge. You have our gratitude and our thanks.”

## Force Science and Lexipol Focus on De-escalation

CONTINUED FROM PREVIOUS PAGE

- the entire time, you lose attention-and influence.”
- “If you have your gun out for your protection, consider keeping it below face level,” Lewinski says. “Having it in front of your face may block important cues you could pick up from the person you’re dealing with. It also blocks their ability to read you, and how they read you can be really critical in how you affect them.”
  - “Many people consider de-escalation to be only verbal,” Lewinski says in his concluding remarks. “But it’s important to remember that tactical positioning that allows for containment and control can be a really important part of permitting verbalization to occur. All the skills an officer brings to the situation can be possible de-escalation tools for resolving the situation with the least possible harm to all concerned.”
  - Finally, Lewinski and Ranalli both underscore the importance of effective teamwork undergirding de-escalation efforts. Lewinski says, “It’s rare for one officer to be able to manage a significant crisis situation alone.” Even though he may be the designated “talker,” he will likely need others to provide tactical support and intervention if things go

south. Ranalli adds: “When everyone is doing their own thing rather than cooperating in a team effort, that is when [unnecessary] injuries tend to occur” and meaningful opportunities for de-escalation get sabotaged.

When the webinar was broadcast live, moderator Shannon Pieper, Lexipol’s director of marketing communications, invited questions from the audience, seeking elaboration on points raised during the program. A number of these are addressed at the end of the recording, ranging from inquiries about research on suicide-by-cop situations to legal concerns regarding a tactic of withdrawing from certain mental-health crisis scenes.

**How to Get Realistic De-Escalation Training from Force Science**

There are two options for receiving de-escalation training from Force Science.

Attend a pre-scheduled realistic de-escalation course

There are two courses coming up at the Force Science Training Center located near Chicago’s O’Hare airport. The dates are:

July 10-11  
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For details, visit <http://www.force-science.org/deescalation.html>

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## Police Commissioner Julius Turman — A Man of Fairness and Compassion

By Paul Chignell,  
Former President and Current Legal  
Defense Administrator

In May of this year, the San Francisco community lost at the young age of fifty-two (52) a great lawyer and civic leader. Lawrence Julius Montgomery Turman was simply known in legal, political and law enforcement circles as Julius. If his first name was mentioned, invariably everyone knew who it was.

Julius left an indelible mark on the values of a progressive city with his generosity, his compassion, and his open-minded approach to civic discourse. He was a quirky and highly intelligent lawyer who excelled throughout his short life. From high school in Lansing Michigan, to his alma mater the University of Michigan and then at Rutgers University School of Law, Julius was academically and socially at the top of his game. He went on to become a federal prosecutor in New Jersey, and then pursued his legal career at some of the finest law firms. He was a successful trial lawyer, and at the end of his life practiced labor and employment matters on a broad range of issues.

His community work was exemplary. Serving with distinction on the Human Rights Commission, the Bar Association, and as President of the Alice B. Toklas Democratic Club, Julius gave his all to his adopted San Francisco community. One of his proudest achievements was being named the Grand Marshall of the San Francisco Pride Parade in 2008.

The San Francisco police community welcomed Julius to the Police Commission by way of a Board of Supervisors’ appointment in 2012. The San Francisco Police Officers Association had disagreements as any labor union would have in dealing with police management. Our relationship with Julius was sometimes strained on hot-button issues. But Commissioner Turman would always listen to our point of view and the trite phrase “agree to disagree” was rarely violated in our relationship with the commissioner.

Most impressive to me was the way Julius, as a Police Commissioner from 2012-2018 and as the President of the Police Commission from 2016-2018, was his evenhanded and compassionate manner in which he made decisions and recommendations to his colleagues on the Commission. Julius was a man who did not appreciate police misconduct. But he also believed that if an officer



Julius Turman

could learn from his or her mistakes and become productive then that result was best.

In the many hearings and meetings that I had with Julius, his fairness and compassion with employees was legendary. He would become quite vociferous if he thought an officer was being disingenuous, but appreciated honesty and redemption. Time and time again Julius made decisions on personnel matters that showed his intelligence, preparedness and balanced the interests of the community, the department and the officer. POA attorney Chris Shea said to friends at Julius’ memorial recently at City Hall “Julius could always be counted on to do the right thing even if unpopular”.

Another POA attorney, Scott Burrell, who had known Julius for sixteen (16) years, said it best about Julius “He was always the smartest guy in the room, with a wicked funny wit and sense of humor and he loved to laugh and have fun. But he also rarely suffered fools lightly, and was quite serious about working passionately on behalf of his clients and the causes he believed in”.

Julius resigned from the Police Commission on May 4, 2018 as he had spent years handling sensitive police matters and said he was “tired”.

On May 13, 2018 he suddenly passed away at his home.

His passing was mourned by hundreds in the rotunda of City Hall at a graceful memorial.

The San Francisco Police Officers’ Association lost an adversary and more importantly a great friend to the community and to all San Francisco police officers.

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# Toughest of the Tough

By Damon Keeve

I think we all have stories about our favorite cops. The gritty group of heroes that we idolize as we mature through our careers. I myself can remember watching a fearless Steve Shanahan climb on top of a car, to look over a fence, and go face to face with some reckless “cronk” holding an AK-47.

I remember watching in amazement, the emotionless clam stare of the shaved head Scotty Lau as we approached the house of an armed felon — on my first Spec deployment.

I once stood in amazement behind Eddy Yu when he took on a huge Samoan gang banger in front of the VG's, calmly positioning us into a win — when I was thinking we were bound for the hospital.

We all have the stories, we love telling the stories. We all idolize fearless hard working cops who do the dirty necessary things that we can only dream of achieving. There are plenty of great stories — not all of them are success stories, or funny, or even pleasant to hear, but each tale of contention, toughness, and eye to eye confrontation... drives us to do our part.

Tony was doing the face  
to face confrontation  
for all of us, with a  
city that shows us  
little if any respect.

Well I'm writing to share one such story that we can all hold onto — for our own sake, and future.

It started about a year ago when a small group of cops got together to try and accomplish the almost impossible. The leader of the group was a kind of small demur individual. I don't think anyone thinks of Tony Montoya as a fire breathing barbarian, but people should know by now, that Tony is one of the 'toughest of the tough'.

While battling his own issues, Tony was tasked with the job of squeezing some small amount of 'life' out of a remarkably un-giving and unsympathetic entity. It was a daunting task with the highest repercussions at stake. Tony was doing the face to face confrontation for

all of us, with a city that shows us little if any respect.

It struck me that we idolize the brave cop who stands up to the big ugly felon for the battered wife, the victimized merchant, or the distraught tourist. Tony and his crew were challenging the evil empire. Tony was standing down the enemy for his fellow brethren.

For over a year Tony, Gregg Adam (POA attorney), Marty Halloran, and the negotiators went toe to toe with a variety of city officials. It was frustrating and ugly work. The outdated MOU had to be reviewed, line by line. Proposals were analyzed, written, rejected, and rewritten. This was not a split second fight that we got any glory from. The contract battle was an all-out take no prisoners brawl. I'm not claiming victory, but I am appreciating a great fight by tireless warriors. You learn, when you have been through enough confrontations that true victory is surviving. True victory is carrying the thoughts and interests of your fellow officers on your back, and being able to look your friends in the eye and confidently say "we gave it our all".

The proceeds of that year long confrontation, appear to be better than we had a right to expect. Some of the benefits that were actually acquired and protected are frankly amazing.

Civilians never truly get the actual danger we are in when we tell ‘the stories’. Unless you are there, no one has a full appreciation of what was at stake. We are so casual about our POA. We all talk a good game, but rarely make a meeting, participate in a precinct walk, or attend fund raisers. We would all rather spend time with the crew around a dinner table or a bar and tell the tall glorious tales of the “great fight”, the “monster chase”, or the “dominant arrest”.

I'm suggesting today, that the small body of men and women who went to war with our interests in mind, deserve the coronation we give to the biggest heroes. When you weave that tale of woe and bravery... when you create that larger than life hero cop over your 3rd cocktail...I counsel you to take a moment to consider the men and women who waged war with a faceless enemy, and gave us a small amount of hope for the future.

I think I know who the 'Toughest of the Tough' are — I hope we all do.

# Prop H – Loosening the Stranglehold of the Police Commission

By Rich Cibotti

After years and years of political pandering and feet dragging the police commission is now backed into a corner.

The SFPOA obtained enough signatures from San Francisco residents to put the issue of Tasers on the ballot June 5. Now a politically appointed body, almost completely detached from the people of the city, are whining. The commissioners say it's because their hands will be tied. That's true and they should be. When Commissioner Petra DeJesus says things like, "Using Tasers is a lazy cop's way of getting someone to do something." Not only should she probably be relieved of her position, but at least an apology seems warranted. And does she really think a majority of San Franciscans have that same belief? I think not.

For a person who is never short of words to say on camera during commission hearings, I have never seen her push a radio car, take someone into custody, or overcome the resistance of someone who really does not want to go into custody. I don't think you need to be a cop to be on the commission, but not having any experience on patrol sure shines through in some of the rhetoric.

The police in this country have become a great punching bag for politicians over the past few years. This taser proposition is our chance to fight back.

If the measure passes, it is one of the truest forms of our democratic government in action. Taking power back from unelected bureaucrats, and giving it back to the people who consent to be governed. The people are getting their chance to show what they really think. Not grandstanding from unaccountable political appointees.

For more than a decade the Police Commission has been able to avoid the issue of tasers and kick it down the road. The commissioners kept saying the voice of the people says they do not want tasers. They repeated this over and over, meanwhile almost every major city besides Detroit have adopted some form of taser usage.

The commission also continued to cry out “What else could have prevented this shooting” after every officer involved shooting. They did this while denying the answer, in some instances, was right in front of their faces, the taser.

Instead the commission left our

members with talking, going hands on, pepper spraying, hitting someone with a baton, (until recently the carotid restraint), and then finally a firearm. The large gap between baton and firearm was glaring. The commission's inaction basically said to the public that they found it more humane to hit someone with a wooden or metal stick, possibly causing permanent injury, rather than to temporarily immobilize someone with electricity.

In fact, it took the SFPOA successfully gathering signatures and going around the Police Commission, for them to actually act. Once they saw that they could possibly lose power, that really lit a fire and they actually passed a Taser policy. The best part of Prop H is that it supercedes the policy the Police Commission begrudgingly passed on a 4-3 vote, after years of feet dragging.

It is sad that the commission chooses inaction when it could lead to less injuries on behalf of the public and our members. It could also reduce the need for the use of lethal force in some cases. But without their willingness to do what is right, over what is politically expedient, it endangers the members of this department, and the general public.

Now, I understand that for some, the delivery of an electrical shock could result in their death. The most common situations arise in people on a variety of narcotics, heart conditions, or who are obese. While any in custody death is tragic, we must react to the threat presented. And if people who knowingly have a condition, that could be exacerbated by the application of a taser, well then maybe fighting the police is not the best life decision.

At a time when the Board of Supervisors has begun to play politics and will not allow the mayor to make his picks for the Police Commission, we need to make change happen directly from the people more than ever. I hope the people of this city realize the gap in our use of force continuum and vote YES on Prop H.

If the measure fails...well it still made them sweat. It made the commission get off of its hands and start to act for once. It even made them actually approve a taser policy. For a policy that's been stuck languishing, in a body that delayed dealing with it for over a decade, that in itself is an accomplishment. I think either way we can't lose.

The advertisement is set against a dark background. At the top, the firm's name 'BREALL & BREALL LLP' is displayed in a large, white, serif font. Below this, the text 'Serving Bay Area FIRST RESPONDERS' is written in a smaller, italicized, white serif font. Underneath that, the services 'WORKERS COMPENSATION • EMPLOYMENT LAW • PERSONAL INJURY' are listed in a white, all-caps, sans-serif font. On the left side, there is a black and white portrait of a middle-aged man with short hair, wearing a dark suit, white shirt, and a patterned tie. To the right of the portrait, a testimonial is written in an italicized serif font: "I was involved in a horrific auto collision and we could not ask for better attorneys to take care of us. The Breall lawyers patiently walked us through each step of the process and were able to maximize our settlement recovery without filing a lawsuit. We were pleased with their work and highly recommend them to our colleagues, friends, and family." Below the testimonial, the name '-San Francisco Police Officer' is written in a smaller, white, sans-serif font. At the very bottom, a white horizontal bar contains the contact information: '3625 California Street San Francisco, CA 94118' followed by the website 'www.breallaw.com' and the phone number '415.345.0545' in a bold, sans-serif font.

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

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# Police-Fire Post 456 News



By Greg Corrales, Retired

The American Legion state organization (Department of California) has a Law & Order Commission which every year reviews nominations from throughout the state for selection as the California Officer of the Year for Valor, Officer of the Year for Community Service, Firefighter of the Year for Valor and Firefighter of the Year for Community Service. Last year all four of the nominees from SF Police-Fire Post 456, Riley Bandy, Kevin Downs, Brice Peoples and Paul Barry were selected for statewide recognition. It was unprecedented for all four nominees from the same Post to be selected. Well, the men and woman of SFPD and SFFD came through again. On May 12 the Law & Order Commission met in Clovis and, despite stiff competition, all four of our nominees prevailed. Sgt. Paul Dominguez was selected as Officer of the Year for Valor, Officer Anna Cuthbertson was selected as Officer of the Year for Community Service, Firefighter Paramedic Matt Lane was selected as Firefighter of the Year for Valor and Firefighter DeWayne Eckerd was selected as Firefighter of the Year for Community Service. They will be acknowledged and presented plaques at the American Legion state convention in Sacramento on June 22.

DaeSean Hamilton started playing football when he was 6. When he started really getting into the sport, around age 9, his Marine father was on an unaccompanied tour to Okinawa, Japan. Hamilton's Marine mom drove the dawning star to practices and games on base stateside. "My mom wasn't even sure if I was going to be good at football," the now-23-year-old told Marine Corps Times in an April interview. But she kept him in the sport at his father's encouragement. "He had a feeling I was going to be pretty good." How good? The 6-foot-1, 205-pound wide receiver ended up a four-year starter at Penn State, finishing as the school's all-time career receptions leader with 214 and second in all-time yardage (2,842) en route to being selected in the fourth round of this year's NFL draft by the Denver Broncos.

DaeSean Hamilton credits his parents, Johnnie and Madgeline, for never letting him give up. They met in the Marine Corps; both left after more than 20 years of service as administrators, retiring as a chief warrant officer 3 and master sergeant, respectively. His dad is from the rough Chicago neighborhood of Englewood and joined the Marine Corps to find a better life, Hamilton said. "They got into the Marine Corps to provide a better future for themselves and obviously a better future for their family, whenever they did end up having a family," he said. Being in a military family his whole life, DaeSean has a great appreciation for military families and service members, he says. "My heart stops for them," he said. "I somewhat know what they're going through." Along with his never-give-up approach, his parents also instilled in him the ideals of humility, gratitude and enthusiasm, he said. Something they preach: "To always make sure I keep the same attitude from when I'm starting something, to finishing with that same type of enthusiasm, that same type of effort to never let my effort waiver, never let my confidence waiver."

For nearly six decades, a Marine Corps sergeant's family lived under the misconception that his body was lost

at sea during World War II. Killed in what has been called the bloody Battle of Tarawa, David Quinn's remains have been identified and are on their way home to New Hampshire. Quinn died on Nov. 20, 1943, the first day of the three-day Battle of Tarawa, as Marines landed against strong Japanese resistance on the tiny, coral reef-ringed island of Betio in the Tarawa Atoll of the Gilbert Islands. Approximately 1,000 Marines and sailors were killed and more than 2,000 were wounded. His parents and siblings all died before the family discovered a letter to his widow from a Marine veteran disproving the claim that his body was lost at sea. In the early 2000s, they were contacted by military scientists that said DNA was available to identify Quinn. In 2017 they received notice that the remains were accounted for. "It's a shame that family who knew him never got that closure, but it's an amazing feeling knowing that this long journey is finally coming to an end," said Paul Quinn, his nephew, who found the letter during his research and spearheaded the efforts to identify his uncle's remains. Sgt. Quinn married his widow, who he met in New Zealand, four months before he left for Tarawa. "When I first got in touch with her, she told me that they had more joy in those four months than most people find in a lifetime," Quinn said.

**There are currently 72,934 service members from World War II still unaccounted for. More than 400,000 died during the war.**

Tech. Sgt. John Chapman, the combat controller who was killed during the fierce Battle of Roberts Ridge in Afghanistan in 2002, will be posthumously awarded the Medal of Honor, according to a report in *Task and Purpose*. Chapman would be the first airman to receive a Medal of Honor for actions since the Vietnam War. Chapman originally received an Air Force Cross, the second-highest valor award an airman can receive, for his heroism during the March 4, 2002, battle against al Qaeda fighters. But newly-enhanced video from a Predator drone showed more evidence that Chapman was not dead, but instead unconscious, when a team of Navy SEALs withdrew from the battle under withering fire. The video analysis suggested Chapman regained consciousness and resumed fighting al Qaeda members approaching on three sides. Chapman is believed to have crawled into a bunker, shot and killed an enemy fighter charging at him, and killed another enemy fighter in hand-to-hand combat. This new evidence prompted former Air Force Secretary Deborah Lee James in 2016 to recommend his Air Force Cross be upgraded to the Medal of Honor.

It is my sad duty to report that longtime Post 456 members John Mino and Charlie Wettstein have transferred to Post Everlasting. I had the pleasure of working with John's sons, John and Mark, both outstanding cops. I also had the honor of knowing Charlie Wettstein, a very kind and good man.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, June 12, 2018. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at [gc1207@comcast.net](mailto:gc1207@comcast.net).

