



# JOURNAL

— Official Publication Of The —

## SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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VOLUME 51, NUMBER 6



SAN FRANCISCO, JUNE 2019



www.sfpoa.org

## Mental Health Issues are Significant Work Load of SF First Responders



By Tony Montoya,  
SFPOA President

Our state faces a mental health crisis. San Franciscans feel this more than most. The SFPOA is working to advocate for more mental health funding and will be looking at new laws which will give local authorities a greater ability to intercede to ensure someone gets the care they need before they slip further

towards a mental health crisis. This is the right thing to do and it keeps residents and officers safe.

SFPD officers are often the first response when someone is having a mental health crisis — and this can be very dangerous. In California, over 25% of all officer-involved shootings are related to someone with a mental illness. Police officers are not clinicians, but it's now part of the job expectation. Yet, less than half of our officers have received Crisis Intervention Training. That's unacceptable. It's a question of money, and the SFPOA will be a strong voice locally and in Sacramento to ensure local law enforcement has the funding it needs to get the training our officers want and need.

We have a debilitating substance abuse problem. Our officers do the best they can to try and mitigate the neighborhood safety impacts caused by illicit drug use. The problem is much too big to solve on our own. The SFPOA is aggressively advocating that our political leaders address this crisis with something other than "compassion" that allows addicts to slowly die on our streets.

These are just some of the challenges that we must grapple with now. They



certainly have become more politically complex than we've seen in past decades. That's why it is critical that San Francisco police officers be a voice for what they *want to see*, and not just what we oppose.

Police Officers know that when they finish their watch, there will be an officer right behind them to start the next watch, to do the job we were sworn to do.

No matter how much things appear to change, there is one constant, we protect and serve our community and we will never stop.

PHOTOS BY PETE THOSHINSKY  
VISIT [www.kma438.com](http://www.kma438.com)  
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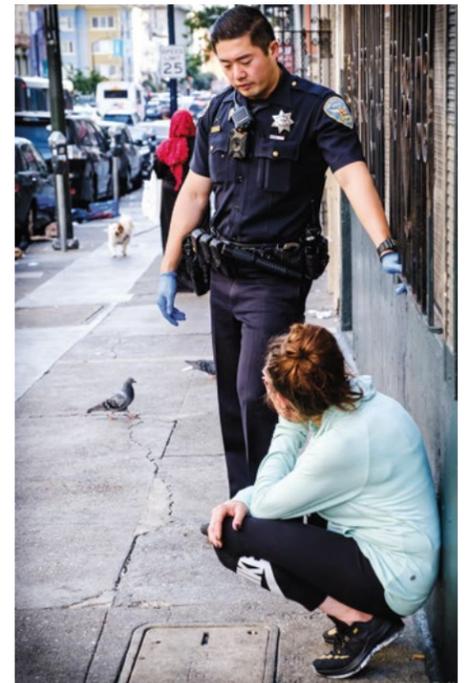
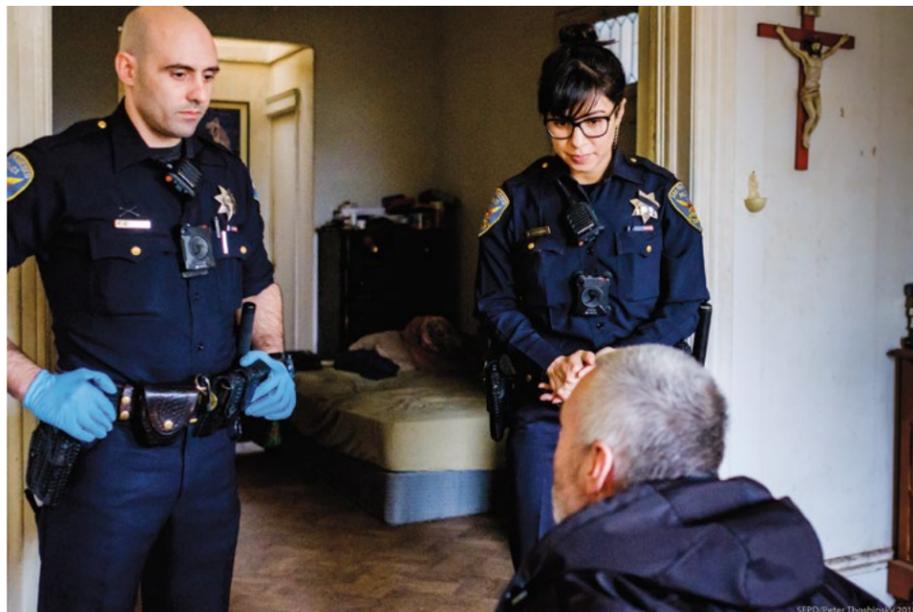


PHOTO BY SERGEANT KELLY KRUGER FROM ROOF OF MARK HOPKINS HOTEL  
(REPRINT FROM AUGUST 2018 POA JOURNAL).

# Minutes of the May 15, 2019, General Membership Meeting

## Call to Order

1. Sergeant-at-Arms Tracy McCray called the meeting to order at 1735 hours.
2. Sgt.-at-Arms Tracy McCray led the Board in the Pledge of Allegiance. Tracy McCray asked for a moment of silence for our service men and women, as well as for law enforcement, who have lost their lives serving our country and communities.

## Roll Call

3. Secretary Matt Lobre conducted roll call. 28 Board of Directors were present, 9 were excused.

## Approval of April 2019 Board Minutes

4. A motion to approve the April 2019 meeting minutes was made by Director Laval and seconded by Director Johnson. The minutes were approved by unanimous vote.

## President's Message

5. President Montoya discussed the upcoming raises for our current contract and discussed longevity that will take effect in the third year of this contract. For those eligible for longevity pay, President Montoya encouraged members to keep track of their hours effective July 1, 2019.
6. President Montoya discussed the recent MOU that was agreed upon between the Police Department and the District Attorney's office regarding in custody deaths or officer involved shootings. This MOU took effect on May 4, 2019 and is good for 2 years.
7. President Montoya discussed SB1421 and how there have been two incidents released by the Police Department. A reminder was given to members, should a member be notified about any records being released, to please contact Paul Chignell or Kevin Martin at the POA.
8. President Montoya advised Assembly Bill 392 and Senate Bill 230 are both tied up in Sacramento. The

likelihood that either Bill will be passed remains to be seen. There is a possibility that neither bill will be passed.

9. President Montoya advised that a new Department Bulletin will be issued that defines Mandatory Overtime (OT-2 and OT-3) vs Voluntary Overtime.
10. Director Hunt raised an issue regarding Overtime Cards that were submitted and then lost by payroll. However, there were photocopies of all cards made prior to submitting. Director Hunt will advise further on this matter.
11. President Montoya discussed a recent conversation with Chief Scott regarding promotions. While there were no definitive numbers, promotions appear likely after the beginning of the fiscal year.
12. President Montoya advised the old Paragon is now Brixton. Should members wish to have a dinner there or host a group party, please contact Cyndee at the POA to facilitate your event.
13. President Montoya pointed out that our biggest political supporter is Supervisor Catherine Stefani. Supervisor Stefani was the lone dissenting vote to not support the AB392 resolution by Supervisor Haney and did not support the ban on facial recognition led by Supervisor Peskin. President Montoya appreciates the common sense approach Supervisor Stefani has taken re these issues.
14. Director Johnson inquired about the current retiree health system board election.

## Vice President's Message

15. Vice President Andreotti was excused and at training. No message this month.

## Treasurer's Report

16. Treasurer Perdomo indicated that the POA had spent 1/3 of this year's budget through April 2019.

## New Business

17. Member Rich Cibotti addressed the membership regarding the recent Meet and Confer on May 9th with the City regarding Body Worn Cameras.

## Old Business

18. Director Obot thanked President Montoya and all members who attended the fund raiser for Dave Vizcay last week at Bill Graham Auditorium.
19. Labor Attorney Gregg Adam discussed the Comp Time lawsuit. members with questions should contact Monique Alonzo or Wendi Berkowitz on the forms sent out to all members.

## Financial Requests

20. None

## Adjournment

21. President Montoya adjourned the meeting at 1838 hours after motions to adjourn were made by Secretary Lobre and Sgt. at Arms McCray.

Submitted by  
Matt Lobre

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

## General Membership Meeting Roll Call Wednesday, May 15, 2019

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

**The San Francisco Police Officers Association**

# POA JOURNAL

(USPS #882-320)

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SERGEANT-AT-ARMS .....	Tracy McCray	Co. K .....	Crispin Jones, Rob Vernengo
Co. A .....	Josh Cabillo, Larry Chan	TAC .....	Dan Laval, Steve Needham
Co. B .....	Damon Hart, Louis Wong	HEADQUARTERS .....	Patrick Macchi, Pat Woods
Co. C .....	Joseph Kavanagh, Danny Miller	INVESTIGATIONS .....	Ed Carew, Rich Hunt
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Co. F .....	Jeremy Cummings, Matt Friedman		

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

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

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

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

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## Behavioral Science Unit (BSU)

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

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### MEMBERS:

Sgt. Maura Pengel (415) 653-6413

Sgt. Art Howard (415) 378-5082 Off. Dennis Rodelas (415) 660-8664

# UCOPS Spring Summit 2019

By Tracy McCray  
SFPOA Sergeant at Arms

Recently SFPOA President Tony Montoya and I attended a quick two day summit in Hawaii. Although it was a quick trip, we along with several other associations from across the country, had a chance to connect and share the ideas and solutions regarding issues that we are facing at this moment in time. No surprise, recruiting and retention are affecting a majority of departments, especially in metropolitan areas. The burden placed on police today, specifically around the mental health crisis along with the drug addiction epidemic, has departments across the country taking on the role of social caretaker. We agree that many lack the training necessary for

that role. Another issue was the standard used to determine the level of force that the police use. We were all in agreement that the ruling set by *Graham v Connor* is the appropriate standard that determines an officer's level of force used in an interaction with a member of the public. One of the single most important solutions that can help all departments, is additional training to deal with mental health issues that officers frequently face in their interactions with members of the public.

We all share a commitment to continue to grow and develop in our work so that all departments can be more productive and continue to serve and protect our communities in a positive way.



Tony Montoya and Tracy McCray with Keynote Speaker, Hall of Fame pitcher Rollie Fingers.



Tony Montoya with Mayor of Kauai, Derek Kawakami.

## San Francisco Officer Awarded for Off-Duty Heroism in Saving Drowning Boy

May 23, 2019 • by Staff Writer  
Policemag.com

An off-duty officer with the San Francisco Police Department was awarded Distinguished Service Award by the Sunnyvale (CA) Police department for his actions in rescuing a small boy from drowning in a backyard pool.

The San Francisco Police Officers Association posted on Facebook, "SFPD Officer Miguel Cortez was given the Distinguished Service Award by Sunnyvale DPS for his life saving efforts. A young boy who fell into a pool was pulled out showing no vital signs. Officer Cortez performed life-saving CPR until medics arrived on scene. On duty or off, SFPD officers will be there to protect lives."



Officer Miguel Cortez

### San Francisco Police Officers Association Editorial Policy

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

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

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

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

#### Other Submitted Material

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

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



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# SFPOA Defense Representatives Protect Members



By Paul Chignell,  
Former President and  
Current Legal Defense Administrator

The eighteen (18) men and women who work as defense representatives for the San Francisco Police Officers' Association perform most valuable functions for the membership.

All of these officers are active San Francisco police officers who are well trained, knowledgeable, and most importantly experienced in representing hundreds of officers over the years at the Department of Police Accountability (DPA), earlier known as the Office of Citizen Complaints.

These officers are a consistent back up to the phalanx of SFPOA panel attorneys who handle shooting cases and other serious matters.

With the added responsibilities in the City and County Charter for DPA effective two (2) years ago, there are a growing number of additional investigations and concomitant interviews that merit more involvement by the defense representatives.

It is no secret that a large number of complaints made against San Francisco police officers are bogus with the underlying allegation dismissed. But DPA has a penchant for added allegations, often ministerial violations that could easily

be handled as policy violations or within the confines of additional training. The value of defense representatives to assess these issues prior to an interview and responsibly address them with the officer being represented is invaluable. Most prevalent in the 2019 DPA world are technical and none intent matters associated with body worn cameras.

It is imperative that if you receive a "summons" to be interviewed by the DPA that you contact the defense representative coordinators for assignment to one of our trained representatives.

Thanks you to the defense representatives for your great work in protecting working police officers.

## Judge, Jury, Executioner! Where's the Transparency?

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

As most of the rank and file working members of this Department know, "transparency" is the buzz word amongst the powers that be that is used to insure the practice of full disclosure and oversight regarding issues affecting the day to day operations of their work.

"Transparency" also seems to be a very popular term exercised by our current Administration, Police Commission and of course our dear friends over at the Department of Police Accountability, who seem to champion the notion.

As such, I would ask the following:

In the matter of the DPA's self-admitted "Bread and Butter life support system," the "Added Allegation", how transparent is it that the agency filing the allegation of misconduct is also investigating the allegation and then after a "fair and impartial investigation... ahem..." rendering a disposition in the matter?

That would most certainly be akin to our officers making an arrest on the street, trying the defendant for his alleged crimes, and then finding him

guilty of course (as is the current practice of that bastion of fairness, DPA with our members).

That would be an outrage and a great miscarriage of justice as seen and understood by all reasonable people.

Why is it then that the DPA is allowed to continue this practice of absurdity? Where is the transparency in this ridiculous, on-going, one sided kangaroo court?

I call upon the Police Commission to look into this on-going practice. I ask the Police Commission to investigate the current policies and procedures of the DPA's "Added Allegation" matters. I also ask the Police Commission to conduct a complete audit into the DPA's records and statistics as they pertain to their Added Allegation investigations. How many added allegations of misconduct have been filed by the DPA against our members in the past five years? How many of those investigations resulted in "sustained" preliminary findings against our members?

Trust me, the numbers will be staggering against our members!

The fact of the matter is, the DPA is deathly dependent on their nonsensical added allegations to prop up their sus-

tained finding allegations for statistical purposes only. At least 85 to 90 percent of these added allegations involve issues with the Body Worn Camera.

If it wasn't for the added allegations, a great majority of DPA investigators would be as busy as the Maytag repair Man.

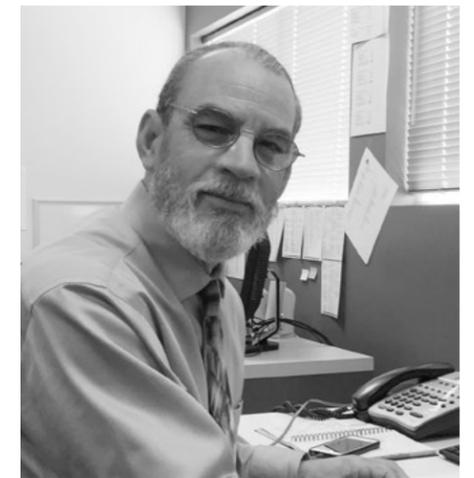
If the public only knew how the DPA skews its numbers...

I think it is high time the DPA be held accountable to its own principles of transparency and outsource all added allegations to an independent outside agency for investigation.

The days of DPA acting as its own Judge, Jury and Executioner should end now!

Additionally, I think it is time for each and every investigator, supervisor, attorney and administrator of the DPA to attend the SFPD Citizen Academy as part of their formal training when coming into their position.

Although some investigators have had some respected law enforcement backgrounds, policing in San Francisco is a completely different experience and a simple three to four hour ride-along just does not cut it. Attending the SFPD Citizen Academy will give the DPA



Investigators a much better perspective of what real police work entails and possibly broaden their minds as to put themselves in an officer's shoes when conducting an investigation.

I believe the experience of the Citizen Academy for DPA Investigators would be an excellent training resource for them and would certainly benefit them accordingly.

I call upon the Police Commission to strongly consider mandatory Citizen Academy Training for every member of the DPA Investigative and Administrative leadership staff.