# News from the Credit Union

By Al Casciato  
SFPD Retired

**Q: I've seen emails from other financial institutions mentioning the need to upgrade my browser to support the upgrade from TLS 1.0 to TLS 1.1 or 1.2. What is that, and will my SFPCU accounts possibly be affected?**

**A:** TLS stands for Transport Layer Security, and it is an online encryption method that keeps your online data safe — whether you are purchasing from an online retailer, or doing a transaction on your account in online banking. The current version, TLS 1.0 has been deemed too vulnerable to hacking and will no longer be approved safe for transmitting confidential data online. A major change has been mandated by the PCI (Payment Card Industry) for merchants and consumers to upgrade this protocol to a higher security level—TLS.1 or TLS.2. The deadline for merchants to comply is July 1, 2018 and as you noticed, many financial institutions are now notifying their customers to update their browsers. The credit union's online banking provider has informed us that this change will be implemented on May 24th. To find out if your laptop or tablet browser settings need to be updated, and for easy instructions on how to do this, visit our website at [www.sfpcu.org/tlsupdate](http://www.sfpcu.org/tlsupdate).

**Q. I've heard that the Bryant Street branch may be closing — is this true?**

**A:** No, we are open for business at Bryant Street! Earlier this year, our Bryant Street branch was closed for a few weeks due to severe weather-related damage. However, this closure was only temporary while we made necessary repairs. We were happy to reopen our branch on January 29th to continue serving law enforcement in the SOMA district and the surrounding areas. It's come to our attention that there has been misinformation spreading about our Bryant Street branch location closing soon, and we would like to reassure our regular visitors that our Bryant Street branch is not closing! We will be open on Bryant Street for the foreseeable future and look forward to seeing our members there.

**Here is a status of other SFPCU branch locations:**

- Our San Mateo branch will be relocating at the end of this year. The new address will be 4060 El Camino Real, Suite F, San Mateo — just 2 miles south of our current location. Stay tuned for progress on our move to our new building.
- You may have been following the construction progress of our new Administrative Building. We're on track to open this new location in early 2019. Please note that our Irving Branch will also remain open for business in the Outer Sunset.

## Upcoming Events:

Mark your calendars for our summer pre-owned car sale the weekend of July 28-29!

**Saturday: 9 am–5 pm**

**Sunday: 10 am–5 pm**

**Location: Cow Palace, 2600 Geneva Ave., Daly City, SF, 94014**

Get pre-approved before the sale by calling 800.222.1391 or apply online at [www.sfpcu.org](http://www.sfpcu.org).

Great news! If you purchase a vehicle at the sale and finance it with SFPCU, you will receive an extra .50% APR off your rate — you could qualify for a rate as low as 1.74% APR\*

*\*APR=Annual Percentage Rate. Example rate of 1.74% APR with 36 monthly payments = \$28.54 per \$1,000 borrowed. Assumes .25% APR rate discount for automatic payment and .50% APR rate discount for vehicles purchased at the car sale and financed with SFPCU. (Fully indexed rate of 2.49% APR)PR = Annual Percentage Rate. Example rate of 1.74% APR with 36 monthly payments = \$28.54 per \$1,000 borrowed,*

## Current Promotions:

**Receive \$25 When You Refer a New Member!** Now through July 31st, refer a family member or eligible colleague to SFPCU, and if they join, you'll receive \$25 — and your referral could receive up to \$100. Restrictions apply, for details, visit our website at [www.sfpcu.org](http://www.sfpcu.org).

## Give Us Your Feedback:

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

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

You can contact me at [alcasciato@stisia.com](mailto:alcasciato@stisia.com).

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

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

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# Widows’ and Orphans’ Aid Association

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Tuesday May 8, 2018

The Widows’ and Orphans’ Aid Association of the San Francisco Police Department held their monthly meeting at 850 Bryant Street room #125 in San Francisco, California. The meeting began at 1230 hours.

**Roll Call:** President Leroy Lindo, Vice President Ray Kane, Secretary Mark McDonough, Treasurer Dean Taylor (conference call), Trustees Jim O’Meara, Al Luenow, Rob Forneris, Louis Barberini, Ryan Walsh, and Bookkeeper Sally Foster were present.

**Approval of the Minutes:** Trustee Jim O’Meara made a motion to accept the minutes from our April 2018 meeting. Trustee Lou Barberini seconded the motion. The motion passed without objection.

**Receiving Applications, Suspensions, and Reinstatements:** Vice President Ray Kane, James O’Meara, and Rob Forneris were unable to present our membership to the 259th Recruit Class. Ray Kane will respond to the San Francisco Police Academy this week to reschedule the presentation. The following members have been reported by our Treasurer as delinquent for payment of dues in 2018. President Lindo ordered that the below unpaid members are hereby suspended: **Thomas Abrahamsen, Eric Altorfer, Guillermo Amigo, Debra Anderson, Julia Angalet, William Arietta, Saqib Aslam, Antonio Austin, Regina Berrigan, Nicholas Billings, Omar Bueno, Jesse Byrd, Kevin Callanan, Danny Camacho, Kenneth Canedo, Alec Cardenas, Willis Casey, Christopher Cassinelli, Luis Casteneda, Jonathan Catlett, Joe Coggan, Amy Cole, Matthew Cole, Anton Collins, Donald Condencia, Kevin Conroy, Joseph Cordes, Larry Cortes, Catherine Daly, Leanna Dawydiak, Mario Delgadillo, Kevin Conroy, Timothy Dempsey, Jassen Dongon, Lori Dutra, Maurice Edwards, Joshua Enea, Emily Fields, Joseph Filamor, Stewart Flynn, Louis Fong, Edward Fowlie, Ava Garrick, Thomas Haymond, Shane Herbert, Renae Hofmann, Mitchell Holahan, Matthew Kabanuck, Ronald Kall, Belinda Kerr, Chris Kohrs, Kenneth Lui, Robert Mammone, John Minoli, Elmer Najaro, Daniel L. O’Brien, Jordan Oryall, Harry Paretchan, Roger Peters, Michael Phillips, Gary Pisciotto, Robert Pollio, Richard Randall, Darryl Rodgers, Jose Rosales, Richard Ruiz, Catherine Schiefer, Donald Schneider, Reginal Scott, David Serrano, Kristopher Stoffel, Patrick Sullivan, Carlton Tiamson, Daniel Toomey, John Troche, Allen Vugrincic, Justin Webster, Harry Wielen, Kurtis Wong.**

Per Article III, Section 3 of the WOOA Constitution and By-Laws, a suspension for non-payment of dues suspends the member of all rights and privileges. Suspended members will be dropped from the WOOA membership roll on January 1, 2019 if their dues for 2018 are not received. A registered letter of suspension will be mailed to the suspended member’s last known address.

**Communications and Bills:** Four death beneficiary payments and the regular monthly bills were presented to the Board. Trustee Jim O’Meara made a motion to pay the beneficiary payments and the regular monthly bills. Trustee Rob Forneris seconded the motion. The motion passed without objection. Payments were sent to the beneficiary(s) of Steve Silvers, David Utter, Quin Jones, and Renata Martinez.

**Report of Visiting Committee:**

President Leroy Lindo reported his attendance at the memorial service for fallen member Lt. Renata Martinez. Leroy reported that the service was held at Duggan’s Mortuary. Leroy stated it was well attended with San Francisco Police Department Uniform personnel and Various Command Staff Personnel including Chief William Scott, and Deputy Chief Denise Schmidt who was directly involved in the administrative process of the service.

**Report of Trustees:** The WOOA Board received the sad news of the passing of the following members:

**Garrett Griffin, age 79:** Garrett Griffin was born in San Francisco, California on February 26, 1939. Garrett grew up in the Parkside District (within the Sunset District) and attended Lincoln High School until his Junior Year. Garrett dropped out of Lincoln High and joined the Merchant Marines. Garrett signed on to a Merchant Ship bound for Asia as an Ordinary Seaman in the stormy winter of 1955-1956. After his great adventure, Garrett returned to San Francisco and married Carolyn, his wife for the next 62 years. They lived briefly in Redwood City where Garrett worked as a Mill Man. In his travels, Garrett had time to think about the value of education. Garrett and Carolyn returned to San Francisco and Garrett attended Mission Adult High School at night, earning his High School Diploma. Garrett joined the San Francisco Police Department on July 10, 1961. Garrett wore star #337. Garrett worked the following assignments during his eight-year career before transferring (it was allowed at that time) to the San Francisco Fire Department: City Prison (April 9, 1962), Identification Bureau (November 23, 1962), Potrero Police Station (March 16, 1963, CWB (June 24, 1968). Garrett left the S.F.P.D. for the S.F.F.D. on September 16, 1969. Garrett was awarded a 3rd Grade Medal of Valor for services rendered on September 14, 1965. Garrett arrested a suspect who had committed three robberies. Garrett is listed as received a Captain’s Commendation on for apprehending a woman who was under a Grand Jury Indictment who was attempting to flee to the East Coast and had attempted to use the revolver that was in her possession. The incident occurred on September 10, 1967. During his police career, Garrett worked in a plainclothes Narcotics Unit, and rode “shotgun” with the Fire Department on their calls in the Potrero District. After joining the Fire Department in 1969, Garrett worked at Station 14 for many years and also served on the Cliff Rescue Team. Garrett also spent time toward the end of his career in the S.F.F.D. at the Airport as a Building Inspector. During his careers, Garrett earned his AA Degree at S.F. City College. Garrett attended S.F. State College and earned his BA Degree in Industrial Arts where he discovered a talent for Wood Sculpture and Contemporary Furniture. Garrett created fine art pieces which he showed and sold in Art Shows and a gallery in Palm Springs. A devoted family man, Garrett planned family hikes to Tamalpais Bear Valley or San Mateo Park. Garrett developed an interest in geology while at City College. Garrett, Carolynne, and their children Kirk and Dawn hiked the back country of Yosemite for several summers and also hiked the John Muir Trail. Garrett was a movie buff and joined a few fellow fireman in signing up as an extra in the movie “Towering Inferno”. He subsequently joined the Screen Actors

Guild and worked in many movies including “Mrs. Doubtfire” and “George of the Jungle” where he played a Fireboat Captain and was named in the credits. His favorite role was in the Nash Bridges series where he had a recurring role as a detective. Garrett is survived by his wife Carolynne, his daughter Dawn Griffin, his brothers Vaughan (Nancy) Griffin, and Frank Rivers (Diane), and many nieces and nephews. Garrett was preceded in death by his parents, his son Kirk Griffin, and his brother Richard Rivers.

**John Mino Sr., age 90:** The record for John A. Mino reads that he was born in San Francisco, California on April 8, 1928. John attended San Rafael High School and College of Marin. John entered the San Francisco Police Department on November 16, 1950. John wore star #771 and left the Academy for Ingle-side Police Station on December 11, 1950. However, John went on leave on January 7, 1952 to serve on Military Leave as a member of the United States Navy. John met his future wife Tess while serving in the U. S. Navy. John, after his military service ended, returned to the San Francisco Police Department on December 14, 1953. John resumed his career at Southern Police Station. John was transferred to Investigations on May 2, 1955, was promoted to full Police Inspector on June 1, 1961 and remained in Investigations until his retirement on July 31, 1981. John earned a Second Grade Medal of Valor for services rendered on November 15, 1951. John arrested a suspect who was burglarizing a tavern. John entered the tavern through a small hole in the side of the building and was successful in arresting the burglar. John was awarded a Meritorious Conduct Award for services rendered on November 14, 1956. John was awarded was a First Grade Medal of Valor for services rendered on October 27, 1956 for his part in the arrest of an man armed with a rifle who had shot a woman and her baby. Prior to taking the suspect in custody the suspect fired on the officers and a bullet struck Officer Donald Euing. John’s work in San Francisco Police Department included work in association with the FBI and the United States Secret Service. After retiring from the S.F.P.D., John worked for 25 years as a Security Specialist. John and Tess moved to Monte Rio, California. John and Tess made new acquaintances in the Russian River area. John’s life-long friends were very loyal. Two close friends included Jeff Cronquist and Richard Watson. Watson was a steadfast and loyal friend who advised John on many important issues and stood by John during life’s trials and tribulations. John also devoted significant time throughout his life to the following organizations: the California Native Sons, Navy League, Naval Order, American Legion, the San Francisco Police Officer’s Association, the San Francisco Police Department Widows’ and Orphans’ Aid Association, Riordan Boosters Club, the Monte Rio Chamber of Commerce, the Northwood Golf Club (Past President), and the Northwood Men’s Club. John was a take-charge type of person and excelled at raising money for worthy causes. His Staff Golf Tournament operated for 25 years and raised money for the families of fallen Secret Service Agents, and for the Archbishop Riordan Field Project where his sons and grandsons attended. John held Archbishop Riordan High School in high regard and volunteered his time in several capacities to assist the school in its progress through the

decades. John was fiercely proud of his children. John’s two sons John and Mark followed his lead by serving long careers in the San Francisco Police Department and are now retired. John’s daughter Lizabeth completed many years of education by attaining a Ph.D. John was preceded in death by his parents Aleck G. Mino and Mary Agnes Mino nee Sorensen, his brother Harry Obitz, and his first wife Mary Therese (Tess) Mino nee Duhamel (1989). John is survived by his sons John Jr. (Terri) and Mark (Kathleen), his daughter Lizbeth, his grandchildren Mark Jr. (Luisa) and Teddy Mino, Caitlin (Jason) Holton, Meaghan (Michael) Murray, and great grandchildren Caitlin Mino, Jameson Holton, Charlie Parker Murray, and Olivia Murray. John passed away peacefully alongside his loving wife and companion, Gretchen Mino, on May 4, 2018 at his beloved Red Cloud, Nebraska home. John had reached the great age of 90.

**Louis Sylvestri, age 87:** Louis D. Sylvestri Jr. was born in San Francisco, California on March 5, 1931 to Louis and Angelina Sylvestri. Lou worked as a Pilot prior to switching to Law Enforcement. Lou was a member of the United States Air Force. Lou entered the San Francisco Police Department on September 16, 1964 at the age of 33. Lou wore star #532 and graduated from the Police Academy on December 31, 1964. Lou worked the following assignments during his 18 year career: Mission Police Station (December 31, 1964), Northern Police Station (March 21, 1966), Police Pistol Range (August 4, 1969), City Prison (November 3, 1969), P & R (November 7, 1971), Chief’s Office (January 9, 1972), SSB Dog Unit (January 3, 1977), Chief’s Office (January 24, 1977), Internal Affairs (September 20, 1978), Personnel and Training (May 28, 1980), Internal Affairs (June 4, 1980, promoted to Q-50 Police Sergeant), Taraval Police Station (December 3, 1980), Internal Affairs (July 5, 1981), and finally to Personnel and Training (September 23, 1981). Lou retired on a Disability Pension on April 5, 1982. Lou and his partner Gene Fogarty were awarded a 3rd Grade Medal of Valor for services rendered on January 16, 1965. Lou and Gene disarmed a deranged man who was armed with a knife and a shotgun. The suspect pointed the shotgun at the Officers. The Officers engaged the man in conversation and diverted the suspect’s attention. The Officers jumped on the suspect and wrestled the shotgun from his grasp and placed him in custody. During his career in the S.F.P.D. Lou pioneered the first “Aero Division”. Lou called it the “Whirly Birds”. The S.F.P.D. “Aero” Squadron was at its peak in the 1970’s, with the number of helicopter and small plane flights rivaling the frequency of the Los Angeles Police Department. After several accidents, and some complaints, the unit was disbanded. The helicopter unit was featured prominently in the first “Dirty Harry” film, identifying a sniper on a rooftop before a murder was committed. The unit was reactivated in the late 1990’s, and then the “Aero” unit was put into an “inactive” status indefinitely. Today, in times where the S.F.P.D. needs air support, the California Highway Patrol air unit is from its Napa Air Base. Lou enjoyed gardening and his cars (Cadillacs and Corvettes) throughout his life. Lou also enjoyed small dinner parties at home and Nita’s cooking. Lou passed away peacefully in his sleep while at home

CONTINUED ON NEXT PAGE



# Widows' and Orphans'

CONTINUED FROM PREVIOUS PAGE

on April 16, 2018. Lou was preceded in death by his parents, two brothers and one sister. Lou is survived by his devoted wife Marianita Arzadon Sylvestri.

**Report of Special Committee:** Bookkeeper Sally Foster reported that she continues to be in the process of collecting correct addresses for the mailing of our Constitution and By-Laws proposed changes. The proposed changes will be sent out for a vote of the membership.

**Unfinished Business:** Bookkeeper Sally Foster has a list of 18 members who have unresolved membership issues. Sally has examined the data base, and our membership rosters and folders regarding payroll deduction, automatic payments, and mail out billing. Sally is resolving all areas of incomplete administrative paperwork and data base inconsistencies.

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

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

**Adjournment:** President Lindo led the WOAA Board in a moment of silence for all our fallen members. President Lindo adjourned the meeting. The next WOAA meeting is scheduled for Tuesday June 12, 2018 at 12:30 pm. Our meetings are held in the Hall of Justice at 850 Bryant Street in room 125.

**To All Members:** Please visit our

website at [sfwidowsandorphans.org](http://sfwidowsandorphans.org). Beneficiary forms, for a beneficiary change, are available on the website. Click the Resources box on the upper right side of the face page. The beneficiary form option will appear. Print out the form and complete it with all the necessary information. Mail the forms to **WOAA, P.O. Box 4247, San Rafael, CA 94913-4247**. Newly submitted beneficiary forms must have a signature of a NOTARY or a WOAA Board member. Please use the forms for address and/or contact number changes. Address and contact number changes do not need the signature of a notary or a WOAA Board Member. I can be contacted by email at [mark-mac825@comcast.net](mailto:mark-mac825@comcast.net). I can be reached by phone at **415 681-3660**. We give our thanks and gratitude each month to the following people who assist our efforts on a regular basis: Retired S.F.P.D. Captain and the current P.O.A. Defensed Administrator Paul Chignell, Retired S.F.P.D. Lieutenant Rene LaPrevotte who is the current host of the Gold Country Reaper website, Retired S.F.P.D. Sergeant Ray Shine who is the editor of the P.O.A. *Journal*, David Ng of Personnel, Sergeant Rachael Kilshaw and Risa Tom of the Police Commissioner's Office, and to the Command Staff and Officers of the Traffic Command who graciously afford us space for our files and our monthly meetings.

Mark J. McDonough  
WOAA Secretary

# In Memoriam...

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

- 2002: **Officer Jon C. Cook**, killed in auto collision while responding Code-3.
- 1970: **Officer Richard Radetich**, ambushed by gunfire during traffic stop.
- 1968: **Officer Peter McElligott**, shot and killed during felony traffic stop.
- 1965: **Officer James Mancusi, Jr.**, killed in Solo motorcycle collision.
- 1932: **Officer Mervyn Reardon**, shot and killed by hot-prowl burglar.
- 1931: **Officer Charles W. King**, killed by an auto while walking footbeat.
- 1927: **Officer John J. Driscoll**, shot and killed while arresting robbery suspects.\*
- 1923: **Officer Thomas S. Kelly**, shot and killed by Disturbing the Peace suspect.
- 1917: **Officer William F. Sheehan**, shot and killed during domestic dispute.
- 1908: **Officer William H. Heins**, shot and killed by robbery suspects.

*\*The shooter was convicted and executed by hanging at San Quentin in 1928.*

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)



Photo courtesy of Insp. Matt Perez (ret.)

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

# Deaths

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

## RENE AUFORT

Age 91, Retired SFPD  
Died May 18, 2018  
Notified by R. LaPrevotte

## HERSCHELL BRISCOE

Age 76, Retired SFPD  
Died April 19, 2018  
Notified by G. Mitroff

## GARRETT GRIFFIN

Age 79, Former SFPD/SFFD  
Died April 22, 2018  
Notified by R. LaPrevotte

## NICHOLAS V. MAROTA

Age 95, Retired SFPD  
Died May 22, 2018  
Notified by R. LaPrevotte

## JOHN A. MINO, SR.

Age 80, Retired SFPD  
Died May 4, 2018  
Notified by G. Mino

## JULIUS TURMAN

Age 52,  
Former SF Police Commissioner  
Died May 13, 2018  
Notified by M. Halloran

## CHARLES J. WETTSTEIN

Age 87, Retired SFPD  
Died May 9, 2018  
Notified by R. LaPrevotte

## RODNEY E. WILLIAMS

Age 89, Retired SFPD  
Died April 10, 2018  
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.

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# California Peace Officers Memorial Ceremony

By Val Kirwan

I have been attending the California Peace Officers Memorial ceremonies for over 20 years. I attended it again this year, and I recommend that every officer should attend it at least one time during his or her career. It is always a moving and fitting tribute, but I was disappointed at this year's event due to the lack of participation from SFPD. This year was the lowest number of officers to attend the ceremonies. Just one Sergeant and a handful of uniformed officers represented our department. It was pitiful and embarrassing to say the least.

After attending the Candlelight Vigil, I met the Chief of Police of Whittier, California. His name is Chief Jeff Piper, and he was the guest speaker at the vigil. I congratulated the chief on his speech and the moving delivery. I asked him if he would send it to me so that it could be printed in our *POA journal*. Below is Chief Piper's speech I hope you are as impressed with it as I was.

"Good Evening, I would like to thank you for the opportunity to allow me to briefly speak for a few minutes during this very special candlelight vigil. Last year in 2017, six officers in the State of California lost their lives while engaged in the performance of their duties. This is a stark reminder of what we, as a state and community, require of our law enforcement officers and the ultimate sacrifice these individuals made for the safety and protection of others.

This evening we pay tribute, say thank you in our own way, reflect on life and how fragile it is, seek comfort in the company of others, and mourn the loss of loved ones but at the same time thank God for allowing us to know them. CHP Officer Andrew Camilleri, CHP Officer Lucas Chellew, Sacramento County Sheriff's Deputy Robert French, Lake County Sheriff's Deputy Robert Rumfelt, Stanislaus County

Sheriff's Deputy Jason Garner and Whittier Police Department Officer Keith Boyer will always be our brothers in blue. Yes, their uniforms, patches and badges may be different, but their character, compassion, leadership and dedication to our profession are what bond them and all of us in law enforcement together. But there is also a personal connection between each our fallen heroes – there is a man behind each badge. For you see, family, friends and co-workers

described each of these heroes pretty similarly: family men, unselfish, reliable, loving, incredible father, dedicated husband, committed a role model, patient, fun and full of life. They are all very special people that touched many lives.

To the families, parents, spouses, children, significant others, and friends here this evening, all of us grieve with you as you are not alone. While we will commemorate their legacy forever by adding their names to the fallen officer memorial, so too shall our law enforcement family forever be indebted to the fallen and their families. Tonight, we are also honoring and remembering two distant past heroes – Officer Allison from the Los Angeles County Sheriff's Department and Officer Olsen with the Los Angeles County Department of Hospitals.

While this evening is about our fallen heroes, I am confident many here question whether changes to our criminal justice system has either directly or indirectly negatively impacted a causation pattern leading to an unsafe environment for our officers and the general public. For those who work in the trenches and see it in your respective communities, you already know the answer. Regardless, it is extremely disheartening that special interest groups and some state elected officials continue to categorically dehumanize law enforcement as a subversive unethical governmental entity that must be constantly corralled, questioned and challenged for their mere existence. Yet how ironic that these are the same people who will utilize law enforcement when they need assistance. The character, commitment, common sense and moral fortitude required of those to succeed in the law enforcement profession should also be required of those seeking political office. Our criminal justice system is failing and accountability is non-existent. They need to do their job so law enforcement can do theirs. There is a fine line between civility and chaos. Even with unfair criticism and personal attacks from those who want to discredit law enforcement; all of our officers continue to walk that line for their communities each and every day. To all the officers, including our fallen heroes, I thank you for your strength, your courage, and your perseverance to endure unjust condemnation for doing what's right; for running to danger when everyone else is running from it – and



Members of the Mounted Unit were among the few SFPD representatives at this year's Peace Officers Memorial ceremonies in Sacramento.

for being human when everyone expects you to be superhuman.

So tonight, it's Ok to shed a tear – shed a tear for bottled up emotions, for our fallen comrades, Officer Camilleri, Officer Chellew, Deputy French, Deputy Rumfelt, Deputy Garner and Officer Boyer; be proud of what some call just another piece of cloth, but we in law enforcement call the American flag and never give up on justice for you are the sheepdogs.

Godspeed to all of our fallen heroes. Thank You."



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# SFPOA 12th Medal of Honor Award Presentation

By Martin Halloran

The POA held its 12th Medal of Honor Ceremony at the Scottish Rite Center on Thursday, May 10. We recognized and honored 18 of our members who displayed courage and bravery in the face of danger. All of these officers acted heroically in the performance of their duty but unfortunately many of them have never been acknowledged by the

SFPD and sadly some of them may never be acknowledged by the department. The POA will not let this happen. These Officers shall not be forgotten by us.

The POA also recognized Ms. Sally Casazza as Citizen of The Year, she has done tremendous outreach to the most needy in our community. Congratulations to all the recipients of the SFPOA Medal of Honor. Well done and well deserved.

## Medal of Honor Award Recipients

- |                            |                              |
|----------------------------|------------------------------|
| Sergeant Jeffrey Aloise    | Officer Ryan McEachern       |
| Officer Omar Alvarenga     | Officer Roger Morse          |
| Officer Charles August     | Officer Scott Phillips       |
| Sergeant Jeffrey Camilosa  | Officer Antonio Santos       |
| Officer Nathan Chew        | Lieutenant Jason Sawyer      |
| Officer Christopher Cotter | Officer Richard Henry Schiff |
| Officer Nicholas Cuevas    | Officer Winson Seto          |
| Officer Andres Garza       | Officer Gordon Wong          |
| Officer James Johnson      | <b>Citizen of the Year</b>   |
| Officer Kurt Macaulay      | Sally Casazza                |



## Retirements

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

- **Officer Robert Cebalo #14** from Operations Center
- **Officer Paul Mourgos #2312** from Northern Station
- **Inspector Theodore Mullin #1251** from Taraval Station
- **Officer Michael Palada #647** from Academy
- **Sergeant Brian Peagler #1391** from Medical Liaison

All of the above listed on SFPD Personnel Order #09 (May 2, 2018) and #10 (May 16, 2018)



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**VETERANS APPRECIATION EXPO**

Rohnert Park - Cotati Rotary Club Is Sponsoring  
**A DAY OF FUN!**



**JUNE 16, 2018 - 12 NOON - 4:00 PM**

COTATI VETERANS MEMORIAL FACILITY - 8505 PARK AVE. - COTATI CA 94931



**Rotary**

**FREE BBQ LUNCH BEGINNING AT 12 NOON**  
OPEN TO ALL LOCAL VETERANS & THEIR FAMILIES  
ROHNERT PARK, COTATI, PENNGROVE  
**\*\*PRE-REGISTRATION REQUIRED BY JUNE 4**  
<https://rotaryrpc.ticketleap.com/rotary-veterans-appreciation/>  
(LIMITED TO 150 PEOPLE)  
\*\*Registration for Veterans Outside of Local Area Begins June 5, 2018  
KID FRIENDLY WITH ACTIVITIES - NON ALCOHOL EVENT



**Sally Tomatoes**  
AT SOMO VILLAGE

Thank you for supporting our veterans through your generous food donation!

MUSIC - GUEST SPEAKERS  
CONNECT WITH OTHER VETERANS - STATIC DISPLAYS  
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**For More Information**  
Contact: Bob Stewart, Community Service Director  
[stubbobchev@gmail.com](mailto:stubbobchev@gmail.com) - 707-765-4898  
<https://rotaryrpc.ticketleap.com/rotary-veterans-appreciation/>

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**California Columbia Association**



**Invites All First Responders to Participate in**  
**The San Francisco Italian Athletic Club's**  
**98th Annual Statuto Race**  
**Sunday, June 3, 2018**  
**Commemorating the Statuto Albertino**  
**(Italian Constitution)**

**It's Fun, It's Good For You and It Benefits**



**Start and Finish:** San Francisco Italian Athletic Club at 1630 Stockton Street, San Francisco (Alongside Washington Square Park between Union and Filbert streets in historic North Beach)

**Course:** 8K Run/2 Mile Walk. North from the SFIAC Club at 1630 Stockton Street to North Point to Herb Caen Way to Bryant Street and back. Mostly flat, beginning and finishing on a slight hill. All runners and walkers will receive a commemorative event t-shirt and post race raffle.

**Registration:** 8K Run — \$45 postmarked until June 1 and \$60 until race day; 2 Mile Walk - \$40 up to race day. Schedule: 7:30 a.m.: Race Day Registration, 9:00 a.m.: Race Start. Forms can be obtained at [www.statutorace.com](http://www.statutorace.com) or [www.sfiac.org](http://www.sfiac.org) or by calling (415) 781-0166. Complete and sign the entry form and enclose check for the appropriate amount pursuant to above fee schedule. Make check payable to SFIAC Statuto and mail to SFIAC Statuto Race, P. O. Box 330154, San Francisco, CA, 94133. Race/Walk bibs will be distributed the morning of the event. Bottomless Mimosa Brunch: Following the race, join us for Bottomless Brunch. Racers and guests welcome. \$30 per person. For more information, visit [www.statutorace.com](http://www.statutorace.com) or [www.sfiac.org](http://www.sfiac.org) or call (415) 781-0166.



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

By Mike Hebel  
POA Welfare Officer

## Deferred Compensation's Third Party Administration Contract Out for Bid

Q. Mike, will Prudential remain as our deferred compensation point of contact?

A. Prudential's current third party administration contract will end on January 31, 2019. Every 5 years the CCSF Retirement System issues a request for proposal (RFP) to interested vendors asking them to submit a detailed proposal if they wish to be considered for this administration contract. In March the Retirement System issued this RFP. In addition to Prudential, I anticipate three strong contenders — Nationwide, Voya, and Encore — seeking this contract. The 3rd party administrator provides two important services to deferred compensation (DC) participants, namely, record-keeping and education/communication.

The Retirement Board selects the investment options (currently 21) available to DC participants. The Retirement Board hires a consultant (currently Callan Associates) to advise it on DC issues. The Retirement Board also hires an internal manager (currently Diane Chui Justen) for its deferred compensation division. The third party administrator (currently Prudential) hires retirement counselors (currently Jasper Smith for the Police Department) to assist participants in the use of the DC plan and provides marketing and education materials (including on-line asset allocation assistance) to the participants.

**Our DC plan is now in its 40th year.** It was authorized by the SF Board of Supervisors in 1976 and first offered to

participants, through the Retirement System, in 1978. Over this period there have been several third-party administrators starting with The Hartford (20 years) followed by Aetna-ING (10 years), then Great West for 5 years, and currently with Prudential in its 5th year.

The Retirement Board will select our DC third-party administrator for the next 5 years commencing on February 1, 2019. The Board will consider numerous criteria including: organizational stability and commitment to the retirement plan administration business, experience in plan administration, strong data security, technical DC knowledge and skills, robust web capabilities, reasonable fees, and an experienced, responsive, and client-focused servicing team. That selection is expected to be announced by the Board at its August meeting.

**Correction and Amplification.** In the April 2018 issue of the *Journal*, on page 19, I set forth the average annualized total return as of December 31, 2017, for the DC investment options. For several funds, in the column 10 yr/Inception, I had bracketed the returns. The bracketing is meant to indicate that these stated fund returns were since fund inception — a period less than 10 years. These were not negative returns which would have been indicated by a minus sign (-) preceding the return.

## Pre-1996 Retiree Supplemental Cola

Q. Mike, I retired from the SFPD in 1992 with 30 years service. When you recently wrote about the supplemental COLA, you said that it would be payable for FY 2017-18. As a pre-November 6, 1996 retiree, will I ever receive it?

## That is a question for the California Court of Appeal!

A. The case of *City and County of San Francisco v. Retirement Board* is now before the Court of Appeal. All parties have filed their legal briefs. Next up is for the court to set a hearing date for oral arguments. This outcome of this case will determine if you and all other pre-1996 retirees will receive this supplemental COLA benefit and any other prior to the Retirement System achieving 100% market valuation (currently in the high-80's).

The core issues before this appeals court is whether the San Francisco voters intended to unequally disadvantage the oldest retired members when they passed Proposition C in November 2011. If the court answers this question in the negative, then it will determine if the CCSF Retirement Board has legal authority to exercise its discretion to treat all SFERS retirees equally.

An amicus brief was filed by Protect Our Benefits to support pre-1996 retirees. That brief was signed by the following organizations: SEIU Local 1021, Retired



Employees of the City and County of San Francisco, International Federation of Professional and Technical Engineers, Local 21, San Francisco Veterans Police Officers Association (VPOA), Retired Firefighters and Spouses Association of the San Francisco Fire Department, and San Francisco Firefighters Local 798.

## The Warren Buffett Wager — Buffett Beats the Hedge Funds

On December 19, 2007, Warren Buffett, whom I consider to be my investment mentor, entered into a 10 year \$500,000 wager with Protégé Partners that an unmanaged S&P 500 index fund would, over time, deliver better results than those achieved by a selected portfolio of hedge funds. Protégé Partners picked 5 “funds-of-funds” (FOF) that it expected to outperform the Vanguard S&P 500. That was not a small sample. Those 5 funds-of-funds in turn owned interests in more than 200 hedge funds. Protégé, an experienced advisory firm, selected 5 investment experts who, in turn, employed several hundred other investment experts, each managing his/her own hedge fund. This assemblage was an elite crew, loaded with brains, adrenaline and confidence. The managers of the five funds-of-funds possessed a further advantage. They could — and did — rearrange their portfolios of hedge funds during the ten years, investing with new “stars” while exiting their positions in hedge funds whose managers had lost their touch.

As Warren Buffett stated in his 2017 Berkshire Hathaway Annual Report: “Every actor on Protégé’s side was highly incentivized: Both the fund-of-funds managers and the hedge-fund managers they selected significantly shared in gains, even those achieved simply because the market generally moves upwards...Those performance incentives, it should be emphasized, were frosting on a huge and tasty cake: Even if the funds lost money for their investors during the decade, their managers could grow very rich. That would occur because fixed fees averaging a staggering 2 ½% of assets or so were paid every year by the fund-of-funds’ investors, with part of these fees going to the managers of the 5 funds-of-funds and the balance going to the 200-plus managers of the underlying hedge funds.”

Here is the final scorecard for this bet:

|                     | S&P   |       |       |       |       |        |
|---------------------|-------|-------|-------|-------|-------|--------|
|                     | FOF A | FOF B | FOF C | FOF D | FOF E | INDEX  |
| Final Gain          | 21.7% | 42.3% | 87.7% | 2.8%  | 27.0% | 125.8% |
| Average Annual Gain | 2.0%  | 3.6%  | 6.5%  | 0.3%  | 2.4%  | 8.5%   |

The result: Girls Inc. of Omaha, Buffett’s selected charity, received \$2,222,279 in early 2018.

A final lesson (as expressed by Buffett) from the wager: “Stick with big, ‘easy’ decisions and eschew activity. During the ten-year bet, the 200-plus hedge-fund managers that were involved almost certainly made tens of thousands of buy and sell decisions. Most of those managers undoubtedly thought hard about their decisions, each of which they believed would prove advantageous. In the process of investing, they studied 10-Ks, interviewed managements, read trade journals and conferred with Wall Street analysts.” Yet they were clobbered by one decision — Buffett’s belief that the unmanaged Vanguard index fund (S&P 500) — a virtually cost-free investment — would, over time, deliver better investment results than those achieved by most investment professionals.



Mike and Gity Hebel at the 2018 annual meeting of Berkshire Hathaway.

Mike Hebel has been the POA's Welfare Officer since January 1974. He is an attorney and a certified financial planner. He has received awards/recognition as a Northern California “super lawyer” and included amongst “America's top financial planners.” He represents POA members at the City's Retirement Board and at the Workers' Compensation Appeals Board. He also advises on investment matters pertaining to the City's deferred compensation plan. He is currently the chair of the SF Police Credit Union's

Board of Directors. Mike served with the Police Activities League (PAL) as president and long-term Board member. Mike retired from the SFPD in 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 861-0211.