## Calendar of Events

### Specially Scheduled Events

#### SFPD RECRUIT CLASS #172 REUNION DINNER

**Where** Jones 620, Jones Street at Geary, SF  
**When** Tuesday, June 11, 2019, 6:00 pm  
**Contact** See flyer, page 8

#### FALEO AWARDS DINNER

**Where** Scottish Rite Masonic Hall, 19th and Sloat, SF  
**When** Saturday, June 15, 2019, 6:00 pm  
**Contact** [dvanpatten@gmail.com](mailto:dvanpatten@gmail.com)

#### GEORGE BROWN MEMORIAL GOLF TOURNAMENT

**Where** Lake Merced Golf Club,  
2300 Junipero Serra Boulevard in Daly City  
**When** Monday, June 17, 2019, 9:00 am  
**Contact** [www.GeorgeBrownALSGolfClassic.org](http://www.GeorgeBrownALSGolfClassic.org)

#### BAY AREA EMERALD SOCIETY GOLF TOURNEY

**Where** Crystal Springs Golf Course, San Mateo  
**When** Monday, July 8, 2019, 11:30 am  
**Contact** See flyer, page 22

#### SF GIANTS LAW ENFORCEMENT APPRECIATION NIGHT

**Where** Oracle Park, 3rd and King Sts., SF  
**When** Thursday, July 18, 2019  
**Contact** See flyer, back page

#### SFPOA POKER NIGHT

**Where** POA Building, Atrium  
**When** Friday, September 20, 2019, 6:00 PM  
**Contact** POA 415-861-5060

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

### Regularly Scheduled Meetings or Events

#### VETERAN POLICE OFFICERS ASSOCIATION

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

#### WIDOWS & ORPHANS AID ASSOCIATION

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

#### AMERICAN LEGION SF POLICE-FIRE POST

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

#### POA BOARD OF DIRECTORS MEETING

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

#### RETIRED EMPLOYEES OF CCSF

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

#### RETIREE RANGE RE-QUALIFICATION

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



## It is time for Chief Scott to go.

To: Active and Retired Members

From: President Tony Montoya

It is time for Chief Scott to go. There's no other way around it.

The truest test of any person's character is to watch their words and actions when times are tough, when the chips are down. It is during a crisis, whether real or self-made, that one's character, values, and personal accountability are on full display.

Yesterday, SFPD Chief William Scott showed everyone in the SFPD, and all San Franciscans, what his character consists of and it was a pathetic, deceitful and shameful display of self-preservation, finger pointing, and political kowtowing. We all deserve better.

The investigation into whomever disseminated the initial Adachi police report is a righteous one and whomever is responsible should be held accountable. What we know is that Chief Scott ordered that investigation. Chief Scott not only followed every twist and turn of the investigation but he knew every element of the investigation, directed the investigation and has clearly either come down with the most debilitating case of amnesia or is flat out not telling the truth about his direct involvement and the horribly flawed direction he gave to find the leak of the police report.

In either case, it is time for Chief Scott to go.

### Some simple facts about this case:

- This was a Chief's level investigation and was initiated by the Chief.
- The Chief was actively involved in directing the investigation, and was extensively briefed. He was entirely in the loop. Period.
- The Chief knew of Carmody's press status.
- The Chief's office issues press credentials and Carmody had one.
- The Chief did not disclose to the author of the search warrant about Mr. Carmody's press status. Had he done so, the Sergeant who wrote the search warrant would have followed protocols. The Sergeant was deceived by the Chief.

A true leader accepts responsibility. Chief Scott oversaw and ordered the investigation and raid of a journalist's home, and then when the optics did not go his way, he threw the men and women who carried out his orders under a double-decker bus. His apology to the media was clearly meant for him to save face as opposed to accept responsibility for his own actions. Shameful.

President Harry Truman had a sign on his desk that read "The Buck Stops Here." Chief Scott has passed the buck so far he would make Joe Montana jealous. For Chief Scott, the buck is really .25¢ and stops anyplace but his desk. His finger pointing, diversion, and lack of accepting personal responsibility for his actions must have had Truman rolling over in his grave. And his behavior should concern every member of the police department and all San Franciscans who deserve to have an honest broker as our chief.

Remember, Chief Scott was for the search warrant of the journalist's home before he was against it. He defended the search warrant in a trial balloon press release just days ago and when that balloon exploded he flip-flopped to being opposed to the search warrant. Not quite a profile in courage.

Chief Scott's request for an outside agency to investigate the investigation is mind-boggling. It is a diversion to take our eyes away from his culpability. We believe there should be an investigation of Chief Scott and that he should be afforded the same courtesy his rank and file are provided. He should be immediately placed on administrative leave pending the outcome of the investigation. During that time, he should muster up the personal fortitude to do the right thing and resign.

Remember, the truest test of character is not whether or not one makes a mistake. We all make mistakes. It is what you do after you make a mistake. Do you take responsibility? Do you apologize and make amends? Do you vow not to repeat the mistake? And do you accept the appropriate consequences for the mistake? Chief Scott has failed the character test. It is time for him to go.

### A Sampling of Facebook Comments:

*Sandi Bargioni:* Seems like it may be time to have Chiefs sign off on sensitive investigations they give approval to. At least, having that approval in writing, gives the investigators proof of the go ahead by the COP.

*Marco Toscano:* "Wait... Are you saying that some carpetbagger political appointee is throwing all his hardworking daily grinders who actually take the risk on the streets in his organization under the bus in order to protect himself and his political future?"

*Kevin Callanan:* "Shades of Charlie Gain. Another carpetbagger and political sycophant, who tried to use his position to step up in Los Angeles, with negative results. So now the "Chief" is stuck between a rock and a hard spot, having NO clue how politics work in

this town."

*Nicole Greely:* "Beautifully written. Though no surprise he would show his lack of spine when things get tough. He is like Gascon, looking for a job to pay the bills and SF takes him. He has no real concern or connection to SF or SFPD and will wander off to find another job. Gascon was here "for the long run". He lasted 14 months before he took the next job."

*Shauna Matlin:* Well said and 100000% percent accurate. Fire Chief Scott and start with a no confidence vote.

*Mark Castellucci Sr.:* "And hire in house next time !!!"

*Charlie Lyons:* "This Dept has never done well when carpetbaggers occupy the 5th floor"

## MOU with SFDA

To: All Members

From: Tony Montoya, President

Effective May 4, 2019, the Memorandum of Understanding between the SFDA's Office and the SFPD regarding the investigation of Officer Involved Shootings, In-Custody Deaths, and Uses of Force Resulting in Serious Bodily Injury takes effect.

In brief, the District Attorney's Office will be the lead *criminal* investigators in OIS's, ICD's and Uses of Force resulting in hospitalization or serious bodily injuries (defined by 243(f)(4)PC). SFPD Investigative Services Detail (formerly, "IA-Criminal") is also a *criminal* investigator for covered incidents. SFPD supervisory and managerial staff remain *administrative* investigators for these covered incidents.

### How does this affect officers?

The officers will be the subject of criminal investigations by the District Attorney's Office in OIS's, ICD's, and Uses of Force resulting in hospitalization or serious bodily injury. Officers retain the same rights and privileges regarding criminal investigations as other citizens.

### How does this effect the supervisory and managerial staff?

#### 1. Notifications

The sergeants and lieutenants must ensure the SFPD Commanding Officer of Risk Management is notified. The Commanding Officer of Risk Management will consult with the on-call SFDA to determine whether investigators and a DA will respond.

#### 2. Sequestering and Interviews

All SFPD witnessed and involved officers must be separated. Interviews with DAI's should take place as soon as practical. Per the MOU, SFDA personnel will advise the officers that the interview is *VOLUNTARY*. SFDA personnel will mirandize officers in the event the interview becomes a custodial interrogation.

#### 3. Information Sharing

The SFPD ranking member, or designee, shall brief the ranking member of the SFDA the following:

- All relevant information known at the time.
- The names and current locations of the officers who were involved in, or witnesses to, the incident.
- The names, addresses and current location of all civilian witnesses to the incident. *\*SFDA personnel will lead any interviews of all civilian witnesses. SFPD investigators may participate in the SFDA's questioning.*
- The statements of the officers, including any "public safety statements."
- The physical evidence discovered, including any Body Worn Camera recordings or other audio or video recordings. *\*SFPD supervisors shall seize BWC's and deactivate the BWC prior to obtaining a public safety statement for OIS's, ICD's, OIS's.*
- Refer to DB 19-028 and DGO 10.11.
- The medical condition of any injured parties.
- Ensure the SFDA personnel have access to the scene once approved by the ranking police member of the unit on scene that is responsible for the investigation.

#### 4. Reminder on POBRA — Administrative Investigations

In the event an officer is asked administrative questions relating to OIS's, ICD's, or Uses of Force resulting in hospitalization or serious bodily injury, **POBRA** and **Lybarger** apply.

## Seal Discipline Records

By Paul Chignell,  
Legal Defense Administrator

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

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

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

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

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## News from the Credit Union

**Q.** I heard that the Credit Union offers a personal loan that is designed to allow Law Enforcement personnel to purchase firearms and other types of equipment. Is this loan still available?

(The following response is provided by the SFPCU Marketing Department)

**A.** The loan you mention, our First Responder loan has been revamped to offer more options. We have renamed it the **Public Safety Assistance** loan, and the redesigned product is available June 1st. Below are some of the enhancements we have made:

- Maximum loan amount: Increased from \$5,000 to \$7,500
- New extended terms: Terms up to 48 months are now available
- Sworn status no longer required for eligibility
- Law enforcement certification programs are now eligible
- Competitive rates and no collateral required

For more information and restrictions, check our website as of June 1st.

Rates, terms and conditions are subject to change without notice. Your actual APR will vary according to your credit, and you may not receive the lowest rate available. Proof of ability to repay the loan is required.

### Promotions

As of May 1st, you can now earn \$50 for referring an eligible colleague or family member who becomes an SFPCU member! Referrals are unlimited, but some restrictions apply, so check our website at [www.sfpcu.org/referral](http://www.sfpcu.org/referral) for complete details.

### Upcoming Events

Updates on new San Bruno and San Mateo Branches:

**San Mateo:** This branch is now open, and is located at 4060 El Camino Real, Suite F, San Mateo. There is an ATM located at this branch.

**San Bruno:** This branch is on track to open at 1250 Grundy Lane, San Bruno, in late June, at which time, the ATM located outside the branch will be operational.

### 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/contactform](http://www.sfpcu.org/contactform). If you have a specific concern, the credit union encourages you to work with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on 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 [AIC@sfpcu.org](mailto:AIC@sfpcu.org).

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

*Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He can be contacted at [AIC@sfpcu.org](mailto:AIC@sfpcu.org).*

## Technology Corner

By Susan Merritt  
Chief Information Officer

### Our New Website Is Here!

Please take a moment to check out our new website, [sanfranciscopolice.org](http://sanfranciscopolice.org). The new site is designed to provide more information, relevant to our community, in an easy-to-use format.

This project was a collaboration between Technology, Media Relations, and vendors Kanopi Studios and The M-Line. Together, we worked for a year and a half to develop the new site.

We came up with the design and content you are seeing through extensive interaction with department members and the public, utilizing community surveys, user groups, website analytics, and one-on-one interviews. We spoke to crime victims, people visiting our district stations, and people accessing the old website. Additionally, we sought out people who had not accessed police services and were not using the old website to learn what features they wanted. We also surveyed all of SFPD and got your feedback. The research gave us new insights into what was needed to create a modern website that accurately represents what we stand for. To read all the details about this research, please look on the new site menu under "Your SFPD" and select "Community Surveys."

Here are a few highlights of the new site:

1. **Find Your station** — Enter your address or click on the map and your district station information will display (on the old site it was assumed you knew your station).
2. **Self Service Crime Data** — The public can look up crime in their neighborhood, compare crime year over year, and look at clearance rates.



Susan Merritt

3. **Improved District Station Information** — The newsletters are among the most popular things we produce — now the newsletter information is accessible on the Station web pages that include news and events calendar sections.
4. **Events Calendar** — We have created a city-wide and district events calendar enabling people to see what is going on in their neighborhood.
5. **Improved navigation** — Thanks to user feedback, our website lists the most requested items first, making it easier for people to find what they are looking for.
6. **Mobile and Language Friendly** the site resizes properly on cell phones, tablets, laptops, workstations. Translation is available in over 100 languages.

### How can you help?

Please familiarize yourself with our website so you can refer people to it. Also, please use the "Submit SFPD Feedback" function; we have already made several improvements thanks to suggestions from our members and the public.

My thanks to our website team, and to all of you who helped us successfully launch our new website.

### SHARE THE BENEFITS!

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Call now at **800.222.1391** or apply online today at [www.sfpcu.org](http://www.sfpcu.org).

Start referring your coworkers and family at [www.sfpcu.org/referral](http://www.sfpcu.org/referral)!



**\*Referral Bonus:** Within 30 business days of new member account opening, \$50 will be credited into referring member's savings account. Bonuses may be tax reportable. **\*\*New Member Opening Deposit Credit:** SFPCU will pay the \$25 opening deposit in the savings account required to establish membership. Members who join online will pay the \$25 opening deposit and SFPCU will reimburse this amount within 15 business days. This amount shall be reversed and returned to SFPCU if the account is closed within 12 months after date opened. Business accounts are not eligible. Federally insured by the National Credit Union Administration.

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# Close Encounters

There is no doubt police work is precarious and unpredictable. The courage displayed by the women and men of the SFPD documented in this article each month is just phenomenal.

However, one of the problems that makes police work here more challenging than other locales is the number of dangerous weapons taken off the street in The City usually belonging to very dangerous people with an illegitimate reason for being armed in the first place.

Not a good equation.

But there's another side of the job wearing the SFPD patch that's maybe not as hazardous but definitely just as difficult. We're specifically referring to an incident that occurred in the Park District that was highlighted by **Lieutenant Robert Kobold** in a Captain's Commendation:

Lt. Kobold wrote, "One of the most heartbreaking aspects of police work is witnessing the abuse and neglect of children. These situations test the souls of even the most experienced police officers and require a talented touch for empathy and sensitivity. **Recently, Park Station units were faced with an extremely difficult situation which they handled with the utmost professionalism.**"

It seems that **Officer Theodore Polovina** and **Officer Jason Zimiga**, Park Station, were dispatched to the 600 block of Stanyan where an inebriated individual was trying to buy more alcohol but was, appropriately, prevented from doing so by store employees. Pretty easy call to handle except for the fact that he had his 4-year old son in tow. **(The child was covered in dirt and was wearing nothing but soiled clothes.)** The officers used the utmost care in trying to locate a real adult to help resolve this dilemma but were thrown another curve when the detainee's wife came walking up to argue with the officers.

It was at this point that **Sergeant Paul Weggenmann**, **Officer Laura Cremen**, and **Officer Daniel Stark**, arrived and found the couple's other 3 children wandering through Golden Gate Park. The report filed in this incident revealed, "All three children were in the same disheveled state as their brother. **One of the children admitted to having eaten dirt for lunch that day.**"

All of the children were transported to the hospital for medical evaluation.

The "parents" were housed elsewhere.

Close Encounters was also provided with a commendation prepared by **Sergeant Angus Chambers** documenting the outstanding work conducted by officers from Northern Station:

"During the last week of April, 2019, a series of auto burglaries occurred within The City, all of which were perpetrated by suspects driving a black Volvo sedan. Officers from many districts attempted to stop the Volvo after several of these crimes occurred, however each time they got close to the suspects they fled, driving in a reckless manner that placed the public in jeopardy, so the officers were unable to continue their pursuit."

"Nevertheless, the officers documented the thefts in reports filed with a detailed description of items taken and the suspects involved."

"This crime spree continued until **Officer Joseph Everson**, **Officer Kevin Coleman**, **Officer Donn Peterson**, and **Officer Scott McBride** of the Northern Street Crimes Unit jumped into action and quickly began working on the case."

"The officers followed several leads putting the puzzle pieces together and finally identified the suspects involved from a prior search warrant they had served. The Street Crimes Unit set up on the suspects' residence, eventually following them to where they had their Volvo stashed, and then moved in to make the arrest."