# Close Encounters

Interesting how the introduction of a device intended to assist in overcoming the resistance of a suspect being placed under arrest by police officers could take so long to be implemented. And the opposition has come mainly from people who have no idea what they are talking about.

We're referring to the current dispute pending over the use of Tasers by SFPD personnel.

The POA attempted to reach an agreement with the Police Commission as to

how the Tasers would be used. The Police Commission, however, placed such a number of restrictions on the utilization of the device that the POA had no choice but to submit a ballot measure to let the citizens of San Francisco decide which rules made the most sense.

This action by the POA was challenged in an editorial submitted to a local paper by a former civil rights attorney. This individual objected to the union's proposal put forth to the voters of San Francisco claiming that it had to

be defeated because it was a "reckless power grab."

Really?

First of all, for those people who have never worn the SFPD star they need to understand that police work is, many times, a contact sport. No one wants to go to jail. Most of those being arrested have been arrested before and don't want to go back. They can become extremely combative, striking out at officers, many times seriously injuring them. So the officers, in turn, need a tool to maintain control of these individuals.

Secondly, when the subject of Tasers was first presented to the Police Commission not so long ago a very prominent and distinguished ACLU attorney from Washington, D.C. with impeccable credentials traveled to San Francisco to attend a Commission meeting where he spoke in favor of the Tasers. He admitted

that he had long been an opponent of the device but after reading all of the studies conducted by extremely reliable sources, he had since changed his stand and was one of the strongest proponents for the extra "tool of the trade".

And lastly, did the POA really do anything wrong by submitting a ballot measure asking for a public endorsement of a resource that is sorely needed in dealing with the criminal element trying to expand their territorial rule over a City suffering from their crimes?

The simple answer is "No" and "Thank god they did!"

It seems that the only person who thinks the ballot box initiative is a "reckless power grab" is an individual shouting into the wind from his bully pulpit who forgets that implementation of this less than lethal option may just spare someone's life some day.

## San Francisco Police Medal of Valor Awards Ceremony

On Wednesday, November 15, 2017, the San Francisco Police Department presented awards and certificates to eighteen officers at the Medal of Valor Awards Ceremony at Scottish Rite Masonic Center in San Francisco.

The Medal of Valor is bestowed on officers for exceptional bravery in the line of duty. One officer received the Gold Medal of Valor, seven received the Silver Medal of Valor and ten received the Bronze Medal of Valor.

### Gold Medal of Valor

On July 8, 2016 at approximately 11:24 PM, off-duty **Officer Riley Bandy** had just finished working out near Lake Merritt in Oakland. Officer Bandy observed a male pointing a rifle at another male on the 1800 block of Lakeshore Avenue. Officer Bandy approached the two males and heard the gun wielding suspect yelling at the victim, demanding his cell phone. Officer Bandy, who was unarmed, approached the suspect, identified himself as a San Francisco Police Officer and ordered the suspect to put the rifle down. The suspect turned towards Officer Bandy, pointed the rifle at him and then fled the scene. Officer Bandy told the victim to call 911 and began to chase the suspect on foot. As he pursued the gunman, the suspect pointed the rifle at him several times, prompting Officer Bandy to take cover behind parked vehicles. Despite the danger he faced, Officer Bandy continued to chase the armed suspect for several blocks until

Oakland Police officers arrived. Officer Bandy identified himself to the officers and told him he was in pursuit of the suspect. Officer Bandy and the Oakland officers caught up with the suspect, who threw the rifle (later determined to be a BB gun) into some bushes. Officer Bandy tackled the suspect and assisted the Oakland officers, who took the suspect into custody.

### Silver Medal of Valor

On November 19, 2016, **Sergeant Matthew Mason, Sergeant Thomas Maguire, Sergeant Patrick Griffin, Sergeant Eric Batchelder, and Officer David Goff** were conducting plain-

clothes surveillance of suspects in the "Green Glove Bandit" robbery series, so named due to the green gloves worn by suspects. At 9:45 PM, the surveillance brought them to a gas station located on the 2100 block of Orchard Avenue in San Leandro. Sgt. Mason observed one of the suspects drive to a gas station, park his vehicle behind the station and approach the cashier, while wearing gloves. As the cashier opened the cash register, the suspect pointed a firearm at the cashier and removed US currency. Sgt. Mason advised his team that the suspect was armed and had just committed a robbery. As the suspect exited the store, Sergeants Mason, Griffin, Maguire, Batchelder, and Officer Goff confronted the suspect, who was holding a firearm in his gloved hand. Despite their commands to stop and drop the gun, the suspect fled. Sgt. Griffin ran directly at the gun-wielding suspect and tackled him to the ground. The rest of the team jumped on the suspect, who fought to escape. Eventually, the officers took control of the suspect and Sgt. Maguire secured the firearm.

On June 8, 2016 at approximately 2:20 PM, **Officer Joel Hornstein and Officer Kevin Gil** were patrolling in the area of San Jose Avenue and Randall Street when they noticed flames and thick black smoke emanating from buildings on the 3300 block of Mission Street. The officers observed approximately twenty people fleeing the building where the flames were largest and the smoke was thickest. The officers then observed an elderly woman having difficulty descending the stairs of the burning building. The officers immediately ran up the building stairs into the thick black smoke and located the woman. With assistance from Ofc. Gil, Ofc. Hornstein picked her up and carried her over his shoulder down the smoke-filled staircase to exit the building. After the officers moved the elderly woman a safe distance away, they directed firefighters to the building that was the source of the flames. Ofc. Gil then used his handcuffs to secure a metal security gate to ensure the firefighters would not be trapped inside the

burning building.

### Bronze Medal of Valor

On April 16, 2016 at approximately 8:42 AM, **Officer Anthony Yang** was searching a building on the 1300 block of Pacific Ave. for a hot prowler suspect when he came face to face with a burglar who pointed a gun at him. The burglar fled from the officer to a building rooftop, where he began to jump from roof to roof with Ofc. Yang in close pursuit. The burglar eventually fell from a rooftop onto a sidewalk, where he was taken into custody.

On May 25, 2016, **Officer Scott McBride, Officer Nicholas Zerga and Officer Anthony Tallerico** were in search of a dangerous fugitive known to have a history of using violence and reckless actions to escape law enforcement. At approximately 2:41pm, the officers encountered the wanted felon in the area of Ellis and Fillmore Streets. The fugitive immediately fled and ran into a crowded shopping mall, pursued by the officers. The suspect fought the officers and pulled out a firearm from underneath his clothing.

After a violent struggle, the officers arrested the suspect and took control of the loaded handgun that the suspect had used in a previous shooting incident.

On June 24, 2016 at approximately 3:23 AM, a thirty-two year-old man with a history of using extreme violence used a firearm to hijack a MUNI bus in the area of San Bruno Avenue and Dwight Street. The bus operator immediately alerted the police through a silent alarm, which prompted the response of the entire midnight watch of Bayview Station. The hijacked bus was located and stopped on the 300 block of Bayshore Avenue, where the armed suspect exited the bus. **Sergeant Timothy Davis and Sergeant Joseph Kavanagh** tried to talk the suspect down from his violent, agitated state using Crisis Intervention Team (CIT) tactics. During the confrontation, the suspect blurted, "I ain't afraid to be shot...I've been shot before." The suspect refused to surrender and continued to put his hands into his pockets where his

gun was likely being concealed. The location of this confrontation was a safety concern because it was only a few yards away from a restaurant with vulnerable bystanders sitting in their cars. The officers kept a safe distance and maintained cover, which made containment of the gunman a challenge. The suspect began sprinting for a fence which he started to climb. **Officers Lauro Baca and Colin Patino** and Sergeants Davis and Kavanagh ran from their cover and caught the suspect who was still on the fence. During the struggle, the officers heard the unmistakable clank of a gun hit the ground. The suspect continued to resist arrest, which caused an officer to get injured, but eventually the suspect was subdued and taken into custody.

On April 7, 2017, **Officer Warren Ng and Officer Gordon Lee** were on duty in the early morning hours when they spotted a burning building on the 400 block of 23rd Avenue. The officers immediately summoned fire personnel to the location. With the fire quickly spreading and the smoke getting thicker by the moment, the officers feared that the building was not completely evacuated. Residents who were watching the scene of destruction unfold stated that the building was still occupied. Knowing the full severity of the circumstances, Officers Ng and Lee entered the burning building, alerted the remaining occupants and told them to evacuate. The officers then came upon a detached building adjacent to the fire and alerted the residents to evacuate, but the exit through the main building became inaccessible due to molten tar and embers falling from the burning roof. While searching for an alternate escape, Ofc. Lee found a ladder in a neighboring backyard. The officers used the ladder to help the remaining residents who were trapped next to the burning building escape unscathed.

Special thanks to both **Sergeant Rachael Kilshaw and Risa Tom** of the SF Police Commission Office who do an outstanding job coordinating the Medal of Valor ceremony along with all of their other obligations."





# Academy of Art University Awards Scholarships to POA Members



By Kevin Martin  
Assistant Legal Defense Administrator  
San Francisco Police Officers' Association

The POA is very proud to announce the winners of the 2018 POA/Academy of Art University of San Francisco as Sergeant Maureen Leonard and Lieutenant Eric Altofer.

Maureen and Eric submitted essays to the Scholarship Committee titled, "Why I Want to Attend the Academy of Art University of San Francisco."

The essays were outstanding in content and form. Though different in content, one of the themes touched on by both candidates was the importance of education throughout one's life.

Both Maureen and Eric wrote how this great opportunity for a world class education would benefit them personally, but how they both hoped to inspire their own children to achieve their dreams and goals.

Maureen has been a member of the SFPD and a member in good standing with the POA since June of 2003 and is currently assigned to the Field Operations Bureau. Maureen is a great person with many wonderful attributes which she has displayed over the course of her career.

Eric has been a member of this Department since January of 2001 and has proudly served the Department with distinction. Eric can be found chasing and tackling bad guys in the Tenderloin where he is the Day Watch Platoon Commander.

President Tony Montoya, the Executive Board, Board of Directors and the general membership of the POA wish to extend their sincere thanks and gratitude to Academy University President, Dr. Elisa Stephens for her outstanding kindness and generosity as well as for her continued support for the members of this Department and most certainly of this Association. Dr. Stephens, her family and University staff continue to be strong supporters of the women and men in blue.

The POA also wishes to extend its thanks to Mr. Michael Petricca, Director of Campus Safety and Mr. Reid Rankur, Director of Admissions for their continued support for this Department and Association.

Congratulations once again to Maureen and Eric and good luck to both as they embark on their journey in pursuit of a Bachelor's Degree in the wonderful and expansive world of art!

# The Pride of the Fleet

May 14, 2018

In previous FB postings the POA has raised the issue of the deplorable fleet within the SFPD. The POA has brought this to the attention of the media and the department again and again but little to nothing has been done.

Last week I personally contacted an Assistant Chief and a Deputy Chief about a specific department vehicle #1258. This radio car has died a number of times out in the field when officers are trying to respond to call for service or backup their fellow officers. This vehicle has been taken out of service a number of times for that as well as a dead computer, a lightbar that doesn't work, and no PA system. This is an officer safety and a public safety issue.

Guess what San Franciscans, SFPD vehicle #1258 has been resurrected, AGAIN, and is back in the field as "The pride of the fleet"

— Martin Halloran



## A sampling of Facebook comments:

- Matt Larson — "Shameful."
- Elizabeth Fyfe — "That one needs to go to the auction block."
- John Sill — "If getting new patrol cars was a COPS reform issue PD would be driving in a brand new fleet. But it wasn't, so they ain't?"
- Laurie Heidinger — "This is so wrong and so sad. Our LEOs should be getting new and reliable vehicles, not only for their protection but for the public's protection as well. God help SFPD."
- Jay Keeran — "Put that car out to pasture!"
- Victor Tiscornia — "If someone was driving it as non-police car it would be pulled over. Looks like it is time for it to go to the crusher."
- Sean McDonagh — "Looks like one of those barn find 'survivor' cars that go across the auction blocks these days."
- Tim McMahan — "Park it in front of city hall everyday."
- Heidi Mejía — What an embarrassment
- John V Bisordi — "Because over many years we have all experienced this problem. Anything was better than nothing. I remember when all the lights on the roof were individually drilled and when it rained the headliners got full of water and leaked."
- John Stanfield — "SFPD has the same problem.... Dilapidated."
- Barry Kurpinsky — "Maybe the city can contract with Uber and Lyft to drive officers to calls for service!"

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# PAL Corner

PAL News and Events  
Staff Report

Greetings from the Team here at SFPAL. May was a busy and fantastic month for us, so let's get right to it!

On May 6th, SFPAL, along with Rec & Park hosted the annual Kids' Games, our free Track and Field day, at historic Kezar Stadium. The day was started by a great performance by the George Washington marching band. They did a fantastic job playing the National Anthem. Commander Lazar welcomed the crowd and distinguished guests, and the event was on its way. The events kicked off with over 200 kids competing in the 50 and 100-meter races. The kids also had the opportunity to test their skills in the long jump. Not only did we witness some great races, but also some future Track and Field stars!

The day produced lots of winners, but more importantly no losers! Each kid that competed received a ribbon, a shirt, and a delicious lunch. The day provided the chance for kids from all over the city to compete, to meet new kids, to mingle with police officers, and to build friendships that could last a lifetime.

A big Thank You goes out to Rec & Park, and all the amazing sponsors who



helped us make the day possible: Boston Properties, SF POA, Bruce Construction, Spectrum Systems, Plant Construction, Costco, Kind, Nuun Hydration, Sports Basement, A Runner's Mind, SF Police Credit Union, Kaiser Permanente, Bay Area Mold Pros, and Canyon Riders Barbeque. A big Thank You also goes to Retired Captain Rick Bruce, who is the driving force that keeps this day going. For more event pictures please visit our website.

Our SFPAL 49ers Flag Football program is in full swing. Retired Captain Rick Bruce, Officers Leonard Morrow, Warren Farinas, and Jabari Jackson continue to do a great job of creating a fun and educational environment for all those who compete. The program has grown to a group of 45 kids, who play on Sundays at Potrero Hill Recreation Center. The first half of the day consists of our coaches leading instructional and educational drills about Flag Football and then split into their individual teams, showing off all their newly acquired skills.

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Two kids have been identified as SFPAL shining stars for our Flag Football team. Hunter Munoz and Dominic Lezcano have both shown advanced skill levels and a very positive competitive spirit. A big SFPAL shout out goes to both Hunter and Dominic. Keep up the good work.

We would also like to take this opportunity to say Thank You to the San Francisco 49ers and LucasFilm. On April 28th, Officer Morrow escorted members of his program to LucasFilm studio located in the Presidio for the NFL draft announcement. The group, along with some Star Wars characters, announced the 49ers draft pick, Marcell Harris! A great day was had by all, and SFPAL wishes the best of luck to Marcell Harris.

The SFPAL Fishing Program kicked back into gear on May 12th. Sgt. Spagnuolo and Officer Will Whitfield escorted a group of kids from the Bayview Kipp Academy out to the Bay. The kids were treated to a day on the Bay, a shirt, and a delicious lunch. A big Thank You to Fishing Captain Joe Nazar of Happy Days, his crew for hosting such a wonderful day and the following sponsors, who make this program possible: Alcatraz Cruises, Blue and Gold Fleet, Wipeout Bar and Grill, Port of San Francisco, and San Francisco Fisherman's Wharf Merchants Association.



**Upcoming Events**

Registration for our annual Golf Tournament at Crystal Springs Golf Course is open! Join us for a fun-filled day of scenic views and friendly competition. All event proceeds will go directly back into our many programs so that we can serve more San Francisco youth. If you are interested in an event sponsorship, please contact our office.

We are proud to announce that we recently partnered with Sports Basement. Now, you receive 10% off every time you shop while supporting SFPAL.

That's all, for now, folks, take care. Your SFPAL Team

**Support the SF PAL**  
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[www.sfpal.org](http://www.sfpal.org)



# SF Dispatcher of the Month



Mark Farrell  
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



SAN FRANCISCO DEPARTMENT  
OF EMERGENCY MANAGEMENT  
Anne Kronenberg  
Executive Director

Date: May 1, 2018  
To: **Nicholas Lampl, Public Safety Dispatcher**  
**Terisa Falani, Public Safety Dispatcher**  
From: Lisa Marie Gerard, Employee Recognition Coordinator  
Re: Communications **Dispatcher of the Month — May 2018**

The Department of Emergency Management has selected you both as **Communications Dispatchers of the Month for May 2018.**

On Wednesday, March 21, 2018 at around 1630 hours a call was received reporting a male with a gun at 229 Amazon. It was also reported the subject was threatening his family and not cooperative. This was the very beginning of a critical incident in the Ingleside that continued on this momentum for approximately an hour and a half.

Additional information where the subject was possibly on drugs and had brandished a “big gun” also providing a full physical description was provided by the caller. This information was broadcast to all units that were enroute. The first officers to arrive on scene were plain-clothes units. Additional information was received the subject had moved over to the barbershop around the corner. Officers went to the barbershop and updated dispatch advising they were “Code-4”. As the officers proceeded with their investigation, Dispatchers Nick Lampl and Terisa Falani heard “shots fired in the barbershop”. A subject inside the barbershop had started shooting at officers as they entered the building.

This situation quickly became a “406” when an officer along with innocent bystanders were injured by gunfire. Numerous units were responding from around the city Code 3. Ambulances were dispatched for the injured at scene while officers continued to secure the area including restricting access for pedestrians and vehicles for public safety. Numerous notifications were made to our fellow city agencies including law enforcement agencies during the incident’s progression.

Nick and Terisa, you worked together flawlessly as a team sometimes finishing each other’s tasks in a tremendous display of professionalism and dedication. Neither one of you faltered nor forgot what was needed and made sure all was repeated, documented and followed through.