"After a subsequent search of the Volvo and numerous phone calls to multiple victims, the Officers were able to begin connecting the dots between the stolen property that was recovered, and its rightful, and grateful, owners."

**Sergeant Chambers concluded, "Officers Everson, Coleman, Peterson and McBride conducted an outstanding and swift investigation, which resulted in the arrest of two prolific auto burglars. By apprehending the suspects when they did, they no doubt prevented numerous additional crimes from occurring, and saved countless future victims from the frustration of having their cars broken into and their personal items stolen."**

## SFPOA Member Benefit (Retired and Active)

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

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

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



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Customer satisfaction is paramount in a service organization such as the SFPD but it's very difficult to quantify that measure of service when you're trying to prevent crime, deal with the homeless, and maintain an investigative liaison with other law enforcement agencies.

But it all gets done by people like **Officer Brenton Reeder**, **Officer Alexander Popov**, **Officer Paul Carr**, and **Officer Tracy Green**.

**Officer Brenton Reeder** developed an extensive list of informants which allowed him to follow the trail involving the manufacture, delivery, and sales of a huge quantity of illegal narcotics among a web of dealers working throughout the Tenderloin neighborhood. **Officer Reeder's extensive knowledge and background investigative work resulted in the apprehension of 8 major dealers, over \$100,000.00 cash in case-related sales, and several pounds of narcotics while coordinating this multi-agency investigation.**

**Officer Alexander Popov** works as a FBI-certified examiner of digital evidence for allied agencies. As such, his assistance was requested by members of the FBI who were following up on a mega fraud case all the way from Pittsburgh, PA. **The agents were so impressed with Officer Popov's professionalism and his technical knowledge they personally called his commanding officer to thank him for allowing them to liaison with Officer Popov and bring another multi-jurisdictional crime spree to an end.**

The Bayview District of The City has the highest number of homeless encampments and **Officer Paul Carr** and **Officer Tracy Green** are the team to go to whenever a homeless issue arises in that nook of the neighborhood. Paul and Tracy have utilized resources by involving other City agencies thereby ensuring the homeless community receives the resources they need while maintaining a balancing act with members of the surrounding neighborhood to make sure there's a harmony of interests on both sides of the economic and social equation.

**Officer Kevin Burke** and **Officer Kevin Downs** are at it again. It was just 2

months ago we reported that Kevin and Kevin had stopped 2 different vehicles for minor infractions in the Ingleside and, upon further investigation, **found the drivers of both cars (unrelated) were carrying concealed and loaded semi-automatic weapons.**

This time they hit the **Close Encounter Recovered Weapon Trifecta (RWT)** when they pulled over a car traversing Mission Street at an unacceptable speed that, normally, could just result in an admonishment. **But the driver couldn't come up with a name that matched anything, had no license in his possession, and tried to shamefully hide the fully-loaded, semi-automatic he was transporting in a baby's diaper bag.** Not to mention the fact that the gun was taken in a burglary out of Stockton.

Officers know that the most dangerous type of felon is the one who breaks into a residence while the owners are home. **Officer Jason Gallagher** and **Officer Jeremy Cummings** came across that exact scenario responding to an "open door" call on the unit block of Douglass Street at 2:00 a.m. The officers found the garage door to the residence open and immediately detained the individual who was trying to slink by them. It was only a matter of seconds before they located the 2nd suspect attempting to hide under a car in the garage.

Nothing worse than a stalker continuing in their persecution of an innocent victim. Especially when there are 14 separate counts outstanding against the perpetrator. **Officer Nicholas Marks** and **Officer Geoffrey Bowker** took it upon themselves to locate and arrest the suspect which was not easy but mission accomplished within a very short period of time.

The SFPD motto "To Serve and Protect" should probably be changed to "We do everything"!!

It's true. Whether dealing with the homeless, child abuse, crimes in progress, homicides, traffic accidents, illegal sale and use of narcotics, domestic violence, thefts, assaults, robberies, burglaries, crowd control, and, worst of all, active shooters – they get it done.

**And no one does it better!**

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My 30+ years of experience as a First Responder has provided me the unique opportunity to work with a multitude of life and work issues. I believe, with support, we all have the ability to be resilient and overcome the most challenging of events.  
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# Congratulations to Our 2019 BALEAF Scholarship Winners!

By Robin Matthews  
BALEAF Vice President

BALEAF (the Bay Area Law Enforcement Assistance Fund) provided three scholarships this year — our annual Memorial Scholarship and two Academic Scholarships. Our Memorial Scholarship is named after an Officer who has lost their life in the line of duty, and we honor someone different each year. This year, BALEAF's Memorial Scholarship was named in honor of SFPD Officer Jon Cook, who lost his life in a vehicle accident in 2002.

I'm proud to announce that this year's 2019 Officer Jon Cook Memorial Scholarship winner is Francesca Pharo! Francesca is a Freshman at Colorado State University and is studying Animal

Science. She is the daughter of Richard Griffin Pharo of the Napa Police Department.

Our two, 2019 Academic Scholarship Award winners are Giana Zamagni, who is the daughter of our very own Joseph A. Zamagni, Jr. from the SFPD, and Miranda Doty, who is the daughter of Michael Doty, Assistant Sheriff of the Santa Clara County Sheriff's Office.

Giana will be graduating from Mercy High School in June, and in the fall, will be attending the University of Nevada, Reno to study Nursing. Miranda will be graduating from Gilroy High School in June and is planning on attending Gavilan College this fall to study Sociology.

Congratulations to one and all, and best wishes in your future studies!

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

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

The deadline for the July issue is Monday, June 24, 2019.

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

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## From the Archives

# And the Band Played On...



Left to right: Dennis Loisa, Kevin Martin, Dave Garcia, Roland Tolosa, Mike Morley, Larry Barker and John Anton

By Kevin Martin  
Assistant Legal Defense Administrator

Sunday, June 19, 2019 will mark the 20th anniversary of SFPD's Rock n' Roll Band, RWS took to the stage for a 45-minute set before a crowd of thousands. All members of the band except for the keyboardist were sworn members of the SFPD. The band was together for the better part of two years and played some great shows and venues including Bimbo's, The Fillmore West and two shows at the Haight Street Fair. The band included now retired members Mike Morley (guitar/vocals); Roland Tolosa (drums); Kevin Martin (saxes/percussion) John Anton (harmonica/percussion) and Larry Barker (guitar). Dennis Loisa managed the keyboards and current SFPD member David Garcia (Administrative Services Bureau), bass and vocals.

The highlight of the day for the band other than playing before an enthusiastic crowd of thousands was their performance being photographed and memorialized by the legendary and iconic Rock n' Roll photographer, Jim Marshall.

## SFPD Recruit Class #172 Reunion Dinner

By Dave Falzon

Damon, John, and I are planning a Class Reunion on the anniversary of our graduation day, **June 11, 2019 (Tuesday)**. It will be at JONES 620 Jones Street (at Geary) 6pm to 9pm, food and beverages. Please save the date and plan to attend. We are also looking to contact the below individuals. If you can help, please send any contact information to me. Also, if there is an error I would appreciate any corrections. Looking forward to seeing everyone. More to follow.

Please try to confirm your attendance ASAP so we can secure the best rate!

*"172nd ... Tap, Rack, Ready!"*

### Cell Numbers

Damon Keeve	415/260-9258
John Zachos	415/713-6839
Dave Falzon	415/203-4943

### Active

Damon Keeve; John Zachos; Hector Jusino; Craig Wilson; John Jaimerena; Arnaldo Aleman; Roland Dear; Chris Schaffer; Dave Falzon; Nick Rainsford; Paul Dennes; Ray Serrano; Bob Byrne; Sue Nangel; Jim Arnsward; Sean Jackson; Rich O'Reilly; Sergio Chin; Tim Yee; Steve Stearns; Kirk Bozin; Nelly Gordon; Tom Walsh; Andy Castro; Rodney Tong; Frank Harrell; Eric Caracciolo; Cliff Chiu; Davin Cole; Matt O'Leary; Rick Bailon; Moses Gala; Tony Gomes

### Retired/Moved On – Help us Locate

TJ O'Sullivan; Larry Baker; Dan Bonnel; Edie Lewis; Mary Godfrey; Geraldine Para; Mark Stull; Deb Erdy; Ben Santana

Total 42

# New BWC Draft Policy: One Call at a Time

By Rich Cibotti  
Tenderloin Station

## In Case You Missed It

The Body Worn Camera (BWC) policy is changing, yet again. However, this time it is being done by the Police Commission through DGO, not by Department Bulletin. On May 9th, I attended the meet and confer between the POA and the City, as part of the BWC Committee.

The new Draft BWC Policy is available on the Police Commission's website. If you look at it you will see it is essentially the same policy with two major changes: 1) Eliminates the Mute Function and 2) Only allows you to view your own BWC after an Officer Involved Shooting or In Custody Death.

## Mute Function

The Mute Function disables audio recording during a BWC activation. It is very useful because it allows you to continue recording video footage of an incident, but without audio, in case you need to discuss sensitive information. An astute observer may notice that the Mute Function is never discussed in DGO 10.11. You may also notice that it took DB 17-156 to address muting the BWC. There is a very simple explanation for this omission. When the Department ordered the BWC from Axon they did not know the mute function existed. It was not until the BWCs were issued to members, and videos started showing up with muted audio, that they became aware of the issue. Even though it was in our training classes put on by the Department and Axon.

This is why the initial policy only mentions terminating recordings, a complete shutdown of the BWC. So, the Department tried to fix this booboo with DB 17-156. In this DB, if you are in one of the covered situations, like wanting to discuss sensitive law enforcement information, you may mute the camera. After you do this, you must later write in CAD, a memo, or Police Report, the reason why you muted. While this change has given DPA another shall to wield against us, the policy on its face makes sense, just explain why you muted.

But the new policy wants to eliminate muting entirely, leaving our only option to turn the BWC off and then back on. We brought up the fact that this will create gaps in the footage. Now instead of having complete video continuity of an event, with sound removed at portions, you will have no video of some portions of an event. It will create multiple videos of an incident that have to be put in proper order in Evidence.com to try and make sense. Of course, inevitably a BWC reactivation will not work, or something will happen while the BWC was temporarily terminated, and it will miss valuable video evidence where the current policy would have captured it.

This new policy sets us up for failure. It opens the door to criminal and civil liability by creating gaps in footage. It also gives the appearance of a cover up where none exists and leaves us with no way to protect ourselves. If you think the DA's office is going to want to pursue cases where they have to explain these gaps, well then, I've got a bridge in Brooklyn to sell you. Lastly, a stated purpose of the BWC policy is to protect us from "unjustified complaints of misconduct." By imposing this change, the Police Commission is ensuring the new draft policy purposefully fails to meet its intended purpose.

## Viewing Footage After an OIS/ICD

In case you were unaware, the current BWC policy provides that after an OIS/ICD you make a statement that is distinct from the Public Safety Statement. Then you get to review ANY audio or video depicting the incident, with your attorney, prior to an interview.

The new Draft Policy changes it to you get to view ONLY YOUR OWN BWC. There are no exceptions for things like, the footage is obscured by your hands holding the firearm, BWC fails to activate, or the BWC falls off the magnetic mount. We also mentioned how this opens us up to liability if our statement is based on faulty or non-existent footage, and later contradicted by other videos that captures the incident, but we were not allowed to view prior.

We proposed what we felt was a reasonable compromise. In an instance where the camera fails, or is obscured, the Officer-In-Charge could authorize the officer to view their partner's video. However, the Police Commission will vote on it, and their representatives basically told us it would fail to pass.

## Why This Will Not Be Fixed

Frankly, the Police Commission does not seem to care. Their representatives made it very apparent that there would be no bending or negotiating in their position. Even after we brought up the multitude of concerns with conflicting policies and large openings for liability, shrugs were basically the answer.

We brought up all the issues with how DPA is interpreting the policy different than patrol, leading to a multitude of complaints. We also brought up that due to our "Christmas Present" DB 18-256 there is an active material conflict with the new draft policy. It says, "When responding to calls for service with a potential for law enforcement activity... members shall begin recording." Name a call that does not have the potential for law enforcement activity. Still cannot think of one? Me either, every call has the potential. This bulletin makes it so effectively every call must be recorded, which conflicts with the 13 Mandatory recording circumstances as laid out in the DGO.

We all know DPA will interpret it as all calls must be recorded. So, in good news, at least we know where most of DPA stands...completely against us.

## So, What Do We Do About It?

We made it very clear we would not sign off on the policy as written. The Police Commission reps seemed taken aback that we would not sign on to it. We made it very clear that if they wanted to push this policy, as written, they would need to ram it down our throats.

I began to think of what we could possibly do to combat these changes. It reminded me of a very simple idea, from my dad's work experience. My dad works for United Airlines as an aircraft mechanic. Years ago, United declared bankruptcy, and in doing so, they dumped all their pension liabilities to the federal government. My dad's pension lost 30-40% of its value. Morale was not the best, and they were not allowed to strike because the airlines carry US Mail.

But, like us, they also have manuals to follow when repairing jet engines. These manuals go step by step and do not allow for changes. It used to be, when working on an engine and coming across a part to order, dad could simply move to

a different part of the engine and carry on with those steps. When the part arrived, he could continue as before. Well not anymore.

My dad and his coworkers began to meticulously follow the manual. My dad went to work and after a couple hours, when he came across a part that needed to be ordered. He went and ordered the part, which would take 2 days to arrive. Dad then pulled up a chair and began doing his puzzle book. When asked by a supervisor why he was not working on another part of the engine, he replied that he could not violate the manufacturer's manual. Needless to say, the manager left him alone and dad got some good puzzle solving done. This is our way forward.

## This new policy sets us up for failure.

## The Way Forward

The way forward is simple, DO THE POLICY! Search out and find every Shall. Take your time to ensure you have found them all. Then make sure you follow and DO EVERY SHALL as directed.

Will this take a long time to complete? Most likely. But what is the alternative? If you try to handle runs and go call to call, clearing the board, but miss one of the numerous Shalls, a complaint may come. If the complaint is sustained it may turn into an IA case, and then discipline. Sure, it may only be an admonishment or reprimand at first. But with our system of progressive discipline, next time it will be days off.

The Police Commission is also considering new discipline guidelines. The proposal the commission is considering lists BWC failure to activate violations first offense disciplined with a written reprimand or up to 10 days off. Second offense, reprimand or up to 90 days off. And a third offense, a minimum of 1 to 10 days off but opens you up to termination.

I am not a fan of the policy. I think it has real flaws. However, without the Police Commission or Department listening to the issues their policy has created, no change will come. The only way to get change is to put the policy's failings on full display.

## "C" Priority Call. – "A" Priority Admin

As we have done for years, to improve response times, and make sure we handle as many calls as possible. For a 415 on the street, it used to be you could drive by, listen up and once you heard nothing, clear the call on the computer. It could sometimes be accomplished in as little as 5 seconds or so and then onto the next call. Not anymore. Instead, do what the policy mandates: *Record all calls with the potential for law enforcement activity.*

With all of the policy requirements enacted by the Police Commission and Department, a simple 415 call becomes labor intensive. Now, make sure you are buffering, activate the BWC, and of course, follow all the rules of the road. You may only record the Ford logo, but this is what strict adherence to the policy requires. Make sure you hit the 97 button, and then when the call is handled, do not forget to pull out your department phone and tag the footage.

Add this low priority "C" to mountain

of other calls stacking up, and where are you going to find time to write police reports or perform self-initiated activity? The administrative burden will crush productivity.

The stakes are even higher in a street take on, a use of force incident, or when you make an arrest. Any of those situations involve knowledge of multiple DGOs, DBs, Case Law, Department Manuals, and a DOJ STOP.

So, if you happen to use force or arrest someone, prior to writing the report, you have a lot of work to do. I recommend pulling up or printing out any DGO or DB that is implicated. Review them and locate every Shall and reporting requirement. It would behoove you to note them all and ensure they are in your report, because any missed Shall may open you up to discipline.