You both provided a level of service that was an exceptional display of dedication for the safety of our colleagues and the public. From all of us here at DEM in the Division of Emergency Communications, **Congratulations** on an incident well handled and a heartfelt thank you!



Nicholas Lampl



Terisa Falani



Sgt. Phil Pera, Solos, was one of the many members who donated blood at the the POA’s May 5 drive. 48 units of blood were collected. The next blood drive is Wednesday, July 25, at the POA office. Mark your calendars

## Ordering: When Tongue Twisters Become Problematic



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# A Night of Remembrance

## “We shall never forget our fallen heroes”

By Bob Guinan  
Retired SFPD

On Thursday evening May 3, 2018, two hundred people gathered together in the lobby of the San Francisco Police Department Administration Building to honor the San Francisco Police Officers who have died in the line of duty.

The Lobby of the Administration Building was designed as an immersive memorial. In it there is a Marble Memorial Wall on which are inscribed the names of San Francisco Police Officers who have made the ultimate sacrifice in the line of duty, a Memorial Poem, and an etched glass artwork titled Spiral of Gratitude – all dedicated to these fallen Officers.

The individuals present had been invited to pay homage to the San Francisco Police Officers inscribed on the Memorial Wall and to show their support for the surviving family members in attendance. All were gathered to remember and honor our fallen heroes in the tradition of “We shall never forget.” It was a night to bear witness to and support the establishment of a formally scheduled Memorial Ceremony.

Present were the surviving family members of these fallen officers, their partners and co-workers, their love ones and friends. Police Chiefs past and present attended, as did the Mayor of San Francisco, a former Mayor of San Francisco, SFPD Chaplains, Police Commissioners, SFPD Command Staff members, members of the Bay Area Law Enforcement Assistance Fund Board of Directors and members of the San Francisco Police Department both retired and active. We were joined by the SFPD Color

Guard, an SFPD Bag Piper, and a squad of Solo motorcycle officers all there to pay tribute to these fallen heroes.

This Night of Remembrance started back in May of 2017 during a conversation with Chief William Scott at the California Peace Officers’ Memorial regarding the hosting of a regularly scheduled SFPD Memorial Observance. From that conversation, a working group was formed consisting of members from the Chief’s Office, SF Police Officers Association, and the Bay Area Law Enforcement Assistance Fund (BALEAF). A Planning and Organization Committee was formed, meeting regularly for the next year to put together the night’s ceremony.

The goal of the committee was to deliver a supportive and meaningful memorial remembrance honoring each of the 99 Police Officers listed by the San Francisco Police Department as having died in the line of duty. The Committee developed an invitation list hoping to reach out to as many surviving family members as possible. Fourteen surviving families were able to join us.

A program was developed that included six keynote speakers, a memorial tribute video that included the reading of the SFPD Memorial Poem, followed by a Candle Light Moment of Silence. Actively participating in the program were several surviving family members; Matt Bloesch surviving son of James Bloesch was our Master of Ceremonies, Mark Rosekind, surviving son of Barry Rosekind gave a moving keynote speech and introduced the memorial video, and Marilyn Rosekind, surviving wife of Barry Rosekind and co-founder of BALEAF, led us in the Candle Light Mo-

ment of Silence.

Two challenge coins were specifically designed and minted as a memorial remembrance for the surviving family members and as a memorial tribute. The Memorial Survivor Coin was given to surviving family members exclusively. The Memorial Tribute Coin was designed as a fundraiser and was made available for purchase. The SFPOA committed to and took the lead with sale of the Memorial Tribute Challenge Coin. All 600 challenge coins were sold within a week.

The Night of Remembrance was very well attended with a standing room crowd and from comments heard, was greatly appreciated by the fourteen surviving families in attendance.

A great deal of time and effort was put into the planning and organizing of this event. It was accomplished by a volunteer group of dedicated individuals deeply committed to the establishment of a regularly scheduled SFPD Memorial Ceremony. We would like acknowledge their efforts and dedication with a special note of thanks ... a list of the groups and individuals who made this event a success is as follows ... Thank You

Planning is already in the works for the next the Memorial Observance – our on-going goal is to reach out to and include as many surviving family members as possible. Your assistance in contacting any surviving family member would be greatly appreciated ... Please contact us at [bguinan@sfpoa.org](mailto:bguinan@sfpoa.org) with any contact information that might help.

Thank you for your support in keeping our commitment to never forget.



### Acknowledgements

#### Hosts

San Francisco Police Department  
San Francisco Police Officers Association  
Bay Area Law Enforcement Assistance Fund

#### Organizing and Planning Committee

Katie Beverly, BALEAF, Survivor  
Matt Bloesch, BALEAF, Survivor  
Fabian Brown, BALEAF  
Ken Cottura, BALEAF  
Kelly Blackwell Garcia, BALEAF  
Bob Guinan, BALEAF  
Martin Halloran, SFPOA  
Sheila Hansen  
Val Kirwan, SFPOA  
Leroy Lindo, BALEAF  
Deborah Neil, BALEAF  
Sgt. Ray Padmore, SFPD  
Marilyn Rosekind, BALEAF, Survivor  
Mark Rosekind, BALEAF, Survivor

#### Resource Assistance

Cyndee Bates, SFPOA  
Leah Daye, SFPOA  
Darlene Hong, SFPCU  
Lyn Pai, SFPD – Video Productions Unit  
Georgette Petropoulos, SFPOA  
Harry Soulette, Soulette Designs

#### Sponsors

San Francisco Police Credit Union (Candlelight Moment of Silence)  
Harry Soulette, Soulette Designs (Challenge Coins)

### Spiral of Gratitude

*Let us turn together in this circle of remembrance  
as the light shines through our words.*

*And we lift our gaze toward the sky to honor the men and  
women who risk their lives in the line of duty.*

*See their courage gleaming through the glass,  
spilling through the words of our love.*

*Band with us to celebrate the beloved behind every star. Draw  
on their courage, their strength, their honesty.*

*Let us raise our heads together into this spiral of memory to honor  
the sacrifice that ripples through time, through the generations.*

*Never do we have the gift of goodbye.  
The only choice is to carry on, make our peace.*

*An object in motion keeps moving forward.*

*The voices of the fallen echo everyday, their reflection mirrored in  
the warmth of a smile, the glint of an eye, the tilt of a head.*

*The time spent together was too short and the missing long.*

*They are the fallen and we must not fall.*

*We can move back or forward, upwards or down,  
but we can't remain still.*

*We must rise to protect, as they did. In their honor we must persist,  
turn our pain into compassion, never forget the man, woman, child  
they were, and lift our heads as we ascend toward the light.*

*The voices of the fallen echo every day.*

*See their courage gleaming through the glass,  
spilling through the words of our love.*

*Celebrate the beloved behind every star.  
Never forget the man, woman, child they were.*

*Draw on their strength that ripples through time.*

*We can move back or forward, upwards or down, but we cannot remain still.*

*An object in motion keeps moving forward.*

*The only choice is to carry on, make our peace,  
never forget the man, woman, child.*

*Let us turn together and ascend toward the light.*

— Margo Perin

### Program

#### Bag Piper

San Francisco Police Department

#### Welcome

Matt Bloesch, Fairfield Police Department

#### Posting of the Colors

San Francisco Police Department Color Guard

#### National Anthem

Leonard Bell, ret. San Francisco Police Department

#### Invocation

Sister Lillian Repak  
BALEAF and SFPD Chaplain

#### Speakers

William Scott  
Chief, San Francisco Police Department  
Mark Farrell  
Mayor, City and County of San Francisco  
Willie Brown  
Former Mayor, City and County of San Francisco

#### Police Officer's Poem

Martin Halloran  
President, San Francisco Police Officers' Association  
Kelly Blackwell-Garcia  
President, BALEAF  
Mark Rosekind  
BALEAF Board Director

#### Memorial Video Presentation

#### Moment of Silence

Marilyn Rosekind, BALEAF Board Director

#### Benediction

Father Mike Quinn, Chaplain SFPD

#### Retiring of the Colors

San Francisco Police Department Color Guard



# Book Reviews

## I'll Be Gone in the Dark: One Woman's Obsessive Search for the Golden State Killer

By Michelle McNamara  
Reviewed by Dennis Bianchi

The author, Michelle McNamara, was a graduate of the University of Notre Dame and of the University of Minnesota. In 2006 she began writing on her website, *TrueCrimeDiary*, as a result of her fascination with real crime writing that began with an unsolved murder that happened near her home when she was very young. She then wrote articles for the *Los Angeles* magazine regarding a set of killings that she eventually titled *The Golden State Killer*. She worked on that case until her death in April of 2016. She died as a result of an undiagnosed heart condition that blocked her arteries.

This book was unfinished at the time, but was updated by Paul Haynes and Ms. McNamara's husband, Patton Oswalt. It was released almost two years after her death, with an introduction by Gillian Flynn and became a New York Times Bestseller. When *I'll Be Gone in the Dark* was released there had been no arrest made in the case. The book has had more interest now as the murderer in that case has been allegedly identified and arrested. The book has been optioned by HBO, which is adapting it into a documentary series.

In her Introduction to this book, the crime novelist Gillian Flynn, author of *Gone Girl*, wrote, "I love reading true crime, but I've always been aware of the fact that, as a reader, I am actively choosing to be a consumer of someone else's tragedy. So like any responsible consumer, I try to be careful in the choices I make. I read only the best; writers who are dogged, insightful, and humane... McNamara had an uncanny ability to get into the minds of not just killers but the cops who hunted them, the victims they destroyed, and the trail of grieving relatives left behind." Ms. Flynn writes in the Introduction about Ms. McNamara's doggedness, her intense curiosity that demanded to be satisfied. When the author discovers that a pair of cuff links was attached to an investigation, she tracked down that they had been stolen from a crime scene in Oregon. Delving deeper, she noticed that the name of the victim was unusual, or at least his initials were. Her investigation revealed that boys' names beginning in the letter N were relatively rare, appearing only once in the list of one hundred preferred names of the 1930s and '40s when the original owner of the cuff links was likely born. By itself, the Introduction is worth the price of the book. It is filled

with praise for the author, but also leads the reader into the magnetic attraction of the book itself.

The author takes the reader through numerous cases, and each case she describes with attention to detail that indicates great research. The research is often done by requesting criminal case files or by tracking down reports from cases that are often more than thirty years old. She also interviewed relatives of victims and numerous police officers and investigators. The information she was successful in obtaining indicates that those police officers trusted her and, as the serial rapist and murderer became to be commonly referred to as The Golden State Killer, the title the author labeled him with, she was clearly effective. The title of the book comes directly from the suspect. During an attack upon a sixteen-year old girl, "the suspect pointed a knife at her and issued a chilling warning: 'Make one move and you'll be silent forever and I'll be gone in the dark.'" This incident took place before the suspect had murdered a victim and was at the time known as the East Area Rapist.

When the suspect began his twenty-plus years of evil he had not murdered any of his victims. He would tie up a single victim or, if there was a couple together, he would have the female victim tie up the male victim, then he would tie up the female victim before burglarizing the premise and sexually assaulting the female. The author describes the case when the rapist changes and becomes even more violent, murdering his victims. It was a situation where, following his usual method of operation, he broke into a couples' home at night, had the female tie up the male, tied up the female and began stealing things from the home but, before he was able to assault the female the couple broke free from their bindings and caused enough noise that a neighbor heard the cries for help. The neighbor was an FBI agent and responded but not in time to capture the fleeing suspect. Those were the last two victims that were left alive.

The suspect committed crimes throughout the state of California, in many different counties. The widespread geography of crimes caused problems connecting the crimes to one suspect. It took twenty years to recognize his methods and how they were related from one area to another. It took at least that long to recognize how mobile he was. In Southern California alone it took twenty years to connect

murders and rapes that occurred in the three different communities: Ventura, Orange and Santa Barbara. It took longer to realize it was the same suspect in the Northern California communities of and near Sacramento.

Although we now know that this suspect was identified on the basis of DNA sampling, the author was not alive long enough to know how her investigation and writing were headed in exactly the correct direction.

In an interesting aside, the author gives the reader a short, grisly but fascinating description of a young British paperboy who dissected a dead cat he had found on his route, brought home and cut open on the family's dining room table. Rather than becoming a warped criminal, young Alec Jeffreys was a budding scientist who "would become serial killers' biggest adversary... In September 1984, Jeffreys discovered DNA fingerprinting; in doing so, he changed forensic science and criminal justice forever." It was the development and fine-tuning of DNA that greatly assisted investigators to make the connections needed for them to realize that one person was committing all of these horrific crimes.

Ms. McNamara also makes a nice differentiation between police officers and criminalists. After several paragraphs explaining the differences of each oc-



cupation, she sums it up with, "Cops wrestle up close with life's messiness; criminalists quantify it."

The author was clearly obsessed with not only this case. She discovered that there is a large number of amateur, non-government sleuths who communicate on the internet about old, unsolved cases.

*I'll Be Gone in the Dark* could be helpful as a guide for writers of non-fiction, particularly crime related subjects, but also instructional for those who wish to become police investigators. Her tenacity, her commitment and focus are on display just as much as the gruesomeness and evil of the murdering rapist. The trial that will eventually take place will be made much more interesting to follow after reading this book. Ms. McNamara's widowed husband, Patton Oswalt, believes that if his wife were still alive she could offer even more positive direction to the ongoing investigation. He states, "There were insights and angles that she could keep bringing to this case." The book makes that clear.

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# Readers respond: Strategies to Combat the Recruitment and Retention Crisis

With a strong economy and low unemployment, police agencies are struggling to fill their ranks and keep good cops

By PoliceOne Staff

Law enforcement is in the middle of a recruitment and retention crisis. With a strong economy and low unemployment, police agencies are struggling to fill their ranks and keep good cops. We asked our readers for their take on how to meet these challenges, and they gave us their opinions on everything from lowering hiring standards to outreach initiatives. Take a look at our roundup of the best responses and share your thoughts in the comments section.

**Develop a competency framework for officer recruitment, promotion and development**

We are leading our HR transformation with 27 initiatives as part of our “people plan” being implemented over the next three years. The foundation of this plan is our new competency framework. This framework outlines the behaviors needed for modernization – from our new hires to our command team. The community and the organization – from all levels – helped build the framework. They are now being used to help us recruit officers, promote leaders and develop all members. The eight competencies are:

- We are adaptable, innovative and forward-thinking
  - We are solution focused
  - We are collaborative
  - We are service and community focused
  - We are emotionally intelligent
  - We are accountable and deliver results
  - We lead and inspire
  - We develop ourselves and others
- Shari MacKay

**Standardize law enforcement policy**

Take a look at something we’re doing in Ohio - the Ohio Collaborative Law Enforcement Accreditation. We have a statewide law enforcement program to standardize law enforcement policy among the roughly 900 agencies in our state. So far we have over 500 agencies involved in our program. Recruiting is a problem for many agencies, so we continue to work on best practices. We have a sample policy available, and use experienced peer resources provided at no cost.

–Ed Burkhammer

**Implement a retention plan**

Everyone struggles to recruit and hire enough qualified, diverse applicants these days, especially in larger agencies. There are simply not enough people interested in the career field to produce enough applicants to sustain the amount of attrition taking place. I’ve talked to recruiters from dozens of agencies, and every agency of decent size struggles with this nationwide.

On the other hand, how many agencies actually have a retention plan? I would guess few to none, with the primary focus on recruitment. Maybe this should become a shift of focus. If the people working for an agency feel content with their situation at the agency, they will recruit for the agency. If they

feel valued and supported by the agency they will remain with the agency. Having been a law enforcement recruiter, I would argue that this is where most large agencies are missing the boat. We need to take better care of who we have.

–Brandon Echols

**Conduct community outreach and develop mentoring programs**

I have been doing both the recruiting and selection for the Edmonton Police Service for the past four years. We hire approximately 100 officers a year. These are some of our programs and my observations.

With a declining interest in policing, I asked the applicants what first got them interested in policing. Several told me that it was the influence of the School Resource Officer (SRO) and their presentations.

Our service developed Run with the Recruiters (RWR). We have future applicants work out with us two times a week. We have 80 participants join us for an intensely packed workout that gives them a taste of recruit class. It provides recruiters an opportunity to get to know our potential applicants and mentor them.

We also have the Mentoring Academy: a 12-week long (1 evening/week) program with about 30 hand-selected participants that we see as having potential but just need some assistance in areas.

Spend ample time at post-secondary institutions – many applicants have unrelated degrees.

–Dayna Bulas

**Understand generational differences**

Reading other comments, it seems the U.S. police service reflects the state of the UK police. I was an officer for 20 years. I am very proud of my service and disappointed the route senior managers have taken to change the force. Retention is not the issue; recruitment is. In my last five years, I was a sergeant in charge of a frontline response team. It opened my eyes to the difference in attitude to the new generation coming into policing. For me, joining the police was a vocation. For them it’s. “I will give it a few years and see if I like it.”

I can’t blame the new probationers. They are paid less with a poor pension scheme and increasing workloads. The numbers are dropping. London has just a little over 30,000 officers. Not all of these are frontline and many, like me, are making the decision to leave. The private sector is welcoming the skills and training officers bring. How do the police services in the U.S. and the UK, although very different in culture, retain their skilled officers? There needs to be a permanent fix; offering a retention salary or short-term benefits, which has been done in the UK, is not the answer.

–Jeff Martin

**Provide flexible schedules, state-of-the-art equipment and in-service training**

Far too often, being able to recruit and retain our best within our respective LE agencies boils down to a few key things:

- Flexible schedules, if at all possible. Also, stop denying officers’ time off requests consistently when they need to take off for special family events. Of course, not everyone can have Thanksgiving, Christmas and New Year’s Eve off. Be fair, and be flexible.
- If you cannot pay your officers the top of the pay scale, at least give them the best equipment available. Young people want state-of-the-art equipment.
- Leadership. Provide it, or move the hell out of the way for some who can. Too many bosses out there who cannot (and never have) “walked the talk.” Proper/adequate supervision (or the lack of it) must be addressed. Every scandal I have ever seen emerge was the direct result of poor supervision and lack of accountability.
- In-service training is a must! Also, acknowledge great work when it is done. An ‘atta-boy’ outlasts indifference every day.

See? It isn’t complicated; it’s just that too many agencies fail to adhere to these rules.

–John Franklin

**Bring the testing process into the police academy**

When it comes to recruiting, our agency focus has mainly been on bringing the testing process directly into the academy (our agency requires applicants to be peace officer certified). We work with academy directors to provide a brief orientation after a regularly scheduled class and meet/greet the top students. Another Denver metro agency offers testing on site at the academy on a regularly scheduled day of class – giving them a leg up on the testing process. As for retention strategies, there has been little focus on succession planning or incentives for more senior officers. Our union is pretty strong, so pay and health-care benefits are the primary advantages to retaining officers.

–Anya Jones

**Focus on the positive impact police officers have on the community**

It’s not surprising some agencies struggle with recruitment with so many negative people in law enforcement telling people not to get into law enforcement. We focus on the added value an officer brings to the community over a career, the opportunity law enforcement provides to serve, the positive impact an officer can have in the lives of people, and the family/team environment within our agency.

We have hired 27 people in three years (turning over 1/3 of our staff) and have been able to hire outstanding people with great values. We don’t hire people because of a criminal justice or law enforcement background; rather we focus on a willingness and interest in serving others along with a well-defined set of core values.

As law enforcement leaders, we have to look beyond specific training and seek people who want to serve others and really make a difference in the lives of others. From there, we train, educate and do everything possible to keep them

mentally and physically well.

–Benjamin Bliven

**Tackle the issue of fear**

When I left full-time law enforcement, my biggest reasons were faith, family, finances and freedom. Work prohibited me from regularly attending and serving in church, from being present with my family, from earning a decent wage, and all that resulted in a feeling of being trapped. Add in today another “F” for fear, which has increased exponentially over the past few years, and you’ve got a recipe for a seemingly insurmountable hill to climb in order to hire and retain decent law enforcement officers.

In addition to that, we’ve become so legalistic of late, so focused on being law enforcement officers instead of peace officers, that many agencies unknowingly amplify the fear in their communities, and further drive the wedge of divisiveness between police and the people through the use of aggressive practices.

I don’t think the answer is financial. Some agencies pay superbly and their officers are still miserable. It’s likely not faith; too many officers have lost it through their experiences on the job. It’s likely not family either, as many of us sacrifice our families for our careers. Could be freedom, except that exchanging a patrol car for cubicle life often times feels more restrictive.

I think real change comes from tackling the issue of fear. Until we build better relationships with the people we serve, the juice in this lemon will hardly be worth the squeeze. That means more of the “touchy-feely” policing that many officers dislike. Today, we are motivated more by the differences between us than our similarities, and ignorance breeds contempt. Building relationships and trust within the community, and educating each other about each other will inspire the community to aspire to protect the community. It’s not us versus them, but we keep saying that. It’s us for them, and we have to lead the way.

–Ryan Dunlap

**Restrain from lowering hiring standards**

I joined the San Francisco Police Department (SFPD) because of its reputation as a big city agency. I certainly didn’t do it for the money. My first year salary in 1980 was \$20K. This year it is \$80K to start and \$88K at academy graduation. A good compensation package is a sure incentive, especially in today’s ‘gig’ economy.

I do believe that hiring standards should remain strict, given the power and discretion that comes with the job. Lowering standards to target a larger candidate pool is rife with problems, which we have seen in some cities.

The SFPD has been attractive to new hires, as well as lateral transfers from all over the country because of the City and all that it offers. A large department offers a variety of assignments that are attractive as well.

–Jim Dudley, P1 Contributor, Retired SFPD Deputy Chief



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

# How Gangs are Using Drones to Disrupt Law Enforcement

Gangs are using UAVs to collect information on LE activity, disrupt police operations and smuggle drugs

By Robert Brzenchek,   
alumnus, Intelligence Studies at   
American Military University

Gangs are continually adapting their skillsets to counter law enforcement efforts. For example, as outlined in my book, *“The Gang Life Laugh Now Cry Later: Suppression and Prevention,”* gangs have sent their members into the military to gain tactical skillsets. In other cases, gangs have coordinated with terrorist organizations and are acting as “sub-contractors” to groups like ISIS and Al-Qaeda.

As gangs are finding new and better ways to disrupt community safety, they are getting alarmingly proficient at using unmanned aerial vehicles (UAVs) – also commonly referred to as drones – to support their criminal activity.

## How Gangs are Using Drones

Gangs are now using UAVs to monitor and disrupt police. As reported by *The Washington Times*, FBI Special Agent Joe Mazel described how criminal gangs recently compromised officers who were part of a Hostage Rescue Team. “[Agents] heard the buzz of small drones – and then the tiny aircraft were all around them, swooping past in a series of high-speed low passes at the agents in the observation post to flush them,” he said.

Gangs are also using UAVs to collect information about police activity. For example, they are using drones to watch law enforcement agencies to *see who comes in and out of buildings*. They are then using this information to intimidate witnesses who are cooperating with police investigations.

It has also been reported by *Fox News* numerous times that gangs and drug cartels are using large UAVs to smuggle drugs across the border. Even more dangerously, they have been placing explosives on the exterior of the UAVs so if law enforcement interdicts these devices, officers can potentially be harmed. Officers must be extremely cautious when responding to an incident involved a UAV since there could be multiple threats associated with the device.

## How Gangs are Compromising Police Drones

In addition, gangs have reportedly found ways to hack certain brands of *drones used by police*. It was reported by CNBC that at least one UAV manufacturer, Dà-Jing Innovations (DJI), a Chinese technology company, is vulnerable to hacking. According to *sUAS news*, the DJI is an open-source system controlled by a cell phone and is vulnerable to hackers to collect data and assume control, too.

While the Department of Defense has blacklisted DJI drones, some police departments have purchased the devices either because they’re unaware of the restriction or because of the low cost of the devices. According to *The New York Times*, a United States government office is alleging these devices pose a threat to national security because DJIs metadata may be sending sensitive information about American infrastructure back to China.

Hacking or taking control of unencrypted UAVs is something that gangs are interested in doing as well. In order



to do so, gangs have recruited members who are IT specialists. These technology-savvy individuals have figured out, for example, how to geo-fence properties where criminal activities occur. If a police agency using an unencrypted UAV (i.e. DJI) is conducting surveillance and enters this area, the geo-fence disrupts communication to the drone entering that area. The drone is unable to send and receive information and the geo-fence takes over controls to and from operators on the ground, forcing the UAV to crash.

Hackers are able to collect data/control a law enforcement drone by utilizing a type of malware such as Maldrone. Another way hackers can gain access to a drone is through another drone (i.e., SkyJack) that mid-flight hacks into a law enforcement drone via internet connections. The gang can then retrieve the SD memory card from the DJI drone and potentially access all the intelligence collected from the device.

## Updating Legislation to Address Criminal Use of Drones

Organized criminal elements will continue to find creative and effective ways to use UAV technology for illegal activity. They will continue doing so unless law enforcement works closer with policymakers to enact uniform laws, regulations, and policies beyond the FAA Part 107. Lawmakers must work harder to address issues related to drone operation and enact laws that help agencies address the challenges they face when it comes to drone enforcement and operation.

In addition, regulations need to be created to protect agencies and mandate they only purchase encrypted UAVs, so if the devices fall into the wrong hands, the information stored within them can’t be collected and used for illicit purposes.

*About the Author: Robert M. Brzenchek is the Chief Executive Officer of All Source International, LLC, a security consultancy company based in Philadelphia. He earned a master’s degree in intelligence studies from American Military University and is currently a Ph.D. candidate at Capella University with a proposed dissertation focused on gangs. He was a police officer for six years, where he performed suppression and intervention techniques with various gangs ranging from MS-13, Bloods, Crips and Latin Kings. In the private sector since 2005, he has worked with DHS, DOD, large corporations, ports and public utilities on security matters, risk management, policy, and technologies. He is a nationally certified instructor with the International Association of Directors of Law Enforcement Standards and Training (IADLEST). To contact him, email IPSauthor@apus.edu. For more articles featuring insight from industry experts, subscribe to In Public Safety’s bi-monthly newsletter.*

# POA Mail

Dear SFPOA —  
On behalf of the San Francisco Police Activities League, I would like to thank you for your contribution in support of our Annual Golf Tournament.  
Your financial support helps us continue in our mission and to assist youth in our communities. The generous support from individuals like you makes it possible for our organization to exist and to make the City a better place to live.  
Thank you again for your support!  
Sincerely,  
Captain John Sanford Jr.  
SFPAL Board President San Francisco Police Activities League

Dear SFPOA —  
Thank you for your generous sponsorship of our “Ohana Luau” for Dispatcher Appreciation Week! We are grateful for your continued support and sponsorship.  
Thank you,  
Anne Kronenberg  
Division of Emergency Services  
SF DEM

Dear SFPOA —  
Thank you once again for your generous and thoughtful donation to our work at Bay Area Women’s and Children’s Center. We so appreciate your support!  
Warm regards,  
Diane and Midge

Dear Sgt. Halloran —  
I wanted to take this opportunity to thank you and all the members of the Board of Directors of POA, for your contributions and hard work towards initiating the inaugural “An Evening of Remembrance” commemoration event honoring San Francisco Police Officers who have lost their lives in the line of duty. Surviving family members of at least 14 San Francisco Police Officers attended the event. Many of the survivors that I spoke to after the event told me that they were both very pleased and inspired that we collectively made the effort to remember and honor their loved ones who made the ultimate sacrifice and were killed in the line of duty.  
This was a first class event and your commitment to “Never Forget” and to commemorate the sacrifices of those lost in the line of duty exemplify the highest traditions of the San Francisco Police Department.  
With Warmest Regards,  
William Scott  
Chief of Police

Dear SFPOA —  
We are writing to thank you for the SFPOA’s support for Life Learning

Academy. We truly appreciate your financial support, and the staff and kids enjoy the visit by officers to present the check. The opportunity to engage our students in a positive, supportive way by police officers is something we take seriously and always appreciate. Attached please find a photo of your visit.  
Please stop by whenever you’re on the island. You always have a place at our lunch table.  
With gratitude,  
Teri

Dear Marty —  
Thank you for continuing to support OMI-Neighbors in Action with your membership.  
Your support is very important to the continued success of the Ocean View, Merced Heights, Ingleside-Neighbors in Action. First, your support shows others, such as, the Mayor’s Office, Supervisor Safai and other City Departments, that we stand together as a community making our voice more likely to be heard. It is this voice that makes sure Captain Robert Yick’s vision of a Community Policing continues to be implemented.  
Warm Regards,  
Mary Harris  
President OMI-NIA

Dear POA —  
Thank you so much for the beautiful floral arrangement in remembrance of Sgt. Peter Dacre. That was a beautiful gesture and much appreciated. More importantly, thank you for your presence, and that of other members of the Executive Board, at the memorial mass for Peter. Your acknowledgement of Peter’s service was very much appreciated by his family. It meant so much to Peter to represent the members of the SFPOA, and your recognition of his service made his family very proud.  
Thank you for your support during this very difficult time.  
Very truly yours,  
Catherine, Sandra, and Rocelyn Dacre

To the POA Family —  
We wanted to thank you for the beautiful orchid arrangement. You truly brightened up Rick’s day during this difficult time.  
Thank you again,  
Joanne Andreotti & Family

SFPOA Executive Board —  
I want to thank you all for the absolute beautiful living Azalea tree you sent me. It definitely cheered my environment and I intend to plant it in our garden upon my full recovery.  
Best Regards,  
Al Casciato

1 Bad Ass Firearms Instruction . com

Basic Accurate  
Armed Safe  
Defense Shooting

LEOSA (re) qualification in  
northern Nevada

CCW/CWP Certified for both  
Nevada and Utah

Sole proprietor and  
San Francisco Police retiree  
Don Sloan 775-360-6734  
email: dsloan1385@gmail.com



# A Gang Member Killed a Cop Nine Days After He Got Out of Jail. Did California’s Justice Reforms Play a Role?

By Abbie VanSickle and Richard Winton  
*Los Angeles Times*  
www.latimes.com  
May 10, 2018  
*Forwarded to the Journal by Matt Lobre*

In the heated debate over California’s efforts to slash its prison population, the case of Michael Christopher Mejia has become a political rallying cry.

An admitted gang member, Mejia was charged last year with shooting two Whittier police officers — a crime the city’s mayor and many in law enforcement saw as clear evidence of the failure of less strict sentencing laws.

Why, they asked, was Mejia even on the streets?

The killing of Officer Keith Boyer and wounding of another officer have galvanized a movement to ask state voters this November to reverse some of the recent changes to sentencing laws and the prison system.

But a review of the case by *The Times* and the Marshall Project found a far more complex chain of events that allowed Mejia to remain free despite his record of criminal behavior.

Confidential findings by criminal justice experts appointed by Los Angeles County to examine Mejia’s case identified local law-enforcement failures that had little to do with the state’s justice reforms.

The group concluded that Mejia was allowed to cycle in and out of jail with little punishment or treatment for his escalating drug problems because county agencies failed to document all of his rule-breaking, didn’t share important information with one another and gave him an excessive number of chances while he continued breaking the rules of his supervision, according to confidential county reports.

At the same time, court records reviewed by The Times and the Marshall Project show, the district attorney’s office missed an opportunity to send Mejia to jail and drug treatment for several months in the weeks before the shootings.

The documents provide important new details about a case that has played a key role in the political debate over whether California’s criminal justice reforms have gone too far.

The state has become a national leader in easing tough sentencing laws imposed during the 1990s. Many in local law enforcement argue that prison releases and sentencing changes have caused crime to jump in some areas, though backers of the reform movement dispute those claims.

One of the experts on the county panel that reviewed Mejia’s case said the group’s findings did not discredit California’s recent changes in its prison system or sentencing laws.

“If the premise is, this is the golden case to show failures, I just don’t think you can point to this case and say it shows the failures,” said Cynthia Hernandez, a lawyer who has served as an independent monitor of the county’s probation department. “Of course we’d want a different outcome — it’s a tragedy. But I’d be hard-pressed to find the link.”

Another member of the panel, Arcadia Police Chief Bob Guthrie, said he saw the state’s massive prison downsizing laws as an important backdrop to Mejia’s case.

“I’ve never stated there is a direct connection, nor would I now,” said Guthrie, who declined to comment on the report’s findings. “Do I believe there’s a correlation? Yes, I do. Whatever Mejia would have done absent [prison downsizing], we’ll never know.”

Guthrie, the president of the Los Angeles County Police Chiefs Assn., said some of the changes have made it more difficult for authorities to put away hardened offenders who violate the terms of their supervision or are caught committing lower-level crimes. A 2014 initiative that reduced many drug offenses to misdemeanors, he said, took away an important tool to force people into drug treatment that would be monitored by the courts.

### Report kept secret

Other members of the 22-person panel declined to comment, saying the county had required them to sign a non-disclosure agreement about their work. County lawyers have rejected several requests to make the group’s findings public.

The shooting of the Whittier police officers occurred hours after Mejia killed his cousin, authorities say. The next day, the Board of Supervisors directed county agencies to examine probation officials’ supervision of Mejia after his release from prison the previous year. The committee included representatives from the county probation department, district attorney’s office and Sheriff’s Department, as well as outside experts.

### Among its findings:

Mejia’s probation officer used an “excessive” number of short jail stints, aimed at stopping his bad behavior. Instead, Mejia’s supervision should have been revoked, sending him to jail for a longer time.

Mejia, who had a history of drug abuse, should have been referred to substance-abuse treatment screening as soon as he was released from prison. But the county waited until he admitted using heroin and requested help. Even then, the county waited two weeks before getting him an initial drug treatment screening, which he didn’t show up to.

When the probation department did finally decide to get tough, an officer recommended Mejia spend three months in jail followed by court-ordered residential drug treatment. But the prosecutor handling the case did not include the probation officer in plea negotiations and so was unaware of the extent of Mejia’s escalating drug and gang activity. The prosecutor asked a judge to send Mejia to jail for only a month.

The panel suggested a number of fixes, including providing drug screening and treatment in jail; requiring drug-treatment staff to notify probation officers about missed appointments; and limiting the number of short jail stays for high-risk offenders before revoking probation. The committee also recommended that the state, rather than the county, be allowed to supervise some offenders who have a record of violent crime when they are released from prison.

Probation officials declined to comment on the report’s findings.

The district attorney’s office defended its handling of Mejia’s case, saying in a statement that the one-month jail term

sought by the prosecutor was “appropriate as the goal of this process is to stabilize the offender and obtain compliance.” Since the shooting, the office said, prosecutors now typically seek three months in jail when an offender with a drug habit is caught with narcotics while on probation.

### ‘Enough is enough’

Whittier Mayor Joe Vinatieri doesn’t dispute the report’s findings about problems at the local level, but says it’s time to revisit the laws aimed at reducing California’s prison population. He sees a direct link between those laws and Boyer’s slaying, particularly the state’s decision to shift responsibility to the county for supervising many former prisoners like Mejia.

“How many more officers are going to be killed?” he asked. “Enough is enough.”

Vinatieri is backing a proposed ballot measure that would block early release for many prisoners, toughen punishments for serial theft and limit the number of chances given to offenders who repeatedly violate the rules of their release.

The “Reducing Crime and Keeping California Safe Act of 2018” mentions the slain Whittier officer by name and cites Mejia as the type of “violent offenders ... being allowed to remain free in our communities even when they commit new crimes and violate the terms of their post-release community supervision.”

Supporters of the initiative are gathering signatures to place it on the November ballot.

California’s experiment with reducing incarceration began under duress with a civil-rights case in which the federal courts found the state’s prisons so overcrowded that inmates were dying.