This will add more time to the administrative portions of our job. But, by skipping steps you will only give DPA more rope to hang you.

## For The Supervisors

Do not forget, part of your job is to ensure compliance with policy. Will calls hang on the board for longer than usual? Probably. Is there an alternative? No. If you order the officer to violate the policy, you will be taking on that liability. Alternatively, if you allow the officers to not follow the policy, you are failing to supervise.

## Finally

Let me make this abundantly clear, I AM NOT ADVOCATING FOR A WORK STOPPAGE OR SLOW DOWN. I am advocating that we all strictly adhere to the onerous policies stacked upon us by the Department and Police Commission. Longer response times and fewer calls handled are an inevitable result of the much larger administrative burden and policies promulgated by the Police Commission and Department. We must do this because the alternative is bleak. Additionally, if those new discipline guidelines are implemented, we will need to ensure strict compliance anyway.

So, starting June 1, I will be moving forward with this. It's time we give the Department and Police Commission exactly what they want, strict policy compliance. If they want to impose numerous mundane and time-consuming administrative tasks, but not provide us any protections, well then let's do exactly what they want. Let them enjoy the failings of their own making. They are the only ones who can fix this mess. We have tried again and again to voice concerns. They have fallen on deaf ears.

We have been doing them all a favor by not recording everything. We have been putting the risk on us and opening ourselves up to discipline. Meanwhile, we have been letting them get by easy and cheap without having to pay for the storage cost. No more favors.

But it cannot be just me and 5 other cops at TTF. We must all join together and make a concerted effort to do this. The only way this works is if we all do it together. It's time we all stand up together and make them all see what we have known all along, their policies are basically impossible to comply with and unworkable.

## CCSF Emergency Dispatchers Need POA Members Help

# Concerted Effort to Reclassify Public Safety Telecommunicators and Dispatchers as Public Safety Employees Gaining Momentum

By Joanne Donohue  
SF Department of Emergency Management  
Division of Emergency Communications  
Forwarded to the *Journal* by Matt Lobre

**Reclassification update for 911 Dispatchers from Capitol Hill:** The good news is that our efforts are working! The 911 SAVES Act, which (if passed) will reclassify Public Safety Telecommunicators and dispatchers from their current classification as Clerical into the Public Safety classification. As you know dispatchers are first responders who endure high levels of stress and have the responsibility to save lives. The bill now has 51 cosponsors in the House. In April, Senators Burr and Klobuchar formally introduced a Senate companion bill. This is a huge step towards reclassification and a new opportunity to demonstrate your continued support that will get us over the goal line.

**The latest stats:** Over the last few weeks, you've help send nearly 31,000 emails to elected officials and done nearly 1,000 Twitter posts. More than 11,000 of you have engaged with the NENA Online Action Center, and the numbers are growing daily. Thank you!

Here are a few quick and easy ways to stay informed and involved:

- Check out the official text of the 911 SAVES Acts (House version | Senate version).
- Review this fact sheet from Rep. Torres' office for an overview of the bill.
- Even if you have already done so, visit NENA's Online Action Center at <https://p2a.co/PzAhd2> to reach out directly to your local Members of Congress. This is especially important now that there is a Senate companion bill.
- Keep the conversation going on social media. Follow NENA on Twitter and Facebook, and "like," "retweet," and "share" our posts. Or share your own story and photo on social media using the hashtag #911SavesAct. A sample image you can use to share your support and get others to do the same can be found at this link: <https://tinyurl.com/yyx3xjw>.
- Adopt a Resolution showing support for 911 SAVES and urging your elected officials to do the same.

And don't forget, this isn't just a NENA members issue! Please share this with your friends, family, and colleagues, and ask them to support us!

## HOUSE BILL 1629 – 911 SAVES ACT

When introduced on April 4, 2019 to the senate floor, co-sponsorship has increased to 51. This bill (if passed) would reclassify dispatchers to Public Safety Telecommunicators throughout the United States. As first responders, we have a responsibility to send the right type of help and to make sure the police, fire, paramedics & sheriff go home to their families at the end of their shift. We are given adequate continuous training, through coaching, mentoring, pro-active dispatching to achieve that goal.

In my remaining 18 months, of my 27 years as a dispatcher/trainer/supervisor this would be a huge accomplishment for all the members at dem-dec. We are the voice and ears for the first responders on the streets.

Please reach out to your state representatives with your vote. We need all of you to advocate for us with your support. Here in San Francisco we need to continue to build the rapport between field units and dispatch which helps to understand and respect how each of our roles play an important part in officer safety and service to the public.

## SF Dispatcher of the Month



London Breed  
Mayor

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



Mary Ellen Carroll  
Executive Director

Date: May 1, 2019  
To: Juanita Ragler, Public Safety Dispatcher  
From: Lisa Marie Gerard, Employee Recognition Coordinator

Re: Communications Dispatcher of the Month – May 2019

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

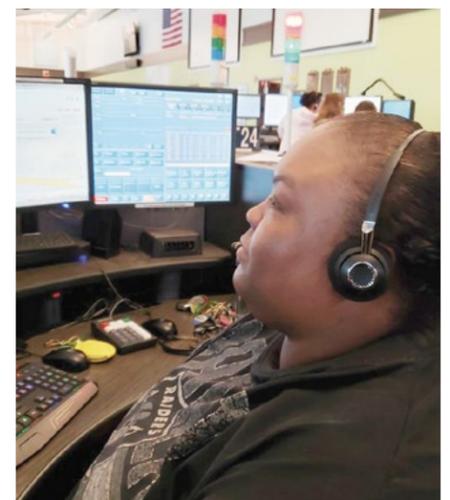
During a shift in April 2019, at approximately 0132 hours, you received a 911 phone call from a man who threatened to "blow up" a specifically named hospital within San Francisco. Your immediate response was to keep the caller talking to obtain information but the reporting party disconnected the call. You noticed he was calling from a cell phone making it almost impossible to determine an exact location of where he was.

Reacting quickly, you sent a call to the Police Channel for the location of the hospital while researching through RapidSOS the enhanced location of the cell phone. The results unfortunately would not be able to assist in determining his location. This did not deter you from checking the CAD History, which gave you several logged calls from the same phone number. The research provided the location of a cell tower on Golden Gate with a possible home address on Eddy Street including an apartment number.

You recognized that another call from the same phone number was just received and the caller was threatening to hurt himself. In reviewing that call you noticed he provided an address matching the apartment on Eddy St. The cell carrier was also contacted to obtain subscriber information. They were able to provide an address on Eddy Street and it matched the information you received including the apartment number. You researched the name finding a drivers license that matched that same address. You relayed this information to the police dispatcher who advised the responding officers and they were able to locate and take the suspect into custody.

The following night Communications received a call from Sgt. Moreno of the Special Investigations Unit commending your actions. He wanted to thank you and applauded your diligence and research which resulted in the successful apprehension of a bomb threat suspect.

Your actions in this event are an example of the important role dispatchers play each and every day in keeping our colleagues and the citizens of San Francisco safe. It is a direct reflection of your exemplary skills and your dedication as a dispatcher. **Congratulations, Juanita!**



**FILIPINO AMERICAN LAW ENFORCEMENT OFFICERS ASSOCIATION**  
**9th Annual Awards Dinner**

 <b>Officer Nick-Tomasito Birco</b> Scholarship	 <b>Officer Bryan D. Tavera</b> Fellowship
 <b>Officer Jonathan "JD" DeGuzman</b> Presidential Award	 <b>Ms. Perilita Mendoza Becker</b> Humanitarian Award

**Saturday June 15, 2019**  
**6pm - 11pm**  
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**2850 19th Ave**  
**@ Sloat**  
**San Francisco**

**Hosted Bar, Beer & Wine**  
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**dvvanpatten@gmail.com**

**\$60 Members**  
**\$70 Non Members**  
**\$600 Table of ten**  
**Dinner Catered by Broadway Prime Of Burlingame**

# Retiring Vets Should Leave Knowing They Made a Difference

By Tony Montoya, SFPOA President

By the end of June, SFPD will see dozens of veteran police officers retire. Many of these officers have spent 25-30 years on the job, protecting our city during challenging times: tough economies, lean budgets, crime surges, and political and media scrutiny of our Department and our profession.

They've worked hard and served with honor. They've earned their retirement, and we owe them all debt of gratitude. As they set off to enjoy time with their families, however, it could be easy for them to be cynical about the challenges that face the SFPD and law enforcement in general. We know they are concerned about those of us still on the job.

We serve during a time when politics and emotion rule the day. The professional activists seek to continuously drive a wedge between officers and the community, dehumanizing us in the process, while keyboard commandos hop on Facebook and Twitter to bully and harass officers and their supporters.

It would be easy to say that's our new reality, but that's not true.

Last December, Protect California, of

which the SFPOA is a member, conducted a statewide poll regarding California voters' opinions towards police officers. Our support is strong and overwhelming. A few facts about California voters:

- 70% have a favorable view of their local law enforcement officers.
- 91% believe we have a difficult and dangerous job.
- 90% state that officers act in a professional manner.
- 85% say we care a lot about the people and neighborhoods we serve.

Those are numbers that should give you confidence that you are making a difference no matter what you read in a Tweet. The public does support law enforcement, even if they're not the ones screaming the loudest to prove it.

San Francisco faces some serious public safety challenges, and we have some active community members, as well as silent supporters, who want to see our city cleaned up and safe. Now is the time for the SFPOA to help lead that effort. So, as our retirees head off for golf courses and grandkids, a pleasure they so rightly deserve, please know that we have the next watch.

# Popular EVOC Instructor Sets the Parking Brake



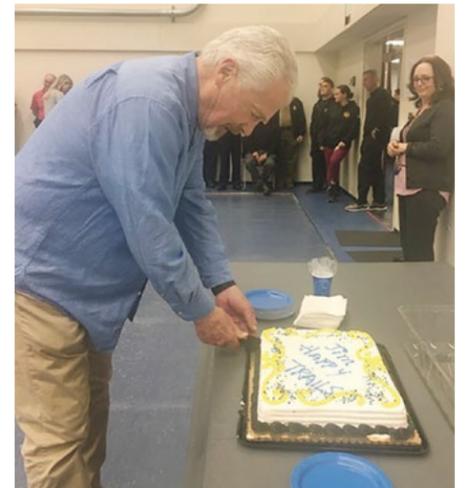
L to R: Fellow EVOC instructor and retired SFPD Bill Dyer, Jim's daughter Shelly, Jim Petrie and grandson Jackson, POA Secretary Matt Lobre

## Staff Report

May 23, 2019 was part-time instructor Jim Petrie's last day at the Academy teaching EVOC for the recruits and for Advanced Officer Training.

This was Jim's second retirement from the SFPD, his first being a service retirement from the Solo's more than 15 years ago.

The presentation of a cake and a plaque of merit and gratitude definitely took Jim by surprise, he was extremely grateful for the presentation to him for all his years of service, and now can officially spend more time with his grandson and work on his golf game!



## Retiring Soon? Read this information first

# Retirement Check List

By Captain Al Casciato, Retired Elected Retirement Board Commissioner

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

1. Schedule an appointment with the retirement staff for you and your spouse / significant other. During that appointment **make sure that your spouse / significant other is eligible for a pension continuation** should you predecease them. On several occasions it has been discovered that the spouse or significant other was never placed on file at the system. That is because members entering into the relationship registered at the Health Service System for medical coverage but failed to notify the Retirement System.
2. If you plan to move out of the area after retirement **I would strongly suggest that you rent out your home in the Bay Area and rent a home or apartment in the area you would like to move to.** Spend a year there so you can experience the **availability of medical services**, weather patterns, community and culture before you make a permanent move. I cannot count the number of calls I have received from those trying to move

3. If you decide to rollover your deferred compensation monies to a new fund make sure you are very well informed. Once you are out of the system **you cannot reposit.**
4. Update **your beneficiary** at your Retirement interview. Most of us still have our parents, previous spouses and/or a friend we listed when we first entered City Service.
5. At your retirement interview double check the salary numbers the system has on file for you by which your pension will be calculated. The departments forward the numbers to the system and **there have been many errors.** Examples such as not reporting longevity pay, hazard pay etc or having the wrong record of someone with the same name. I strongly suggest you bring a copy of your current payroll stub to review at your interview.
6. If you are retiring on a disability or rating check with your worker's compensation attorney or Worker's Comp as to how retirement will affect your ongoing treatment. Especially if you have been promised **"Lifetime Medical"**. This is an area of much consternation for many.

Hope this helps. If you do have a further question don't hesitate to write me at [croccasciato@gmail.com](mailto:croccasciato@gmail.com)

## Retirements

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

- Lieutenant Ronald Banta #2251 from Airport Field Operations
- Sergeant Timothy Buelow Donovan IV #107 from Medical Liaison
- Officer Jerome Grady #1809 from Staff Services
- Officer Robert Hart #568 from Narcotics
- Officer Shawn Hintzen #2009 from Medical Liaison
- Officer Francisco Perez #2163 from Airport Field Operations
- Inspector Robert Ziegler #1020 from Property Section

All of the above listed on SFPD Personnel Order #9 (May 1, 2019) and #10 (May 15, 2019)



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

# SF PAL News & Updates

By PAL Staff

Greetings from the SFPAL Team. Wow, we can't believe we are almost half way through 2019, and what an exciting and successful year it has been so far. Last month, we wrote about our wonderful 60th Anniversary Hall of Fame Gala and our 2nd year Anniversary of the Jiu Jitsu program. This month, we would like to start off with our annual Kids' Games event, which is a free Track and Field Day in partnership with SF Rec & Park and SFPD at Kezar Stadium.



The SFPAL Flag Football program has picked up where it left off last year. Our program is led by a very talented team of coaches. Retired Captain Rick Bruce, Officer Leonard Morrow, Officer Warren Farinas, and Officer Jabari Jackson returned for another season of fun in the sun. The talented group coaches



On May 5th 2019, Chief Scott, and members of the Command staff participated in the day and helped cheer on the participants. The George Washington High School marching band warmed up the crowd and then led the opening ceremony with a fine version of The Star Spangled Banner. Nearly 300 kids from all over San Francisco participated in the 50 and 100 meter dashes. Kids also got the chance to show off their skills in long jump (for practice only). Those who finished first, second, or third place received a medal and got to stand proud on the medal podium. Each participant received a ribbon, a healthy lunch, a t-shirt, and a gift certificate from Dick's Sporting Goods. Most importantly though, the kids got the opportunity to test and push themselves to be the best they could be, meet new kids from around the city, and high-five some SFPD officers and recruits. A big Thank You to the 265th SFPD recruit class who were instrumental in making the day another great success, retired SFPD Captain Rick Bruce for all his efforts, the Canyon Riders Barbeque crew, A Runner's Mind, Kaiser Permanente, Kind Bars, and Sports Basement. For more pictures of the event, please visit our website.

a group of 25 kids each weekend at Youngblood-Coleman playground in the Bayview District. Retired Captain Bruce summed up the season by saying, "It's been a real great experience. The kids and parents love it. The best part is to see the interactions between the officers and the community." Great job guys and keep up the good work!

On May 2nd, the SFPAL Cadets ended their semester of training with a night of Sims at the Academy. The Cadets teamed up in groups and did a building search. The night gave our Cadets the chance to show off their leadership and decision making skills. The Cadets learned (the hard way) how important communication and team work is when conducting a building search. The night also provided the chance for us to celebrate Cadet Randy Ramirez's birthday. We sang Happy Birthday, presented Randy with a card, and munched on some pizza. A great way to end a long semester. We want to say Thank You to all the Cadets who find the time during their busy lives to continue their training on Thursday nights. You have been a pleasure to train and we look forward to the fall semester.

On June 10th, we will welcome the 10th Summer PAL Cadet class. It's been an exciting process meeting the new



class during the recruitment process. We look forward to a fun summer with all of you and remember to start doing some UPPER BODY REINFORCEMENTS! We can't wait to welcome you all soon.