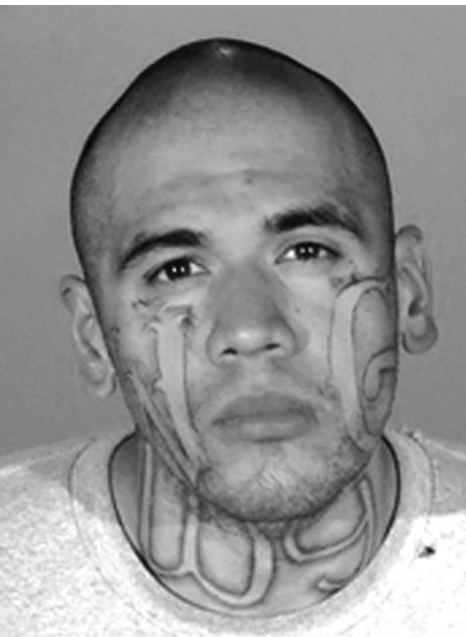
The U.S. Supreme Court approved a cap on the number of inmates in prison. State lawmakers responded by passing Assembly Bill 109, known as realignment, which lowered the prison population by shifting the burden to the counties to house and supervise thousands of inmates convicted of non-violent, nonserious crimes.

Until then, state parole officers kept tabs on offenders who’d been released from prison, while county probation officers mainly supervised lower-level offenders who’d been in and out of jail. After 2011, county probation officers were suddenly responsible for monitoring people with much longer criminal histories for more-serious crimes.

Many law enforcement officials and prosecutors say probation officers were never equipped to handle these serious offenders. Before prison downsizing, parolees who violated the terms of their release could be sent back to prison for up to a year. Under the current system, parolees who violate county supervision can be sent to county jail for only up to six months.

Critics of the changes argue that even when offenders violate probation, they’re sent to overcrowded county jails where they may serve a fraction of their time because there’s no space.

But experts who’ve studied state prisons and the system for supervising former prisoners say that, before prison downsizing, California’s parole system was little better. It’s unclear, they said, whether Mejia would have spent any more time behind bars under the old



Booking photo of Michael Mejia.  
(LOS ANGELES COUNTY SHERIFF’S DEPARTMENT)

rules. People who violated parole rarely served more than a few months in the overcrowded prison system, and many violations went unpunished, said Ryken Grattet, a sociology professor at UC Davis who once worked as a top researcher for the California Department of Corrections and Rehabilitation.

The debate over the Mejia case has been further complicated by his own words. In a rambling confession to homicide detectives days after Boyer’s slaying, Mejia cited AB 109 in explaining his actions.

“I mean, they should’ve left us on parole,” Mejia said. “Instead of spending money on ... AB 109, just spend money on ... kids that got cancer, kids that need it. Instead of us, you know what I mean? That’s why I did it.”

Proponents of the ballot measure argue that Mejia’s statement shows the prison downsizing efforts are to blame.

“The criminal himself said, ‘I did it because of AB 109,’ ” said Michele Hanisee, president of the union that represents L.A. County prosecutors.

But a transcript of the full interview obtained by The Times and the Marshall Project shows Mejia’s chief complaint was that his supervision under AB 109 was too tough on him and other gang members.

“They always just want to lock us up, lock us up. Give us more time,” he said.

Known by his gang moniker of Stomper, Mejia first went to prison in 2010 when he was convicted of a robbery in which he beat the victim with a baseball bat.

When he was released, he was supervised by state parole officers. He twice absconded from parole and was jailed at one point for nine days for violating the terms of his release, according to state and county records. But he wasn’t sent back to prison until July 2014, when he was convicted of stealing a relative’s car.

In April 2016, he was released and returned to his family’s East Los Angeles home. Because his last crime had been nonviolent, he was placed under county supervision.

Probation officials considered him high-risk, and he was monitored by a special unit created in response to prison downsizing.

County and court records show he repeatedly flouted his probation rules, such as avoiding gang activity and staying clear of drugs.



# Gang Member Killed a Cop Nine Days After He Got Out of Jail

CONTINUED FROM PREVIOUS PAGE

He tattooed the name of his gang, Winter Gardens, on his back, and “WG” across his face. Probation officers found heroin and needles in his living room. He hung out with other gang members. At one point, he admitted taking heroin every other day and asked for help.

Probation officers tried several fixes, the records show. They banned new tattoos. They tested him for drugs and referred him to a treatment program. They sent him to county jail three times between July and December, each time for 10 days. These short stays, called flashes, are designed to provide quick, clear punishments to disrupt bad behavior.

In January 2017, sheriff’s deputies found a baggie of meth in Mejia’s house. He was jailed a fourth time, during which his probation officer moved to revoke the 26-year-old’s probation.

The maximum penalty was six months in jail, but the officer asked for three months, followed by court-ordered inpatient drug treatment. A probation department spokeswoman said such treatment typically lasts up to 90 days.

The prosecutor offered Mejia a plea deal for one month. At a brief court hearing, the judge told Mejia that his

probation officer might refer him for outpatient drug treatment when he left jail, but did not order inpatient treatment.

With credit for the time he had already served, Mejia was released two days later, according to county records. He told his probation officer that he was starting a construction job with his dad. He promised to start methadone treatment for heroin use.

A few days later, deputies got a 911 call from Mejia’s house. When they arrived, he ran. They sent him back to jail a fifth time, for another 10 days.

He was released again Feb. 11 of that year. His probation officer referred him for inpatient drug treatment starting Feb. 15. But five days later, on Feb. 20, prosecutors say, he allegedly fatally shot his cousin, stole a car and crashed it.

As two Whittier police officers responded to the collision, Mejia opened fire, killing Boyer and wounding Officer Patrick Hazell, authorities say.

Days later, homicide detectives asked Mejia if he was sorry and whether he had a message for Whittier police.

“They just got a taste of an L.A. gang member, real gang member,” he told them. “And nope, I don’t feel sorry.”

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[www.star-telegram.com](http://www.star-telegram.com)

# She Accused a Texas State Trooper of Sexual Assault. Then Her Lawyer Apologized

By Stephen English  
senglish@star-telegram.com

WAXAHACHIE — An allegation that a white Texas state trooper sexually assaulted a black woman last weekend in Waxahachie went viral on social media.

But after the Department of Public Safety published the full body-cam video of the incident, Sherita Dixon-Cole’s attorney, Lee Merritt, apologized online and said that the trooper in question had been “falsely accused.”

Cole, 37, of Grapevine, was pulled over at about 1:30 a.m. Sunday for a traffic violation and arrested on suspicion of driving while intoxicated. She was transported to the Ellis County Jail and charged, according to the DPS.

During the stop, Cole alleged, Officer Daniel Hubbard offered her special treatment for sex, then sexually assaulted her, according to a news release tweeted Monday by Merritt.

The allegations, which the DPS denied Sunday evening, were amplified on social media by Merritt and social activist and journalist Shaun King, who wrote that Cole had been “kidnapped and raped” in posts that were widely shared and re-tweeted from his Facebook and Twitter accounts. He also alleged in an article he wrote for BlackAmericaWeb.com that Hubbard threatened to kill her fiancé if she said anything.

A Google search Monday morning for “Shaun King Sherita Cole” returned nearly 150,000 results.

King has since deleted his social media posts about the incident. He did not immediately respond to email and text requests for comment.

Merritt, a civil rights attorney who left up tweets about Cole’s allegations after the video was released, did not

immediately respond to a request for a comment or indicate whether he was still representing Cole.

The DPS released the full body-cam video, which is nearly two hours long, shortly before midnight on Tuesday and said the department was “appalled that anyone would make such a despicable, slanderous and false accusation against a peace officer who willingly risks his life every day to protect and serve the public.” After its release, Merritt apologized.

“The body camera footage released directly conflicts with the accounts reported to my office,” Merritt wrote on Facebook. “There is no readily apparent evidence of tampering with the footage. Officer Daniel Hubbard seems to comport himself professionally during the duration of the traffic stop and arrest.”

Merritt wrote that without further evidence, Hubbard “should be cleared of any wrongdoing.”

“It is deeply troubling when innocent parties are falsely accused and I am truly sorry for any trouble these claims may have caused Officer Hubbard and his family,” Merritt wrote. “I take full responsibility for amplifying these claims to the point of national concern.”

DPS spokesman Lonny Haschel said, “The video shows absolutely no evidence to support the accusations against the trooper during the DWI arrest of the suspect.”

He said he had no information as to whether Hubbard plans any legal action regarding the allegations made against him. He didn’t know whether Merritt had dropped Cole as a client or if she’d taken back her allegations.

By Wednesday morning, Cole appeared to have hidden or deleted her Facebook page. Attempts to reach her online and via phone were unsuccessful.

# Chief’s Corner

## Words of Remembrance – Julius Turman

First, to the Turman family; on behalf of the women and men of the San Francisco Police Department, we are so sorry for your loss.

I’d like to begin my remarks with a poem by Michael Josephson



**What will Matter**  
Ready or not, some day it will all come to an end.  
There will be no more sunrises, no minutes, hours or days.  
All the things you collected, whether treasured or forgotten, will pass to someone else.  
Your wealth, fame and temporal power will shrivel to irrelevance.  
It will not matter what you owned or what you were owed.  
Your grudges, resentments, frustrations and jealousies will finally disappear.  
So too, your hopes, ambitions, plans and to-do lists will expire.  
The wins and losses that once seemed so important will fade away.  
It won’t matter where you came from or what side of the tracks you lived on at the end.  
It won’t matter whether you were beautiful or brilliant.  
Even your gender and skin color will be irrelevant.  
So what will matter? How will the value of your days be measured?  
What will matter is not what you bought, but what you built; not what you got, but what you gave.  
What will matter is not your success, but your significance.  
What will matter is not what you learned, but what you taught.  
What will matter is every act of integrity, compassion, courage or sacrifice that enriched, empowered or encouraged others to emulate your example.  
What will matter is not your competence, but your character.  
What will matter is not how many people you knew, but how many will feel a lasting loss when you’re gone.  
What will matter is not your memories, but the memories that live in those who loved you.

What will matter is how long you will be remembered, by whom and for what.  
Living a life that matters doesn’t happen by accident.  
It’s not a matter of circumstance but of choice.  
Choose to live a life that matters.

Those words by Michael Josephson are fitting for Julius Turman chose to lived a life of significance; a life that mattered.

He taught us all by his example how to hold onto your values and to be compassionate while doing so.

As a United States Attorney, a civil litigator, a labor attorney, and a San Francisco Police Commissioner, he stood for those who didn’t always have a voice for themselves.

As a San Francisco Police Commissioner, he helped to build a better Police Department, in that regard he gave of himself...He gave his time, his talent, his energy, and his all...not only to the women and men of the San Francisco Police Department but to all San Franciscans.

He showed us by his example what it truly means to sacrifice. Toward the end of his life, with his health failing, he continued to give his all for his City and our Police Department.

We can only imagine how difficult that must have been for him...but he showed amazing strength and fortitude and continued to press forward. When I asked him about his health he would simply say “Chief, there are things we have to get done before I am finished”. And to put it simply, he got things done!

That is the essence of Julius Turman, a man of purpose, and man of significance, a man whose memories will live on in the people who knew and loved him; not for what he had materially, not for what accomplished professionally, but for who he was as a man, who he was as a human being...a good man!

Julius Turman was a man who lived a life of significance...a man whose life mattered.

We are blessed to have known him and to have him in our lives and we will miss him dearly.

Thank you to the Turman family for sharing Julius with us; and thank you for allowing me to share these words of remembrance for my friend.

Lawrence Julius Montgomery Turman may God bless you and may you rest in eternal peace!

*(This tribute was presented at Commissioner Turman’s Celebration of Life on Sunday, May 20, 2018, at City Hall)*

Be safe always, and please take care of each other!

*Oro en Paz, Fierro en Guerra!*  
William Scott  
Chief Of Police  
San Francisco Police Department

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# June 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!

June abounds with the sounds of summer. Find the musical instruments hidden in this month’s Word Search.

|           |             |          |
|-----------|-------------|----------|
| ACCORDION | HARMONICA   | SIRENS   |
| BAGPIPE   | HUMAN VOICE |          |
| BASSOON   | OBOE        | TROMBONE |
| CLARINET  | OCARINA     | TRUMPET  |
| CONCH     | ORGAN       |          |
| DRUM      | PITCH PIPE  | WHIP     |
| FLUTE     | RECORDER    | WHISTLE  |

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

# Classified Ads

## Boat for Sale

**1976 SPORTSCRAFT FISHING BOAT** 350 Ameracruiser engine. 27 ft long with a 2ft, 8 inch drift. It needs a new carburetor. Clean. Asking \$2500.00, located in a slip in PILLAR POINT harbor, Half Moon Bay , CA. Contact Holly at 415-608-3415

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

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

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

## Free Classified Advertising Available for POA Members

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

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

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

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\*\*\*

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

- |                      |                                  |
|----------------------|----------------------------------|
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# Sports



## Nick’s Notes

By Nick Shihadeh  
Journal Sports Editor

### Department Softball

CHECK IT OUT: As of the writing of this column, the regular season of the SF Police Softball League was coming to an end. The playoff teams for each division were determined, with four teams in the A Division, four in the B Division, and six teams in the C Division (see final softball standings). All fourteen teams made the playoffs as one could see, so it will be a fresh slate for each club when the post season gets underway the week of May 28th. The following week didn’t have any games scheduled because of many department athletes competing in the Police/Fire Games taking place

in San Diego. The second round will get underway the week of June 4th, and the Championship games for each division will then be played on Wed. June 13th and Thursday June 14th.

The A Division playoff bracket will be double elimination. It will be so very competitive as the Northern Bull Dogs, the Bayview Pit Bulls, the Mission Diablos and Southern A are equally strong when all their players show up. The B Division is also a double elimination tournament made up of the Central Diners, Ingleside Station, Richmond Station, and the Tenderloin Rats; they all could have easily made the top division play-offs. The lowly part of the league makes up the C Division playoff group. These teams got a gift from Commissioner Kevin Worrell who allowed them post season play. This will be single elimination for teams that pretty much are happy to still be playing: Southern B, Honda/TAC, Park/Taraval, the Airport Checkers, SF CHP, and the SF Sheriffs.

Take note of the softball banquet flyer in this same sports section. The end of season dinner will take place on Thursday, June 14th at Gino and Carlo in North Beach. It is always a good feed at Gino’s; after dinner the group will then respond downstairs where the placement trophies and individual awards are given out. It should be a rousing time as usual, and it’s only \$30.00 to attend. I encourage everyone to attend including retirees. Hope to see you there!

### Seals Tournament Ball

The Seals softball team went to



The Seals Tournament Team in Reno

the Reno area to play on May 11th and 12th at the Golden Eagle Softball Complex(Sparks, NV) in a law enforcement tourney that had a well worthy cause — It was to raise money for the Officer John Hege Memorial Fund. John Hege was a member of Oakland Police Department who unfortunately “ended his watch” in 2009. He was one of the four cops who were killed all on that fateful March 24th date nine years ago on the worst day in Oakland PD’s modern history. It was great to be there in Hege’s memory and for his family as well.

The Seals that played that weekend were: myself, Nick Stewart, Mike Hara, Dave Colclough, Will “Backpack” Paladino, Andrew Lucas, Tim Brophy Jr, Kevin Daniele, Tyler “TD” Dove, Paul “Franchise” McIntosh, Franky “Olce” Olcomendy, and of course Mike “Lunchbox” Franceschi. The Seals’ biggest fan was in attendance as well; “Big Dave” Colcough, Sr was there to support the team as usual.

As far as the tournament went, the first two games didn’t fare too well with losses that weren’t very close. This placed the Seals in the second bracket of the tourney. They then started to play their usual competitive ball and won some games; thus, they put themselves in a position for a championship run. It wasn’t meant to be though, as a tough one run loss 25-24 had the Seals settling for 3rd place in that lower bracket. The Seals still represented the SFPD well while on this Nevada excursion, and the team will look forward to future tournaments with the same enthusiasm.

**Final Note:** I want to dedicate this column to Marty Halloran who stepped down recently as the President of the POA. I want to thank him for all he has done for the membership over the years against insurmountable odds. Take care Marty, stay safe, and hope to have a pint with you soon at a Giants game

That’s all for now.....Stay well and safe and So See Ya next month....

## 2018 SF Police Softball League Banquet

Thursday June 14th

Gino and Carlo  
548 Green St, SF

5:30pm Cocktails

7pm Dinner

Only \$30.00 per person

Isaac Espinoza MVP

Brian Olcomendy  
Manager of the Year

Layne Amiot Most Inspirational  
and

Mike O’Brien Longevity Awards  
Given Out After Dinner

Contact your team manager or  
Kevin Worrell at Central Station to attend.

Retirees are of course welcome  
and encouraged to attend!



### SF Police Softball Playoff Brackets

| A Division Teams   | Seed (Double Elimination) |
|--------------------|---------------------------|
| Northern Bull Dogs | 1                         |
| Bayview Pit Bulls  | 2                         |
| Mission Diablos    | 3                         |
| Southern A         | 4                         |
| B Division Teams   | Seed (Double Elimination) |
| Central Diners     | 1                         |
| Ingleside Station  | 2                         |
| Tenderloin Rats    | 3                         |
| Richmond Station   | 4                         |
| C Division Teams   | Seed (Single Elimination) |
| Southern B         | 1 (1st Round Bye)         |
| Airport Checkers   | 2 (1st Round Bye)         |
| Honda/TAC          | 3                         |
| Park/Taraval       | 4                         |
| SF CHP             | 5                         |
| SF Sheriffs        | 6                         |



# SFPD Team Ride 2018 Unity Tour

## Annual event draws cycling LEOs from across the nation

By Nicholas Rose, Mission Station

On Monday May 6, 2018, eight members of the San Francisco Police Department arrived in Tinton, New Jersey to participate in the twenty-second annual Police Unity Tour (PUT).

The PUT is a four-day bicycle ride from New Jersey to the National Law Enforcement Officers Memorial in Washington, D.C. The main purpose of the PUT is to raise awareness for law enforcement officers killed in the line of duty. It also raises money for the National Law Enforcement Officers Memorial and Museum. The PUT motto is "We ride for those who died."

This year, Team SF consisted of Lt. Ron Banta (Co. D), Sgt. Pearl Rogers (Co. A), Officer Carolyn Gassen (Co. D), Officer Mike Amoroso (Co. A), Officer Matt Reiter (Marine Unit), Officer Edric Talusan (Co. K), Officer Nick Rose (Co. D), and Officer Katey Cavanaugh (Co. J).

The trip started with Team SF visiting the Peloton studio in New York for a warm-up ride. We presented a patch to instructor Jennifer Jacobs after a warm-up spin class emphasizing proper breathing techniques that we would utilize during the near three-hundred-mile trek.

In Tinton, New Jersey, Team SF joined other law enforcement officers and survivors from throughout Northern California. Riders from law enforcement agencies in small towns like Secaucus, NJ and larger organizations like the New Jersey State Police also joined us. Over the course of the ride, we pedaled side-by-side with law enforcement officers and survivors from

across the country.

Day one had us cycling from Freehold, New Jersey to Atlantic City. Along the way, riders were energized by crowds of onlookers universally supportive of our cause. They clapped, cheered, waved flags, and said thank you. Day two ended in Rehoboth Beach, Delaware. Ride Marshals Lt. Ron Banta and Officer Matt Reiter put in plenty of extra miles helping ensure everyone remained safe and helped them stay on schedule by motivating riders who fell behind or helping them off the ride and into the "sag wagon." I can proudly report that no riders from team San Francisco know what the inside of that vehicle looks like. Day three ended in Annapolis, Maryland. Battling the heat and a strong headwind, Team SF remained resolute.

Along the way, thirteen-year rider Lt. Ron Banta made the rookie participants feel welcome by introducing Officer Rose to other riders and telling them about his background of military and police service. He also ensured that rookie participant Officer Cavanaugh's role in support of the ride was celebrated.



Team SF Day 1 ready to rock



Team SF at a warm up spin class in NY before the ride



Team SF on the road

What day four lacked in distance, it made up for in difficulty. Rolling hills led them to RFK stadium in Washington, D.C. where roughly 2,500 riders from across the country came together to ride the final stretch to the Memorial.

Arriving at the Memorial was an emotional experience. A ceremony was held where we learned that the ride had raised over \$2.8 million dollars. We learned about a survivor whose father was killed on duty forty-five years ago when his son was one year old. Today, he visits the memorial monthly to pay respects to a father he never got to meet. Survivors and law enforcement personnel alike find family, friendship, and camaraderie in the ride, and find peace, solace, and comfort in the Memorial.

On behalf of Team SF, I would like to thank the San Francisco Police Officers Association for their generous donation to the National Law Enforcement Memorial. And thank you to all the members of the SFPD who were working hard to keep our great city safe while we were away.

PUT 2019 will begin accepting applications around September. Contact one of us if you are interested in riding. For more information see [www.policeunitytour.com](http://www.policeunitytour.com)



Team SF at the Memorial after completing the ride



Candlelight Vigil on the National Mall in Washington, D.C.



Community support like this was universal



Typical of the many signs of support we encountered along the way



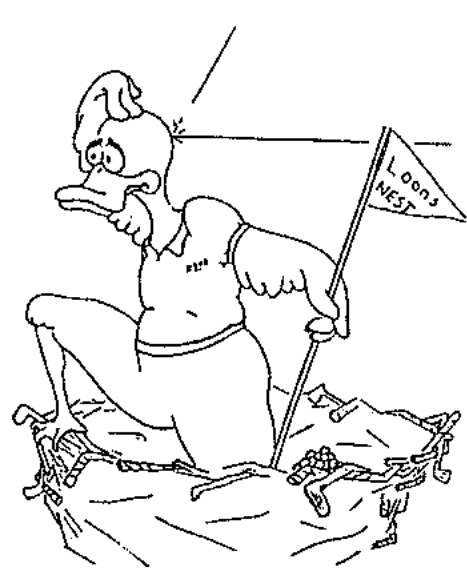
# The Loons Nest Report

By Ed Garcia, SFPD Retired

## Dan Faulkner Repeats as Spring Champion at Monterey

The Loons Nest Golf Club made its seasonal southward migration to the Monterey Peninsula for the 2018 Spring Championship. This event marks our 29th Monterey migration in our 32 year history. On April 25th the Loons made our first club appearance at Carmel Valley Ranch Golf Club in Carmel Valley. This Pete Dye designed course was opened in 1981 and in 2014-15 had undergone a major renovation, resulting in a beautiful and challenging track.

The front nine on this par 70 course is a fairly flat course, very similar to



Quail Lodge and other Carmel Valley courses. The back nine is a completely different subject!! After completing the ninth hole, players drive their carts up a climbing trail that seems like a circular stairway. The 10th tee is highly elevated and the entire back nine is very hilly with blind tee and approach shots. Just to make the challenge a bit tougher, a strong wind came off the Pacific Ocean to complicate each shot.

Two Loons rose to the challenge and fired even par front nine scores of 35. Defending Spring Champion Dan Faulkner and 2011 Spring Champion Ed Anzore both played outstanding front nines under tough, windy conditions. Anzore picked up birdies on the 4th and 6th holes, while Faulkner posted nine straight pars.

Dean Sorgie had an excellent front nine with a score of 39, including a birdie on the 3rd hole. Glenn Mar also fired a score of 39 on the front side, as the 1999 Spring Champion picked up a birdie on the 6th hole. Bruce Lorin, the 2015 Spring Champion made the turn at 41 strokes, matched by Bob Byrne the 2007 Summer Classic Champion.

As the leaders headed out to the back nine, the wind increased and scores elevated throughout the field. Faulkner suffered triple bogeys on the 12th and 18th holes and finished the day at 80 strokes. Anzore had double bogies on the 10th and 14th holes; but, he fought back with a birdie on the 13th hole by sinking a putt of 10 feet, eight inches.

Anzore's score of 39 on the back gave him the first day medalist honors with a score of 74 for the day. Dean Sorgie did not get along well with the back nine holes, as he took the gas like a Texaco truck. Dean suffered five double and one triple bogey on the back side, finishing with an 89 for the day. At the end of the day, Anzore sat in first, Faulkner in second place and Bruce Lorin was in third with a score of 83.

Wednesday night most of the Loons were ruffling their feathers and licking their wounds and heading down to the historic Fisherman's Wharf. Once again we had a fine dinner at Café Fina with service supervised by the fabulous Roxanne. A record catch of squid in the bay provided for outstand calamari appetizers, along with a fine Cabernet from Lockwood Vineyards of Monterey.

The second day of play found the Loons at one of our Monterey favorites, Old Del Monte Golf Club. Del Monte Golf Club was opened in 1897 and is the oldest continually operating, privately owned course west of the Mississippi River.

As the day started, Ed Anzore had a commanding six stroke lead over Dan Faulkner and a nine stroke lead on Bruce Lorin. Scattered clouds and a light wind met the Loons at tee time, although the weather actually improved as the day progressed. The pin placements were in tougher than normal positions and the course was showing



Flynn, Williams, Dito, Wismer, Lorin, Borromeo & Sorgie



Borromeo on 10th tee at Carmel Valley Ranch



Loons on the range at Carmel Valley Ranch

a very demanding face.

Dan Faulkner was clearly ready to make his move, as he opened his day with a birdie on the first hole. Faulkner completed the front nine in 39 strokes, the only player under 40 on the front. Scott Lutticken made his move with a 42 on the front side, including a birdie on the third hole. Anzore slipped to a front side score of 43, matched by Ahern, Hanley and Simpson. Garcia, Gilson and Mar posted 44's.

Faulkner had cut Anzore's lead by four strokes on the front side as the scent of victory filled his nostrils. Faulkner proceeded to pick up a birdie on the 15 hole en route to a back side score of forty, giving him a round of seventy-nine on the day. Glenn Mar made a charge on the final nine, posting a forty on the side and a total of eighty-four for the day. Faulkner's two day score of 159 give him his second consecutive Spring Championship title. Ed Anzore took second low gross in the first flight with a total of 162, followed by Glenn Mar in third at 170.

First flight low net play saw a tough battle between Scott Lutticken and Jim Ahern. Lutticken picked up birdies on the third and eleventh holes at Del Monte and finished with a net score of 152. Ahern finished two strokes behind with a net score of 154. Lutticken's birdies were the difference in the match. Ed Garcia took third low net in the flight with a net score of 157.

In second flight low gross, Mike Siebert opened with an 88 at Carmel Valley Ranch and had a substantial lead on the pack arriving at Del Monte. Chris Simpson was trying to catch Siebert, having posted a score of 95 at Carmel Valley Ranch. Jere Williams and Dennis Meixner also had 95's at C.V.R. and were in the hunt.

Kirk Edison made a big move on the second day, as he improved six strokes over his first day score and had a 91 at

Del Monte. The match came down to the 18th hole where Siebert had a par on this very tough closing hole. Siebert finished with a two day score of 186. Simpson finished with a bogie on the 18th and a total score of 187 for second place low gross in the flight. Edison finished with a double bogie on 18th for a total score of 188 and third place. The three players each teed off on the 18th in a dead heat after thirty-five holes of golf.

Second flight low net play saw Dennis Meixner run away with a seven shot victory in the flight. Meixner had a score of 95 at Carmel Valley Ranch, giving him a net score of 73. Meixner was one of the few players who had an improved score at Del Monte, as he fired a 93 and a net 71. Dennis finished with a net total of 144 and first place. Jere Williams took second low net in the flight with a two day net total of 151. Mike Flynn had an outstanding net score of 70 at Del Monte, the low net leader for the day in the flight. Mike finished with a net total of 153 and received the award and prize for third place.

The Close to the Hole winners at Carmel Valley Ranch were Dan Faulkner, Roy Sullivan, Ed Anzore and Mark Trierweiler. The winners at Del Monte were Bill Siebert, Jim Ahern, Steve Morimoto and Bob Byrne. The shot of the tournament was Roy Sullivan's tee shot on the 7th hole. Roy left the ball two feet and five inches from the hole. The Long Drive Champ at Carmel Valley Ranch was Spring Champion Dan Faulkner. Steve Morimoto took the honors at Del Monte.

The Loons concluded with our awards ceremony conducted on the veranda of the Del Monte Grill, as the sky was blue and not a breath of wind on this late afternoon. This is a rare event on a Monterey spring day. Good food, beverage and awards, topped by the comradeship of all the Loons in attendance brought the trip to a successful end.

| Loons Nest Scoreboard<br>Spring Championship<br>at Monterey<br>Carmel Valley Ranch<br>& Del Monte G.C. |                |              |
|--|----------------|--------------|
| Player   | Gross<br>Total | Net<br>Total |
| Faulkner   | 159            | 155          |
| Anzore   | 162            | 152          |
| Mar  | 170            | 160          |
| Ahern  | 172            | 154          |
| Lorin  | 172            | 158          |
| Lutticken  | 174            | 152          |
| Morimoto   | 177            | 159          |
| Byrne  | 178            | 170          |
| Gilson   | 179            | 169          |
| Sorgie   | 179            | 163          |
| Garcia   | 185            | 157          |
| Borromeo   | 185            | 159          |
| Siebert  | 186            | 154          |
| Hanley   | 187            | 159          |
| Simpson  | 187            | 157          |
| Edison   | 188            | 158          |
| Meixner  | 188            | 144          |
| Vernengo   | 190            | 172          |
| Williams   | 195            | 163          |
| Crenshaw   | 200            | 170          |
| Sullivan   | 203            | 165          |
| Flynn  | 203            | 153          |
| Finigan  | 206            | 172          |
| Crosat   | 210            | 184          |
| Dudley   | 212            | 174          |
| Ospital  | 220            | 176          |
| Griffin  | 228            | 164          |
| Dito   | 234            | 182          |
| Trierweiler  | 245            | 221          |

| Close to Hole Winners     |                    |
|---------------------------|--------------------|
| Day 1 Carmel Valley Ranch |                    |
| Hole #5                   | Faulkner 20' 5"    |
| Hole #7                   | Sullivan 2' 5"     |
| Hole #13                  | Anzore 10' 8"      |
| Hole #16                  | Trierweiler 31' 6" |
| Day 2 Del Monte Golf Club |                    |
| Hole #4                   | Siebert 15' 9"     |
| Hole #6                   | Aherne 15' 8"      |
| Hole #12                  | Morimoto 23' 5"    |
| Hole #14                  | Byrne 23' 6"       |
| Long Drive Winners        |                    |
| Carmel Valley Ranch       |                    |
| Faulkner                  | 312 yards          |
| Del Monte Golf Club       |                    |
| Morimoto                  | 271 yards          |





Dudley, Finigan, Crenshaw & Trierweiler



Ahern, Edison & Byrne



Dito, Lorin, Garcia & Borromeo



Sunny Monterey greets the Loons



Loons meet for dinner at Cafe Fina



Hanley, Ospital, Cuff & Siebert



On sale at the  
SFPOA

Mark Your Calendars!



Join us and the World Champion San Francisco Giants  
on Thursday, July 26, 2018, for our Annual  
**LAW ENFORCEMENT APPRECIATION NIGHT**





@ AT&T PARK



San Francisco Giants

TICKETS start at \$25 and are available throughout the Ball Park. They can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF tel. # 415.861.5060.

Seat availability has been expanded and includes a Giants Law Enforcement T-shirt giveaway and a hosted Tailgate Party with an improved condiments bar at the



the California Peace Officers Memorial and the Bay Area Law Enforcement Assistance Fund

vs.



Milwaukee Brewers

Mariposa Yacht Club @ 3 pm.

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

For additional information contact Bob Guinan at bguinan@SFPOA.org.



Purchase tickets early for the best seat location !



Journal End Point: June 2018

It's About Change

"Change before you have to." — Jack Welch, Former General Electric CEO

"They always say time changes things, but you actually have to change them yourself."  
— Andy Warhol, American Artist

"Where are we going? Into the future...pass the baton, life goes on...". — Unknown

"...it is good to see great leadership passing on to great leadership." — David Rockatansky, SFPOA Facebook Commenter



Time for Transition

By Martin Halloran  
Past President SFPOA

There are two things that cops hate; the *lack* of change, and change. Despite that paradox, change is inevitable. At the May POA Board of Directors meeting, both Vice President Tony Montoya and I made a decisive change.

We had been discussing this for weeks, and we agreed that it was time



POA insiders could see months ago that Marty — seen here dousing a fire outside our building — yearned to return to his real passion; working the streets of SF.  
—Ed.

for a transition. The timing was right, and it would be made smoothly and on our terms. Therefore, I announced my resignation to the Board, and now I do so to you.

I have served as your President for five years, one year as your Vice President, nine years as your Treasurer, and too many years to count serving on committees and participating in fundraising and political campaign efforts, dating back to 1991 when I only had a couple of years on the job. I felt like it was time for me to hand over the helm to a new and energized crew.

Five years ago, when I was sworn in to take over for past President Gary Delagnes, I told the Board of Directors that my first official act as President will be my smartest move in my tenure. I swore in Tony Montoya as my Vice President. It turns out now that it was not my smartest move. My smartest move now was my final act as POA President when I swore in Tony as my successor.

President Tony Montoya and his team of Vice President Rick Andreotti, Secretary Matt Lobre, Treasurer Sean Perdomo, and Sergeant-at-Arms Val Kirwan will lead this association with vigorous representation in the face of all the challenges before us. I am proud to have served with them at the POA, and I have the utmost confidence in their ability to lead us through the minefield we call San Francisco political theater. I am equally proud of the entire staff at

the POA, and our BOD past and present. Their commitment to the membership has never wavered.

It has been my distinct pleasure and honor to have represented you, defend you, recognize your accomplishments and heroics, see that you are fairly compensated, that your rights are not violated, and that the SFPD administration and the CCSF adheres to proper working conditions. I consider this one of the highlights of my career.

Last year, I was given one of the best compliments of my career, and some of the best advice ever by two different men. I was at one of many events I have attended. I can't even remember what it was for, but retired Deputy Chief Diarmuid Philpott was at the podium. During his speech he recognized that the President of the POA was in the house. Then he said something that I will never forget. He looked over at me and said, "That man doesn't know surrender." What a compliment. Also, last year when I was feeling very low about what had happened to one of our members, I reached out to SFPD Chaplain Father Mike Healy. He provided me with comfort and counsel, but he said one thing that I have never forgotten. "Marty, the river always goes around the rock." Fine words indeed from two fine Irishmen.

I leave you with this: Our public service role is one of the most honorable and noble of all professions. It always has been and it always will be. We do what



most people will never do, and see and experience what most people will never see or experience. We do it humbly, and we don't seek accolades. I am more than proud to know that I served with the best men and women in our field, and at a time when we stood together while we were, and still are, under attack by those in government and some in our own house who seek to demoralize us and bring us down. We know better than almost all of them about what is right and when to fight for it. We have our brotherhood and sisterhood, and that will survive despite whomever tries to malign us and our profession based on the false narrative.

I thank you, one and all, for allowing me to represent you. It has been an honor.

*Slainte!*

June 5, 2018 is Election Day.

The SFPOA Recommends the following:

Angela Alioto for Mayor of San Francisco

She is the right candidate at the right time.



Yes On

Proposition

H



SF Superior Court Judge

|                        |                         |                                |                         |
|------------------------|-------------------------|--------------------------------|-------------------------|
| Seat 4<br>Andrew Cheng | Seat 7<br>Curtis Karnow | Seat 9<br>Cynthia Ming-Mei Lee | Seat 11<br>Jeffrey Ross |
|------------------------|-------------------------|--------------------------------|-------------------------|



SF Supervisor,  
District 8  
Jeff Sheehy



State Board of Equalization,  
District 2  
Cathleen Galgiani