The SFPAL Fishing program continues to provide kids from all over San Francisco with the opportunity to learn a lifelong sport and art. This year, we added a new component to the program, which teaches the kids about conservation, healthy respect for the Bay and the environment along with some whale watching. This program would not be as successful as it is without the help of Captain Joe Nazar and his crew from the "Kitty Kat," our amazing sponsors and officers.

### In the Spotlight

SFPAL would like to acknowledge Officers Mazi Sadiki, Ivan Sequeira, and

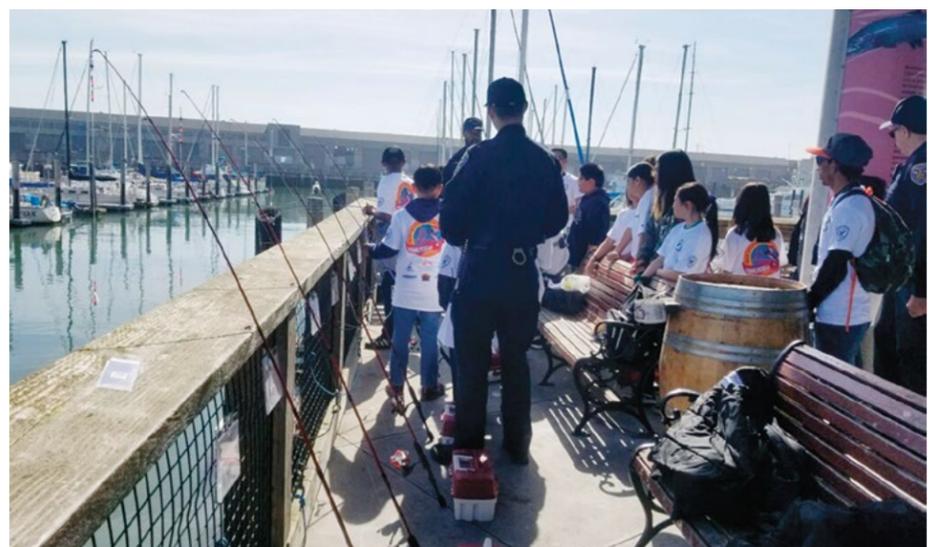
Thomas Sweeney from our fishing program as our shining stars for the month. The program has received nothing but positive feedback and the kids enjoy having all three officers out on the Bay to teach them about the sport of fishing, conservation of the Bay and a healthy respect for the environment. Officers, Thank You for your dedication to our youth and all of your hard work.

Until next month, folks.  
Your SFPAL Team

### Upcoming Events

Our SFPAL 49ers Football and Cheer program registration is now open, please visit our website for more information and to register.

Our Annual Golf Tournament at Crystal Springs Golf Course will take place on September 19th, 2019. Please register on our website. Please contact our office for sponsorship information.



# We Show Up

By Tracy McCray  
POA Sergeant at Arms

Recently members of the Bayview Station Housing Unit concluded their tour of duty. It was not just any tour of duty, but it was in their capacity as tutors to students at Bret Harte Elementary School. For the past 6 years, these officers have been committed to help 1st and 2nd graders become better readers. The school partnered with the organization Reading Partners, who are committed to helping every student become proficient in their reading. This has been an amazing program to be a part of. The friendships that have been made with the children will have a lasting effect on the officers and the children alike!



Additionally, officers also take part in the Wilderness Program for schools in the Bayview District. We hike, sail, etc., to help foster the children's interest in the outdoors. Along the way, we establish relationships that we are positive will grow stronger and benefit the community as a whole.

Coleman, Officer Rigoberto Haro, Officer Matthew O'Leary, Officer Rodney Freeman, Officer Ronney Freeman, Officer Matt Pashby, Officer Eddieberto Martinez, Officer Shante Williams, Officer Matt Cloud, Officer Eric Eastlund and Sgt. Ray Cruz. Without their unrelenting dedication, these programs would not be the success that they are!

I would like to give a shout out to Officer John Norment, Officer Steve



## CalTrans Launches Its New Family Vacation Road Signs Just In Time For Summer





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NMLS# 249808

FREE APPRAISAL

\*to reimburse appraisal by close of escrow

“ Ed and I have been helping police officers with their real estate and mortgage needs for over 12 years. We are known to be the industry experts who will take care of you whether you are a first time home buyer, seller or investor. The two of us help many clients build wealth in real estate and create a lifestyle that they aim for. Ed and I would like to do the same for you. ”

reside

# POA Mail

To the SFPOA,

As members of the SFPOA, the Tactical Team is extremely grateful for the donation provided for the "Best in the West" S.W.A.T. competition in Santa Clara County this year. The funds were used for an R.V. rental, food, and lodging over two days. The following Officers attended:

Austin Wilson #20  
Cody Barnes #4250  
Winson Seto #2370  
Jeff Fortuno #2000  
Shane Tarum #475  
Bo Dahlberg #2173  
Jeff McHale #1458

The "Best in the West" S.W.A.T. competition was a two day invitational held at the Santa Clara County Sheriff's Office Regional Training Facility. Thirty-one

S.W.A.T. teams from all over California, including a team from Oregon, participated this year in six different events. The events included marksmanship, hostage rescue tactics, and physical abilities. In addition to competition, the "Best in the West" provides Tactical Officers with real-world training such as hostage crisis on buses. This couldn't be more important than in a city such as San Francisco, which hosts a vast network of trains, buses, and LRVs. Because of the support from the SFPOA, we were able to place 6th and were only a few points away from the top three spots. The SFPOA has been a huge supporter of this event for over ten years now and without them this would not be possible.

Thank you,  
Officer Austin Wilson #20  
Tactical Unit - SWAT



Left to right: Ofc. Cody Barnes #4250, Ofc. Jeff McHale #1458, Ofc. Winson Seto #2370, Ofc. Bo Dahlberg #2173, Ofc. Jeff Fortuno #2000, Ofc. Shane Tarum #475, Ofc. Austin Wilson #20.

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

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Wife of Sgt. John Hallisy — Narcotics Bureau, retired



Photo courtesy of Insp. Matt Perez (ret.)

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sullivanssf.com

Dear SFPOA —

A big thank you to my SFPD Family and the POA —

I just wanted to take the time to thank the POA and everyone in the department that has been there for me and my family over the last year and a half. In June of last year, I was diagnosed with cancer. At that time, my wife and I decided to move to St. Louis, for a potentially lifesaving medical treatment. During that time the POA, BALEAF, and many members of the SFPD family helped financially, and most importantly were there for us for emotional support. This really helped relieve the stress of that difficult time.

Unfortunately, the medical issues I am dealing with have come back, and I have been forced to take an early retirement. Once again members of our SFPD family and the POA stepped up and organized a beautiful retirement celebration/fundraiser for me. It was very touching for me to be able to celebrate this event with my SFPD family along with my family and friends. I really appreciate everyone that was able to make it to the event and to those that weren't, but were there in spirit. I especially want to thank those that helped organize the event and all those who so generously donated to my family.

With much love and thanks,  
David Vizcay and Family

Dear SFPOA —

Thank you for your gift to Grace Cathedral toward the Gun Buy Back Program received on May 3, 2019. We are honored to have your support.

Reimagining church with courage, joy and wonder is the cathedral's legacy and our inspiration for the future. We are a community of dreamers and

doers, joining together to create bold changes in the world through prayer, action and service to those in need. Thank you for being a part of us!

Our open doors to meaningful human connection in San Francisco and the world are made possible by your engagement and support. We couldn't be more grateful for your generosity!

Yours sincerely,

Rev. Dr. Malcolm C. Young  
Dean, Grace Cathedral

Dear SFPOA —

Thank you for the donation for a table at our upcoming SF Bayou event, benefiting Special Olympics Northern California.

Through donations like the yours, Special Olympics Northern California is changing the way the world looks at children and adults with intellectual disabilities. Our organization has proven that through sports competition, Special Olympics athletes are given the chance to strengthen their character, develop their physical skills, and fulfill their human potential.

Over 23,925 individuals with intellectual disabilities have the opportunity to train and compete in 12 different sports all year long for free. Your donation will help us continue to enrich the lives of our athletes and enable us to reach out to more individuals who could benefit from our program.

On behalf of our Special Olympics athletes and our Law Enforcement Torch Run officers, we appreciate your support. You are helping us change lives!

Sincerely,  
Katie Ostrom,  
Director,

Law Enforcement Torch Run  
Special Olympics  
Northern California & Nevada

## Eulogy for a Friend (Blake Loeb 1964-2019)

Dear POA Community:

Former Deputy City Attorney Blake Loeb passed away on May 7, 2019, after a year-long battle with cancer. With Blake's passing, law enforcement lost one of its greatest defenders. Blake spent most of his legal career defending San Francisco police officers against claims of misconduct in Federal litigation. He was far and away the best at his trade. Police defense is a niche practice that requires a deep understanding of police work and the role of a police officer in modern society and requires a firm grasp of the complicated morass of laws that govern this area of practice. It also requires the unique ability to translate and explain to everyday citizen jurors the highly professionalized thinking and actions of police officers who are called upon to respond to difficult and dangerous situations. Mostly, it requires a passion to do the work.

Few attorneys possess the skill or passion for this practice. Blake succeeded in this trade like no other lawyer I have ever known. He taught by example. He labored tirelessly and meticulously to understand every facet of a case. The effort he put into his cases went largely without acknowledgment, nor did he seek it, but the repeated winning outcomes were a sure measure of his success. He held those around him to high standards, yet held himself to a higher standard. Those of you who were represented by Blake understand that he made the misfortune of being sued into a platform for vindication. Blake cared very much for every one of his clients and cared very much about the profession. He was grateful to the POA for their help through his illness. He left behind his lovely wife and two darling young children. For me and other long-time City Attorney colleagues of Blake, we will miss him and forever be indebted.

Services are planned for Sunday, July 14, 2019, 2-4 p.m. at the City Hall Rotunda, reception to follow.

Sincerely,  
Sean Connolly  
Deputy City Attorney  
Former POA General Counsel (1997-1999)



# Widows' and Orphans' Aid Association

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

Tuesday May 14, 2019

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting on Tuesday May 14, 2019 at the Hall of Justice in San Francisco, California.

**Roll Call:** President Ray Kane, Vice President James O'Meara, Secretary Mark McDonough (conference call), Treasurer Dean Taylor, Trustees Al Luenow, Lou Barberini, and Leroy Lindo were present. Trustees Rob Forneris, Ryan Walsh, and bookkeeper Sally Foster were excused. The regular order of business was preempted for a quarterly report from our Investor/Accountant Joey Kennedy of KCM who reported that our portfolio is up 10% since the beginning of 2019.

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

**Receiving Applications; Suspensions and Reinstatements:** President Ray Kane responded to the San Francisco Regional Police Academy and presented the WOOA membership to the 265th Recruit Class. Ray successfully signed up 20 out of the 30 Recruits for WOOA membership. Vice President Jim O'Meara made a motion to accept the new members, and to reinstate the following WOOA suspended members who have paid their dues and fines. Trustee Lou Barberini seconded the motion. The motion passed without objection. The following previously suspended members are now in good standing with the WOOA: **Giovanna Alexander, Michael Androvich, Marsha Ashe, Raymond Austin, Jill Brophy, Malcolm Fong, William Garcia, David Gin, James Gratz, Mary Kilgariff-Weese, Barbara Pinelli, Kevin Rector, Richard Reyes, James Riordan, and Mark Stull.** **Darby Reid** was mistakenly suspended due to an administrative error. The following named members were suspended on April 1, 2019, and will be stricken from our roll on July 1, 2019, if we do not receive their dues and fines: **Giovanna**

**Alexander, Reese Burrows, Derek Byrne, Rob Cebalo, Michael Celis, Clodagh Coles, Arthur Conger, Timothy Connell, Walter Cuddy, Rain Daugherty, James Demartini, Sean Doherty, Christopher Downing, Duncan Duffin, Scott Edwards, Albert Fernandez, John Ferrando, Emily Fields, Fabian Fowler, Joshua Fry, Ian Goold, Russ Gordon, John Greenwood, James B. Jones, Jody Kato, Belinda Kerr, Sidney Laws, Dean Lee, Michael Lee, Bryan Lujan, Edouard Marchand, Graham Matthews, Justin McCall, Richard Miller, Theodore J. Mullin, Kevin Needham, Michael Palada, Brian Peagler, Morgan Petiti, Angela Rouede, Gregory Salcedo, Benjamin Santana, Mark C. Williams, and Michael Wolf.** Letters were sent to all suspended members. If anyone has the ability to contact any of the named suspended members please have them contact me at 415 681-3660.

**Communications and Bills:** Treasurer Dean Taylor read aloud the bills and paid beneficiaries. Trustee Leroy Lindo made a motion to pay the bills and beneficiary claims from the family of William Mills. Trustee Al Luenow seconded the motion. The motion passed without objection.

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

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

**Kippie Locati, age 72:** Kippie Kay Locati was born on November 9, 1946 in Walla Walla, WA. She graduated from the University of Washington in Seattle in 1972, with a degree in Romantic Languages. Kippie relocated to San Francisco in 1977 and joined the San Francisco Police Department. During her career, Kippie walked a beat in the Castro District, and later became the first female San Francisco Police Honda Motorcycle Officer. Kippie later swapped her dirt bike for a horse when she transferred to the Mounted Unit where she patrolled Golden Gate Park and the Presidio until retiring in 2005. Kippie wore star #522 during her career and worked the following assignments during her

28 years in the S.F.P.D.: Police Academy (March 14, 1977), Northern Police Station (July 3, 1977), Mission Police Station (October 9, 1977), Central Police Station (June 19, 1983), Mission Police Station (July 6, 1983), Tactical-Hondas (July 12, 1986), Crime Prevention (February 24, 1996), Hondas (April 21, 1996), Mounted (March 21, 1998), Crime Prevention (March 15, 2002). Kippie retired on April 22, 2005. Kippie was awarded a Bronze Medal of Valor for services rendered on Monday March 19, 1979. On that day, Kippie, with Officers Luis Duran and Michael Dempsey responded at 1630 hours to a call of a "wild 800" and "221 crazy man with a gun at 22nd at Eureka Streets. The Officers arrived and ordered the suspect to drop his firearm. The suspect ignored the Officers commands and continued to wave his firearm in a semi-circle at the Officers. The Officers continued their commands until the suspect eventually complied and laid the firearm on the ground. The Officers took the suspect into custody. Kippie is survived by Nell Burgos, her life partner of 46 plus years.

**George Schreck, age 93:** George William Schreck was born on March 17, 1926 in Keokuk, Iowa to Frank and Lillian Kennedy Schreck. He passed away on May 10, 2019 in Idaho Falls, ID. He was under Hospice Care. George served in the United States Marine Corps during WWII and was promoted to the rank of Master Gunnery Sergeant. On October 10, 1948 he married Mary Ellen Murray in San Diego, CA. George and Mary made their home in South San Francisco where they raised their two children, Doug and Debra. George is listed as being a Service Station attendant prior to joining the San Francisco Police Department on October 22, 1958. George wore star #806 and worked the following assignments during his 27 and a half year career: Mission Police Station (March 9, 1959), Northern Police Station (December 14, 1959), Central Police Station (November 1, 1960), Communications (December 16, 1960), Garage (July 24, 1978). George retired with a service pension on April 30, 1986. George also had retired from the U.S.M.C. Active Reserve with 24 years of service. George was a member of the Catholic Church, enjoyed baseball and walking, western movies, and spending time with his family. George is survived by his loving son Doug (Carolyn) Schreck of Idaho Falls, ID, his grandchildren Michael and

Christine, and his great grandchildren. George was preceded in death by his parents, wife, and his daughter.

**Peter Williams, age 90:** Peter A. Williams was born in San Francisco, CA on October 27, 1928. Peter was listed as a Bank Employee prior to joining the San Francisco Police Department on January 16, 1951. Peter wore star #619 and worked the following assignments during his 9-year career: Taraval Police Station (February 5, 1951), and Central Police Station (August 31, 1953). Peter left the S.F.P.D. on February 1, 1960 to pursue a career in Private Business. Peter Williams passed away on March 15, 2019 in Huntington Beach, CA.

**Report of Special Committee:** Bookkeeper Sally Foster sent word that we are very close to mailing out the proposed changes of our By-Laws and Constitution, to our membership. Please look for our letter in your mail.

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

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

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

**Adjournment:** Vice President O'Meara led our Board in a moment of silence for all of our fallen members. President Kane set the next monthly meeting for Tuesday June 11, 2019 at the Hall of Justice. The meeting will be held at 1230 hours in room #150 at 850 Bryant Street.

**To All Members:** Any member who wishes to change their beneficiary form can access a form on our website at [sfwidowsandorphans.org](http://sfwidowsandorphans.org). Click on the Resources box on the upper right side of the face page and the beneficiary form link will appear. Please send the form to **WOOA, P.O. Box 4247, San Rafael, CA 94913-4247**. We wish to express our gratitude each month to the following people who greatly assist our efforts: Retired San Francisco Police Department Captain and the current POA Defense Administrator, Paul Chignell, retired S.F.P.D. Lieutenant and the current host of the Gold Country Reaper, Rene LaPrevotte, retired S.F.P.D. Sergeant Rachael Kilshaw and Risa Tom of the Police Commission Office, retired S.F.P.D. Sergeant and the long standing editor of the *POA Journal*, Ray Shine, David Ng of Personnel, and to the entire Traffic Command who allows us space for our Meetings and files.

Mark J. McDonough,  
WOOA Secretary

## Deaths

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

**WILLIS GARRIOTT**  
Age 74, Retired SFPD  
Died May 29, 2019  
Notified by M. Nevin

**JOHN PHILIP McGEE**  
Age 83, Retired SFPD  
Died May 15, 2019  
Notified by R. LaPrevotte

**BRUCE MAROVICH**  
Age Unknown, Retired SFPD  
Died May 28, 2019  
Notified by R. LaPrevotte

**GEORGE SCHRECK**  
Age 93, Retired SFPD  
Died May 10, 2019  
Notified by M. McDonough

**AL MATTEONI**  
Age 85, Retired SFPD  
Died May 2019  
Notified by R. LaPrevotte

**CLARENCE W. SMITH**  
Age 95, Retired SFPD  
Died April 25, 2019  
Notified by D. Smith

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

### Submitting Obituaries and Memorial Tributes

Any member may submit a separate memorial tribute to a deceased member. Any such piece will not appear in the matrix, but will be placed in the Mail section, or, with prior approval of the editor, as a sidebar piece. The *Journal* will also accept and publish in the Mail section short letters about a deceased member written by a person in the immediate family. However, the *Journal* will not reprint obituaries or photos that were published in any other print media, web site, or Internet blog.

## In Memoriam...

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

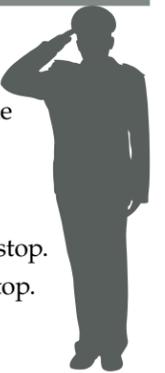
1917: Officer William F. Sheehan, shot and killed during domestic dispute.

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)



# PTSD 'At Crisis Levels' Among Police Officers

May 9, 2019

Post-traumatic stress disorder (PTSD) among police officers in the UK is far more common than was ever thought, a new survey suggests. One PC describes his battle with the medical condition.

Lee Jackson is the kind of police officer who runs towards danger, the sort who is not afraid to break down doors or break up fights.

A Taser-trained response officer at Durham Police with over 19 years' service, he's dealt with almost every crime imaginable and was once three minutes from death after becoming impaled on a broken car aerial while investigating a car crash.

But PC Jackson was floored by a medical condition that affects thousands of officers without them even realising – PTSD, which causes acute anxiety, sleep problems and recurring memories of disturbing events.

"I thought I was pretty much invulnerable," says the 47-year-old constable. "I didn't see things building up or the problems that were going to affect us."

It all came to a head in 2015 when he was called to a violent domestic dispute.

"It was a Friday night on my own," he said. "I pulled up to stop some people arguing because it was starting to get a little bit more physical".

"I ended up being attacked – someone tried to gouge my eye out."

His eye became infected, leaving him temporarily blinded. He took a week off work but after returning began to have flashbacks at night.

"I would wake up sort of in a sweat and physically feel like I'd been back living that moment again," says PC Jackson.

His work suffered – he had doubts about whether he could do his job properly and felt everyone was out to get him – and he became a "nightmare" to live with at home.

Finally, he sought help and PTSD was diagnosed – it had been caused by the dozens of traumatic incidents he had handled and witnessed.

"What I'd done is just to put them away in a box in my brain, left them, and never had a chance to go back," he explains.

A major new survey suggests the health problems affecting PC Jackson are far more common in the police than was ever thought.

'Stiff upper lips don't work'

The study of almost 17,000 police across the UK found that 95% of officers and 67% of operational police staff had been exposed to traumatic events, almost all of which were work-related.

Of those who had experienced trauma, 20% reported symptoms in the preceding four weeks that were consistent with PTSD or the more chronic condition, Complex PTSD, which is associated with emotional numbness and disconnection.

Two-thirds of those with PTSD were unaware they were suffering from it, according to the research.

"For the first time in the UK we can

see behind the cultural trope of the 'burnt-out copper' who has seen too much," says lead researcher Dr Jess Miller from the University of Cambridge, which conducted the study.

"This is a clinical and public sector crisis," she says, pointing out that the rates of PTSD in the police are almost five times higher than in the general population.

Among the most concerning findings, Dr Miller says, is that more than half of those surveyed said they had insufficient time to process incidents before being sent back out on the next call.

"A stiff upper lip attitude will not work in contemporary policing," she says.

One officer told the survey he had developed night terrors after attending a series of murder scenes; another said he had a nervous breakdown and suicidal thoughts after reliving a death in custody during the formal inquiry; some spoke about the stress of spending months viewing "horrific" terrorism material or paedophile chatlogs online.

Gill Scott-Moore, chief executive of Police Care UK, the charity which funded the research, says: "The service has real challenges around recognising and responding to the signs and symptoms of trauma exposure and is heavily reliant upon generic NHS provision that isn't equipped for the specialist treatment needed."

In April, a national police wellbeing service was launched to provide expertise on occupational health provision to forces across England and Wales.

The service, developed with £7.5m investment from the Home Office, has been overseen by the College of Policing alongside Lancashire Chief Constable Andy Rhodes, who leads on the issue nationally.

"The study does not surprise me and it provides evidence to support investment in prevention as well as acute services," says Chief Constable Rhodes.

"With stigma around mental health slowly reducing we are seeing hidden issues emerging such as high levels of stress and trauma impact, which can contribute to escalation if they aren't addressed," he adds.

PC Lee Jackson managed to address his problems – after six months of one-to-one counselling.

But he says much more needs to be done to give officers and staff information about how to spot the signs of PTSD and where to go for support.

He says: "We've got a tactic for everything in the police [but] we haven't for when you are dealing with traumatic incidents or trauma in yourself and we maybe need that."

Che Donald, national vice-chairman of the Police Federation of England and Wales, called for more government funding to help officers who "are at breaking point".

"If officers are breaking, then how can we expect them to adequately serve and protect the public?" he added.

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

# Police-Fire Post 456 News

By Greg Corrales  
SFPD 1969-2014



Firefighters in Denver must be at least 21 to apply, but there is no cap on their maximum age. It once even hired a 60-year-old firefighter, according to the *Post*.

**The San Francisco Fire Department has also expressed interest in bringing Donovan on board.** Its minimum age to apply is 20, and like Denver it has no upper age limit. "Tell him to apply to our fire department," SFFD spokesman Jonathan Baxter told the *Post*. "We've had individuals in their 50s go through our fire academy, which is very extensive and difficult, both physically and mentally."

Despite the roadblocks he has hit, Donovan is still trying to become a FDNY firefighter. New York City's Department of Citywide Administrative Services allowed him to take a make-up exam last October despite knowing his age. Donovan has also gone to the city's Civil Service Commission to appeal the FDNY's age rules. A decision on that is expected later this summer.

World War II veteran Bob Maxwell, the nation's oldest Medal of Honor recipient, has died in Oregon more than seven decades after grabbing a blanket and throwing himself on a German hand grenade in France to save his squad mates. He was 98. The death was confirmed by U.S. Rep. Greg Walden, a Republican from Oregon, who said Maxwell represented the "best of what Oregon and America have to offer." Maxwell earned the nation's highest military honor while fighting in Besancon, France, on Sept. 7, 1944. The grenade severely injured him, but the blanket saved his life by absorbing some of the impact. He was also awarded two Silver Stars, two Purple Hearts, a Bronze Star and two French combat awards — the French Croix de Guerre and the Legion d'Honneur — for his service in World War II.

Born on Oct. 26, 1920, in Boise, Idaho, Maxwell was drafted into the U.S. Army during World War II. Though he was a Quaker, he declined conscientious objector status. In 2000, at 79, he received his high school diploma.

This afternoon I will continue a personal annual Memorial Day tradition. Every Memorial Day for years I would meet Mike Boyd at Grandma's Saloon and we would hoist a few (or maybe more than a few) in memory of fallen comrades. In 1981 Mike was shot in the face by an ex-convict. Mike, blood pouring from his wound, then chased the thug for two blocks down upper Grant Street, engaging in a running gun battle. The crook shot Mike a second time & Mike shot him several times. Mike survived his wounds to continue his stellar SFPD career. Sadly, Mike has joined the fallen comrades I will be honoring.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, June 11, 2019. 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).

On June 6th the world will observe the 75th anniversary of the Normandy invasion. American Legion National Commander Brett Reistad will lead a delegation to the sandy shores of France – paying respects to the thousands of allied heroes who gave their lives to liberate a continent. Labels that we hurl today like democrat, republican, red state and blue state, matter little when facing mines and machine gun fire while charging a beach. Politics are irrelevant to a family that hears the words, "We regret to inform you."

We continue to lose heroes every day — in places like Afghanistan, Iraq, and Syria; and in military training accidents and missions around the world. From the American Revolution to our current operations against terrorism, one million American men and women have made the Supreme sacrifice while serving in wars and conflicts. We honor all of them — not just those with the highest medals or the heroes who fought in the most famous battles. They all died so we can continue to cherish the things that we love — freedom, country and family.

As I sit here writing this on May 27, I am filled with pride as to why we celebrate Memorial Day...to honor the memory of our fallen warriors who have given everything for their country. We are also reminded on this day that in each generation, brave men and women will always step forward to take the oath of allegiance as members of America's armed forces willing to fight, and if necessary, die for the sake of freedom.

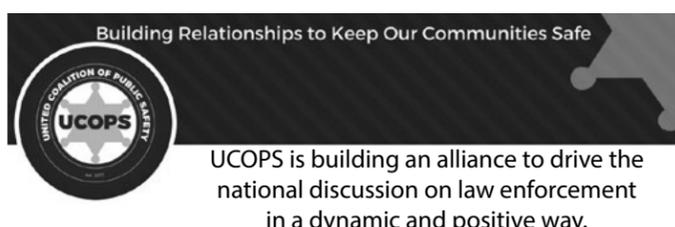
The Navy SEAL who was rejected by the New York City Fire Department for being slightly too old is now a hot commodity. Two years ago, Shaun Donovan was told that he exceeded the age limit of 35 for veterans applying to the FDNY. Donovan was 35 at the time but was six months and 25 days too old to be considered for the job.

"It was a letdown," he told the *New York Post's* Susan Edelman at the time. "I was allowed to apply and take the test. At no point was I made aware I was outside my age limit. It just seemed everything was lined up and ready to go."

Two years later, Donovan is 37 and still trying to become a professional firefighter. He is also being pursued by other fire departments in various cities around the country with less strict age limits on its recruits.

Donovan joined the Navy SEALs in 2005, served four tours of duty in Iraq and Afghanistan and earned medals for valor during his service. He plans on separating in 2020 and was hoping to start his post-military career at the FDNY. He even scored in the top 1 percent on his FDNY entry exam and passed its physical fitness test. Despite not fulfilling the FDNY's age requirement, Donovan was able to get on the radar of other fire departments in cities like Denver.

"If the hiring process that Shaun is going through is not going to honor his service and recognize his capability, I want him to know that we will," Greg Pixley, the Denver Fire Department's head recruiter and a veteran himself, told Edelman in a separate *Post* article. "That's the kind of person we want."



# Serving Those Who Serve: Mental Health has Become a National Police Priority

May 20, 2019

As the motto goes, the role of law enforcement is “to protect and serve.” But the extent of their jobs doesn’t end just because a shift ends. Like firemen and other first responders, police officers are tasked with many duties that can often take a toll on their mental health and wellbeing. But unlike their first responder peers, police officers work individually (not in teams), and have an intimate relationship with violence and human beings at their most extreme conditions, while having to keep their emotions in check.

Day in and day out they are called upon to see the worst in humanity and take action to protect others. But despite the resilience necessary for success in the job, the mental, emotional, and physical toll can be great. In fact, in 2017 and 2018, more police officers died by suicide than died in the line of duty. So for those who do so much for others, it’s time to think about themselves.

Annually, the Month of May is designated as Mental Health Month. But the second week in May also happens to be National Police Week. And, the perfect time to have an honest conversation about the overlap of the two events. Although it’s uncomfortable to talk about, the truth is that despite variation by type of agency, department, and geography, suicide rates among law enforcement are greater than the general public, and even four times higher than other first responders like firefighters.

As Dean Esserman, senior counselor of the National Police Foundation and former police chief of New Haven, Connecticut, Providence, Rhode Island, and Stamford, Connecticut points out, “It’s one thing to see a dead human being. It’s another to see that dead human being while holding the mother of that human as she cries on your shoulder. That is a career path committed to the emotional trauma of others, while often ignoring the impact on yourself. And that can be isolating.”

He also points out that the National Law Enforcement Officers Memorial is the only living memorial in Washington, D.C. Meaning, it is the only memorial where names are added every year. This week, another 101 names will be added to the wall – honoring those who have lost their lives in the line of duty since May 2018. However, none of the hundreds more who have died off duty will join the wall.

justified, for fear of repercussions in admitting mental health concerns. Some agencies demand that a police officer hand over their badge and gun if they seek or receive mental health treatment. Or, they may be faced with duty restrictions while receiving care, limiting pay and creating a public display of their treatment. It is this type of stigma that often leads to a cycle of depression, anxiety and feelings of aloneness.

ing mental health conditions for law enforcement, programs like these are invaluable. By addressing mental, physical, social and spiritual health (of which Dr. Genovese does all four), the skills and resources that are not available to police through insurance or at work can be attained.

The “One Congregation One Precinct” (OneCOP) initiative has also become a resource for many, by recognizing that faith-based institutions are places where people gather, and thus, are largely untapped resources for strengthening police-community cooperation.

There have also been a number of state and city initiatives to address the mental health needs of law enforcement. For example in Nebraska, after the success of a pilot program that stationed a mental health therapist in an Omaha police precinct, every precinct in the state will be following suit. The city of Chicago has also taken steps, such as creating awareness videos for the city’s more than 10,000 officers, to highlight available resources in the region.

“Resilience training is about getting officers to open up about mental health and think of their brain as an organ that deserves as much care as the rest of their body,” says Dr. Genovese. And his perspective is gaining traction throughout the law enforcement world. It’s time that those who protect and serve, are protected themselves.

### Additional Resources

Police can text “BLUE” or “TALK” to 741-741 to reach the Crisis Text Line.

For those looking for additional resources, BLUE H.E.L.P. has extensive resources.

The National Alliance on Mental Illness also has law enforcement-specific resources.

For those who would like to call, the National Suicide Prevention Lifeline can be reached at 1-800-273-8255.

*From www.forbes.com*

...suicide rates among law enforcement are greater than the general public, and even four times higher than other first responders like firefighters.

### Overcoming Stigma

When police officers make headlines, it’s usually about the rare cases at the extremes – with day-to-day stressors and workload going unnoticed and unappreciated by the public. But that doesn’t change that the trauma experienced literally re-wires the brain. Or as Dr. Michael Genovese, a clinical psychiatrist, Chief Medical Officer at Acadia Healthcare (the largest behavioral health provider in the country), and Medical Director for the FBI National Academy puts it, “Post-traumatic stress is an injury. The result of something horrifying or traumatic. Not a character flaw or weakness.”

This stigma of addressing mental health concerns extends beyond perception. It goes deep within the officers themselves, and in some cases the organizations they work in. Law enforcement as a profession requires being able to disengage from emotional responses in difficult situations. But the job demands so much emotional and mental endurance that disengaging from the trauma, as well as attempting to not take it home, can distance an officer from family.

The stigma can also sometimes be

### Help Is On The Way

With this lingering stigma in mind, the International Association of Chiefs of Police (IACP), the world’s largest and most influential association of police leadership, dedicated this month’s edition of Police Chief magazine solely to mental health – particularly skills training and understanding mental resilience.

This is perfectly aligned with Dr. Genovese’s program – adopted from the U.S. Air Force – which has been created to assist law enforcement officers and first responders deal with the mental health issues that come with their difficult jobs. The goal of the Comprehensive Officer Resilience Train-the-Trainer Program, is to teach police officers and first responders how to cope with trauma, post-traumatic stress and other mental health issues through retraining the brain and resilience. To date nearly 300 officers have completed training, and the three-day program is offered at no charge to officers.

When less than 10% of U.S. police departments have a suicide prevention program, and often times, the system appears to be working against improv-

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# Police Pilot Program Sets Thresholds For Mental Health Check-ins; Severity Of Workplace Injuries Up In 2018

April 29, 2019

Ottawa police have launched a six-month pilot program aimed at early intervention for officers before mental health issues become insurmountable, according to a report to the police services board on the status of the force's wellness strategy.

The early intervention program began in February and is just that — a program that identifies officers and civilians who may need help and flags those individuals and their circumstances for a supervisor to check in on before things get worse.

The pilot program has set three thresholds for check-in from a supervisor: complaints, overtime and "critical incidents."

Any officer involved in two complaints from the public to the Office of the Independent Police Review Director in three months, one chief's complaint initiated by the force, or one event being investigated by the Special Investigations Unit — whether as a witness or subject officer — must be checked on by a supervisor.

Any employee working more than 50 hours of overtime in 30 days or 140 hours in 90 days, or any officer or civilian involved in three critical incidents in 30 days or six in 90 days must also be checked in on. No one is not obligated to accept the offer of help.

The pilot follows patrol officers and dispatchers on D and E platoons, the sexual assault and child abuse unit and all forensic identification investigators.

The force expects a staggered rollout to the whole service in 2020.

The wellness strategy, meant to reduce the stigma of mental health challenges in policing and promote resiliency, was officially approved by the police board in April 2017.

In 2016, the province passed legislation that presumed PTSD diagnosed in any first responder is a work-related injury.

The report to the board offers an update on the work done to date.

Police are aware that there might be "pressure points" created when employees are away from work, working while sick, accommodated or use other mental health services, but the force maintains

that the work of prevention will help ease those pressures in the long run.

In 2018, 1,402 members of the police service completed the road to mental readiness training offered by the force, which was originally developed by the Department of National Defence.

In July 2018, the service launched a peer support program with 37 fully trained peer supporters, available to support officers as fellow officers during challenging life changes like a divorce or work-related issues like tough calls. Most of that peer-to-peer work occurs outside of regular work hours. By the end of the year, 44 people had used the program.

The police board is also set to receive the force's annual report for workplace injuries, illnesses and incidents for 2018 on Monday.

That report, meant to tally the frequency and severity of injuries and evaluate the effectiveness of the force's policies and programs, shows that the equivalent of 41 full-time police employ-

ees was away from work for all of 2018. The total cost to the service of having employees off work or sick in 2018 was \$6.9 million.

There were 18 cases of psychological injury last year "when a member is exposed to a psychological stressor."

"In 2018, approximately 11 per cent of OPS members reported an injury or illness that resulted in the need for medical care and/or time away from work," according to the report. That frequency only increased by less than one per cent from 2017.

But what did increase was the severity of their injuries.

"If an OPS member missed work due to an injury or illness in 2018, the average amount of time away from work was 804 hours per injury or illness."

That marker of severity was up 46 per cent from 2017.

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

## Feds Laud Las Vegas Police For Mental Health Program

April 29, 2019

The Department of Justice praised the efforts of Las Vegas police to address mental health issues among officers, particularly after the Oct. 1, 2017, shooting, in a report released Wednesday to Congress.

Those interviewed within the Metropolitan Police Department said its comprehensive Police Employee Assistance Program, or PEAP, prepared officers for the severe emotional effect the mass shooting on the Strip would have, according to a case study of the program.

The report lauded Metro's program, one of the oldest of its kind in the U.S., saying its peer-to-peer counseling services have "long been the standard" and are ingrained in the department's culture.

"So often trauma response comes in the wake of a critical incident, leaving gaps as the practices catch up to the need. The LVMPD was not in that position in October 2017," the report said.

"The LVMPD spent decades perfecting their process so that when the most harrowing calls came, they had the tools, systems, and best responses in place with deployment as their primary focus."

PEAP began in 1984, at a time when discussing mental health among law enforcement was taboo, according to the report, authored by the Justice Department's Office of Community Oriented Policing Services.

Since then, the program has grown and provides a bevy of resources to Metro employees, such as referral services for personal or work concerns, responses to the scenes of police shootings to assist involved officers and yearly health assessments.

They also train staff to recognize signs of stress and trauma, then find a personalized approach to address their issues.

"I think we're very unique in that we started this so long ago," program director Annette Mullin said Wednesday.

After Oct. 1, PEAP stood the test by sending its peer counselors to the scene, the hospitals and stations to lend an ear to staff and their families in the immediate aftermath of the shooting, the report

said. Metro honored 10 program representatives for their efforts at a January awards ceremony.

The department relies on its chaplains embedded within Metro's area commands to meet the spiritual needs of staff, and they were particularly leaned upon after the shooting, the report said.

The program also networked with other local first responder peer groups to help staff bond and process through their similar experiences, Mullin said.

"Now we know we can rely on each other," she said.

Metro was one of 10 departments studied to understand how they take care of their own and how wellness practices could be replicated elsewhere.

Among them was the Los Angeles County Sheriff's Department, commended as a model for mental health and wellness programs by employing law enforcement psychologists and providing regular access to trained peers and professionals.

A federal law enacted in January 2018 tasked the Office of Community Oriented Policing Services with performing case studies of existing wellness programs along with making recommendations to Congress on how best to protect law enforcement's well-being.

The office presented its findings Wednesday in two separate reports to Congress, a DOJ release said.

The report also praised the program's professional diversity — officers, corrections officers and a civilian — to best meet a variety of needs within the department, as well as Sheriff Joe Lombardo's advocacy of the program. It's easier to trust a program's resources when the program employees are "someone who shares your world," Mullin said.

"We really represent who we actually serve," she said.

A decades long career in law enforcement can take its toll on someone, she said. And while once viewed as a sign of weakness, seeking help when needed is increasingly recognized as vital to law enforcement duties, she said.

"I'm just proud that at this point policing as a whole is taking a look at mental health and wellness," Mullin said.

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

## Concern About Lower Life Expectancy Among Reasons For New Wellness Program For Steamboat Police

April 29, 2019

STEAMBOAT SPRINGS — Emergency responders like police officers and firefighters put themselves on the frontlines of traumatic situations as part of their daily duties.

Years in the field responding to shootings, burn victims and other high-stress incidents can take a heavy toll on their physical and mental health.

That is why the Steamboat Springs Police Department is implementing new wellness initiatives, including a peer support program inspired by Steamboat Springs Fire Rescue, to keep officers healthy and safe.

This comes as recent research shows emergency responders suffer higher rates of heart disease and suicide than people in other professions.

A 2013 study published by the National Institutes of Health found the average life expectancy of a police officer to be 57, almost 22 years younger than the general population.

As Steamboat Police Chief Cory Christensen explained, police work is often not conducive to a healthy lifestyle for officers.

"The world is stressful for them, whether it's dealing with a domestic violence situation to neighbor problems to someone upset about parking," he said.

Officers can go from sitting in their patrol cars to running down a suspect in a matter of seconds, which sends a surge of adrenaline through their body. In a 12-hour shift, they can endure multiple, rollercoaster rounds of stress, no-stress situations.

"That has a negative effect on their heart health," Christensen said.

Part of the new initiative includes detecting health problems before they get worse. A city committee aimed at promoting wellness recently conducted cardiovascular screenings for employees, including police officers.

"I'm happy to say my risk for heart disease is really low," Christensen said.

Emergency work also takes a toll on one's mental health. Police officers in smaller departments commit suicide at a rate four times the national average, according to a 2012 study published by the National Institutes of Health.

The study listed a lack of mental health assistance as one of the primary

reasons for the higher suicide rate, something Christensen has noticed locally.

"We haven't always done a great job in dealing with the aftermath of events that occur in this community with our officers," he said.

A new peer support program aims to change that. Three officers have already received training to help their colleagues work through traumatic situations.

It draws inspiration from a program the Steamboat Springs Fire Rescue has offered its firefighters for the past two years, according to Deputy Fire Chief Chuck Cerasoli. This year, the city budgeted \$1,500 to provide additional wellness services to firefighters, City Manager Gary Suiter said.

Like police officers, firefighters deal with high-stress incidents, including a school bus driver who suddenly went into cardiac arrest with students on board in March.

"No matter how tough you think you are, the continuous calls you get over your career is a slow drip of traumatic events in your life," Cerasoli said. "At some point, whether you're a firefighter or not, we can all benefit from talking with someone."

To make any mental health program effective, emergency responders have to overcome some stigmas around seeking treatment. It is their job to stay strong in the face of danger, and breaking down those walls can be difficult.

"There can be this fear that if you show weakness, somehow you're going to lose your job, get your gun taken away or be put on the desk," Christensen said.

That is why the officers and firefighters trained in peer support keep conversations with their colleagues confidential. It serves as a safe space where emergency responders can do some mental housekeeping and seek more professional help if necessary.

By normalizing conversations about mental health, Christensen hopes officers will feel more comfortable addressing what haunts them before it leads to more serious problems.

"We still have to show up to calls, and we have to do our job," he said. "But when the job bothers them, I need them to feel comfortable to go to somebody."

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

# What Seattle Police Said in Their Exit Interviews

May 13, 2019

'Hyper-aggressive oversight.' 'Non-supportive city government.' 'No backing from city, OPA and community.' 'An increasingly spineless legal system.' These are the parting shots of Seattle police officers explaining why they left in the past year.

In dozens of unredacted exit interviews over the past year, departing Seattle police officers provided their agency with their blunt take on the political climate in Seattle, including the statement, "City Council sucks." Another officer observed of the police department, "everybody seems unhappy."

But many officers praised their leadership and the training, opportunities and relationships they formed within the department. Some said they'd gladly return to SPD "if the city can right itself."

One said, "The amount of training we receive here is no doubt the best in the country." Another answered that "coffee" was the biggest factor helping morale.

Eighteen officers said they left SPD to join neighboring law enforcement agencies, including the King County Sheriff's Office, as well as police departments in Tacoma, Renton, Kent and Puyallup. Another 11 officers were retiring.

In their interviews, many officers blamed their departures on rhetoric from the Seattle City Council, city politics in general, and what they viewed as biased media, and an overzealous Office of Police Accountability. Some also cited a hostile public.

Officer Marty Malone, who left Seattle police for the King County Sheriff's Office, said, "It is hard sometimes to stay positive when some days it feels like some people of Seattle don't want you there."

Officers also mentioned the lack of a labor contract, which meant four years without a raise, and understaffing, two issues city officials have tried to address with the passage of the police contract and new hiring bonuses for experienced officers.

One officer wrote, "I hope this department will develop a plan to retain its younger officers who are leaving at an alarming rate. This is a current embarrassment to the city."

Another called the passage of the contract last November an important step, saying, "I noticed that once the union contract was signed, morale in the

department improved."

Three officers said Seattle City Councilmember Kshama Sawant's statements about the police officers who shot Che Taylor in 2016 made them glad to work elsewhere.

Officer Malone wrote, "Our own City Council calls officers 'murders' [sic] without listening to all the facts." At the time, Sawant denounced what she called Taylor's "brutal murder" by police. The officers involved later sued Sawant for defamation and have appealed the dismissal of the lawsuit.

In a statement to KUOW in response to these exit interviews, Sawant pushed back hard, here is her full response: "African-American community members are overwhelmingly disproportionately targeted in fatal police shootings, arrests, and mass incarceration. Seattle police shoot and kill more people each year than the police forces of many countries. The city's political establishment unfortunately approved a police contract last year that rolls back the hard-won accountability measures, with only my dissenting vote. We need a democratically-elected community oversight board in Seattle, with full powers to hold police accountable, including setting department policy and procedure."

Detective Michele Hackett retired after working 29 years including in narcotics. "I am a true SPD loyalist," she wrote. "I love our department and the people I work with."

She also liked the public, she said. "I love the everyday people who live/work in Seattle who are our 'customers.' Kind and supportive words from them...make every hard call or case worth every bit of effort. It is important to feel valued."

Hackett was one of many who voiced frustration with the Seattle City Council.

"As a left-leaning centrist politically, I take great pride in our department's diversity and our level of professionalism and respect we show all members of the community," she wrote. "It is extremely frustrating to constantly hear nothing but attacks and second-guessing from Seattle council members who frequently make accusations based on their own biases and with no regard to fact."

Hackett said she felt sorry for her colleagues in patrol "who do their very best in the face of chaos and mayhem, risking their safety for others, only to be criticized on a seemingly frequent basis."

And many said the Office of Police Accountability, which investigates offi-

cer misconduct, is hindering their work and damaging their morale.

"It seems like everything an officer does is scrutinized for any and all violations - such as no name tag or failure to activate something," Hackett said. "We are human doing the best job we can. It seems like we are no longer afforded any benefit of the doubt."

Officer Gregory Jago left Seattle for the Kent Police Department.

"I did not enjoy the hyper-aggressive nature of (Office of Police Accountability)," Jago wrote. "It felt like officers were guilty until proven otherwise, while our suspects were presumed innocent."

OPA director Andrew Myerberg said reports to his office have increased, and he understands why officers are frustrated. He said he's working on policy changes that would allow managers to deal with smaller issues rather than putting an officer through a lengthy investigation.

"I think the officers have a fair criticism," Myerberg said. "One thing we've really been working on at OPA especially over the past year is how to re-empower supervisors to take back minor misconduct - but if they're going to do so, to do it correctly and maintain accountability and transparency over the process."

If someone alleges serious misconduct, such as improper use of force or biased policing, Myerberg said his office is required to investigate.

"We're constantly are trying to walk that line and balance that out," he said. "To address allegations of misconduct but obviously when there's nothing that can be proved or when it's unfounded on its face, to deal with those appropriately" while ensuring public trust.

Brian Patenaude said he was leaving to join the Tacoma Police Department because of a "lack of support from the city." He said that included "being told to not enforce certain laws (local and federal). The lack of cases being filed on crimes that matter to the community. Catering

to drug abusers and the homeless."

Patenaude suggested that Seattle Police eliminate the need to report a "use of force" if someone complains of pain or discomfort while being handcuffed. "Handcuffs are not designed for comfort," he said. "Most arrestees have abscesses on their wrists from injecting illegal drugs." Multiple SPD officers said the requirement to document any pain on the part of someone being handcuffed is overly bureaucratic and can delay the arrest.

SPD Chief Carmen Best said in an interview they have revised the policy recently to make it easier to follow. "If the person has any pain in handcuffing we'll document that pain so we can track all of it," she said. "We made that process a lot more streamlined for officers so they can annotate it, because we don't want to lose the information. But there's not the same level of paperwork that was required previously."

Officer Malone said he believed the King County Sheriff's office would make him feel more supported, and allow officers "to give their all to the job." "I think the extreme scrutiny that officers face in Seattle is unjust and misplaced," he said. "I often see amazing officers being punished for doing their job...making them lose the desire to be proactive. Officers are in career-preservation mode and with it comes a diminished level of crime prevention. I dislike being told to do less, and to only handle routine calls for service."

Malone added, "One day I hope the city can right itself, like a ship with a great crew, but for now all I see is a ship floundering in the sea. The leadership at this department is second to none, and I know they see the trend of officers leaving the department. Something is bound to give...sadly that feels like it's in the distant future."

From [www.kuow.org](http://www.kuow.org)

## Computer Nerd McWitt Surprised At Popularity Of His New Summer Coding Workshop



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# Book Review

## A Supposedly Fun Thing I'll Never Do Again

By David Foster Wallace  
Reviewed by Dennis Bianchi

David Foster Wallace was born in Ithaca, New York in 1962. He grew up in Champaign-Urbana, Illinois and received his B.A. in English literature from Amherst College in Massachusetts. He later received his Master of Fine Arts degree in creative writing from the University of Arizona. He moved back to Massachusetts to seek a doctorate in Philosophy from Harvard but left before graduating. He held teaching positions at several universities, finishing his academic career at Pomona College in Claremont, California. Along the way he wrote the novels, *The Broom of the System*, and *Infinite Jest*, a book that made *Time* magazine's list of the 100 best English-language novels published between 1923 and 2005. He published many pieces of short fiction and non-fiction in periodicals. The book being reviewed here is a collection of seven of those non-fiction articles. As with many of Mr. Wallace's books, there is ample use of explanatory endnotes and footnotes and unusual use of common vocabulary.



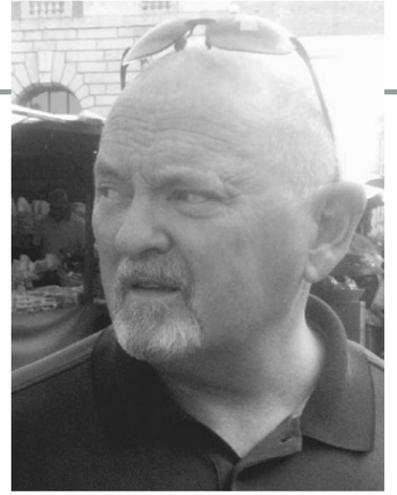
Plagued throughout most of his life with depression, alcoholism and drug addiction, Mr. Wallace committed suicide in 2008 at the age of 46. Three years after his death an unfinished novel that he had been working on was put together with notes left behind and published in 2011. *The Pale King* was not only received well by the public, in 2012 it was nominated for the Pulitzer Prize.

As with any collection of stories or essays, there is likely to be some that the reader will like more than others. As a youth, Mr. Wallace was a highly touted and regionally ranked junior tennis player. The opening essay, *Derivative Sport in Tornado Alley*, describes that portion of his life. I have read in other sources that his assessment of his talent was higher than his true ability on the courts, I nonetheless, found his story enjoyable and believable. As someone who has tried the sport (and failed more often than succeeded, but always happily) and watched it at tournament level, the essay rang true. What Mr. Wallace did, however, was make it very humorous at one moment and then overly mathematical in the next. He clearly continued to

be fascinated by the sport as there is also a second essay involving tennis. He covered a mid-ranked professional tennis player, Michael Joyce, and turns it into some spirited descriptions of play and cerebral thoughts about freedom, discipline and joy.

Of the five remaining, the reader will be treated to Mr. Wallace's observations of the noir filmmaker David Lynch at work on his movie, *The Lost Highway*, a very Lynch-like, dark movie. In another he offers the readers his observations about the over-abundance of hours spent by Americans watching television. My two favorites, however, were *Getting Away from Already Being Pretty Much Away from it All*, and the title essay, *A Supposedly Fun Thing I'll Never Do Again*. The first of these two was an assignment Mr. Wallace received from *Harper's* magazine to cover the Illinois State Fair in 1993. The descriptions of the people who live in Middle America, their values and observations are described with both humor and appreciation. You will likely enjoy his description of a baton-twirling contest.

My favorite essay, however, has the title for the entire book. As someone who has gone on a few ocean cruises and who has listened to other people talk about their experiences of cruise-ship life I quickly recognized exactly where



he was coming from. Again working for *Harper's* magazine, he is this time given the assignment of going on a seven-day Caribbean cruise aboard the m.v. *Zenith*, a luxury cruise ship owned by Celebrity Cruises, Inc. and reporting on that experience. It is here that Mr. Wallace's sense of humor is at its best. He slyly even makes fun of himself when he describes himself as a decent chess player only to be beaten by a nine-year old passenger. In the midst of being pampered, over-fed and bombarded with new experiences he also finds a sadness involved in these cruises. This essay, like the others, was written during the 1990s, so there are some things that have changed in regards to all of the mechanics of which he describes, but his sense of being a human being involved in the world with others is what the essays are outstanding in conveying. This last essay, by itself, was worth the price of the book.

## Spying On the South: An Odyssey Across The American Divide

By Tony Horwitz  
Reviewed by Dennis Bianchi

Tony Horwitz is a native of Washington, D.C., and a graduate of Brown University and Columbia University's Graduate School of Journalism. He spent a decade overseas as a foreign correspondent, mainly covering wars and conflicts for *The Wall Street Journal*. After returning to the U.S., he won the Pulitzer Prize for national reporting and wrote for *The New Yorker* before becoming a full-time author.

His books include the national and New York Times bestsellers, *Confederates in the Attic*, *Blue Latitudes*, *Baghdad Without a Map*, and *A Voyage Long and Strange*. *Midnight Rising*, was named *Times* a New York Notable Book of 2011; one of the year's ten best books by *Library Journal*; and won the 2012 William Henry Seward Award for Excellence in Civil War Biography. His latest, *BOOM*, is his first e-book, about a journey through the tar sands on the route of the Keystone XL pipeline.

Tony has also been a fellow at the Radcliffe Institute for Advanced Study at Harvard University, and a visiting scholar at the John Carter Brown Library at Brown University. He lives with his wife, Geraldine Brooks, and their sons, Nathaniel and Bizu, on Martha's Vineyard in Massachusetts. (This short biography was taken from Amazon.com's author's page).

*Spying on the South* revolves around two men. Their two stories are in different ages but follow the same geographical path while making astute observations of what each man saw and learned.

Frederick Law Olmsted is best known to Americans as a landscape architect who is famous for designing public

parks throughout the country, such as Central Park in New York City. Olmsted is also responsible for the creation of the country's first and oldest coordinated system of public parks and parkways, which still exists today in Buffalo, New York and the oldest state park in Niagara Falls, New York. There are too many others to list here. He was involved in the master plans for the University of California, Berkeley, California and Stanford University in Palo Alto, California.

What I didn't know before reading this book was that he was also a journalist, social critic and public administrator and he played a major role in organizing and providing medical services to the Union Army in the Civil War. Olmsted's career and output as a journalist was what drove the author, Tony Horwitz, to embark on a project which led to the writing of this book.

Mr. Olmsted was commissioned by *The New York Daily Times* (now *The New York Times*). From 1852 to 1857 he conducted an extensive research project, focused on the slave economy of the American South, including Texas. His writings, published under the pen name Yeoman, were collected into three volumes and eventually were abridged into one volume titled *Journeys and Explorations in the Cotton Kingdom*. He maintained that slavery was not only unethical and immoral but also inefficient and economically crippling to the residents of those states, with the exception of the approximately 8,000 owners of large plantations. Mr. Horwitz attempted to follow the geographical trek of Mr. Olmsted, searching to see what has changed since the Civil War has come and gone.

He attempted to talk to many of

the residents of the many states he traversed, looking for some insights as to what makes us all Americans and what separates us. He attempted to replicate some of Mr. Olmsted's means of travel, by using a riverboat on the Mississippi River and traveling by mule and trains. He begins his trek by arranging to hop onto a tugboat that was moving barges filled with coal from West Virginia. The young barge workers provided him with some humorous lines about being "hill-billies" such as, "The toothbrush was invented in West Virginia. Otherwise it would have been called the teethbrush." Other remarks are a bit too crude to replicate here, but funny nonetheless. Mr. Horwitz' style of combining humor, clear-eyed observation and tight phrasing makes the book a pleasure to read, even those sections that are meant to arouse concern. He also conveyed a pessimistic sense of how we have become or are becoming more polarized as a country. He makes clear how the ways of life and the perceptions of our country differ from place to place. West Virginia is clearly dissimilar than Louisiana, especially New Orleans. I admit to a bit of bias when I say I enjoyed his section on New Orleans as I have visited there and found it much to my liking. I spoke with several locals in NOLA and found their stories matched the stories he relates, particularly that city's multi-cultural past. Creole, Cajun, a large free-men-of-color, Catholic, Baptist and African religions, all came together to create a place quite different than just across the river in the state of Mississippi. He contrasts rural east Texas with the Texas he visits at the Mexican border. They are clearly not the same. No matter who he encountered he treated them respectfully, even those who suspected him of being a Northern Spy. I recalled what is often said about the South, "the past is never dead. It's not even past."

Mr. Olmsted felt and described the

I recalled what is often said about the South, "the past is never dead. It's not even past."

glaring differences not only between people from different locales, different cultural and racial backgrounds and also very different economic statuses. Later in life he stated that in designing public parks he was trying to break down those barriers. He felt that public parks should be the place within cities in which differences should become entirely irrelevant. Mr. Horwitz quotes Olmsted as "first articulating in his Southern travels, when he wrote of parks as democratic public spaces where all could 'assimilate' and be uplifted." I'm not sure he was entirely successful, but I have spent some time in our own Golden Gate Park where I witnessed events that would have pleased Olmsted. For instance, opera singers entertaining in the concourse and people of every race and apparent economic level, joining together as one group to enjoy the performance. I even heard a police horse begin to loudly trumpet along with a soprano one afternoon. Of course, that was in San Francisco and not Louisville, Kentucky, and in a park designed and developed by John McLaren & John Muir, not Frederick Olmsted.

The narrative switches from Olmsted's writing to Horwitz's, which added to my enjoyment, comparing phrases from the 1850s to that of a modern-day journalist, describing similar events and places. When I finished reading the book I thought of how enjoyable it would be to sit down with this writer and listen to his tales.

# One in Three Alaska Villages Have No Local Police

May 24, 2019

An investigation by the Anchorage Daily News and ProPublica found more than 70 Alaska communities have no local police protection. Sexual abuse runs rampant, public safety resources are scarce, and Gov. Mike Dunleavy wants to cut the budget.

KIANA, ALASKA — Village Police Officer Annie Reed heard her VHF radio crackle to life in the spring of 2018 with the familiar voice of an elder. I need help at my house, the woman said.

Reed, who doesn't wear a uniform because everyone in this Arctic Circle village of 421 can spot her ambling gait and bell of salt-and-pepper hair at a distance, steered her four-wheeler across town. There had been a home invasion, she learned. One of the local sex offenders, who outnumber Reed 7-to-1, had pried open a window and crawled inside, she said. The man then tore the clothes from the elder's daughter, who had been sleeping, gripped her throat and raped her, according to the charges filed against him in state court.

Reed, a 49-year-old grandmother, was the only cop in the village. She carried no gun and, after five years on the job, had received a total of three weeks of law enforcement training. She had no backup. Even when the fitful weather allows, the Alaska State Troopers, the statewide police force that travels to villages to make felony arrests, are a half-hour flight away.

It's moments like these when Reed thinks about quitting. If she does, Kiana could become the latest Alaska village asked to survive with no local police protection of any kind.

An investigation by the Anchorage Daily News and ProPublica has found one in three communities in Alaska has no local law enforcement. No state troopers to stop an active shooter, no village police officers to break up family fights, not even untrained city or tribal cops to patrol the streets. Almost all of the communities are primarily Alaska Native.

Seventy of these unprotected villages are large enough to have both a school and a post office. Many are in regions with some of the highest rates of poverty, sexual assault and suicide in the United States. Most can be reached only by plane, boat, all-terrain vehicle or snowmobile. That means, unlike most anywhere else in the United States, emergency help is hours or even days away.

When a village police officer helps in a sex crime investigation by documenting evidence, securing the crime scene and conducting interviews, the case is more likely to be prosecuted, the University of Alaska Anchorage Justice Center concluded in 2018. Yet communities with no first responders of any kind can be found along the salmon-filled rivers of Western Alaska, the pancake tundra of the northwest Arctic and the icy rainforests in the southeast panhandle.

The state recognizes that most villages can't afford their own police force and has a special class of law enforcement, called village public safety officers,

to help. But it's not working. In the 60 years since Alaska became a state, some Alaska Native leaders say, a string of governors and Legislatures have failed to protect indigenous communities by creating an unconstitutional, two-tiered criminal justice system that leaves villagers unprotected compared with their mostly white counterparts in the cities and suburbs.

ProPublica and the Daily News asked more than 560 traditional councils, tribal corporations and city governments representing 233 communities if they employ peace officers of any sort. It is the most comprehensive investigation of its kind in Alaska.

### Here is what we learned:

Tribal and city leaders in several villages said they lack jail space and police stations. At least five villages reported housing shortages that prevent them from providing potential police hires with a place to live, a practical necessity in some regions for obtaining state-funded VPSOs. In other villages, burnout and low pay, with some village police earning as little as \$10 an hour, lead to constant turnover among law enforcement.

In villages that do have police, more than 20 have hired officers with criminal records that violate state standards for village police officers over the past two years. They say that's better than no police at all. Our review identified at least two registered sex offenders working this year as Alaska policemen.

Alaska communities that have no cops and cannot be reached by road have nearly four times as many sex offenders, per capita, than the national average.

The lack of local police and public safety infrastructure routinely leaves residents to fend for themselves. The mayor of the Yukon River village of Russian Mission said that within the past couple years, residents duct-taped a man who had been firing a gun within the village and waited for troopers to arrive. In nearby Marshall, villagers locked their doors last year until a man who was threatening to shoot people had fallen asleep, then grabbed him and tied him up. In Kivalina, a February burglary closed the post office for a week because the village had no police officer to investigate. Elsewhere, tribes mete out banishment for serious crimes from meth dealing to arson.

"There's no one you can call and go, 'Oh hey, my neighbor is going crazy right now,'" said Kristen George, tribal administrator for the Bristol Bay town of Clark's Point, which balloons from 55 people to several hundred during the commercial fishing season.

If someone started shooting, George said, "they could probably wipe us out before troopers came."

Many of the unprotected villages are in western Alaska, where sex crime rates are double the statewide average. (Alaska's statewide rate, in turn, is nearly three times the U.S. average.) Rape survivors, as in the Kiana home invasion case, are told not to shower and must fly to hub cities or even hundreds of miles to

Anchorage to undergo a sexual assault examination.

The problem is getting worse. Our investigation found the number of police provided through the state Village Public Safety Officer Program is at or near an all-time low; the few who remain are often unhappy and overextended.

When the lone VPSO in the northwest Arctic village of Ambler investigated a domestic violence call in April, for example, he said he was attacked by two people in the home who each grabbed one of his arms. In a subsequent report, he described it as one of the scariest moments of his life as he struggled to break free and grab a can of pepper spray.

"I was unable to get any assistance as I am the only law enforcement officer in this village within about a 100 square mile radius," he wrote.

Rather than raise pay or boost recruitment, Gov. Mike Dunleavy this year proposed a state budget that would cut \$3 million in funding for vacant village-based police officer jobs. The reductions are a small part of a proposed \$1.8 billion reduction in state spending as cash-strapped Alaska struggles to live within its means while avoiding an income tax and continuing to pay annual Permanent Fund dividend checks to all

eligible residents.

Dunleavy, a Republican, campaigned on promoting public safety, but he also promised Alaskans that they wouldn't have to give up the annual oil wealth checks, and that those checks might increase. Under his proposed budget, each Alaskan would receive a more than \$4,000 payment in October, the largest ever. (State lawmakers are working on a competing spending plan with fewer cuts, which would maintain VPSO funding at current levels and provide potentially smaller dividends.) Dunleavy has said growth in state spending is the problem, not annual checks to residents.

Whether each Alaskan also receives basic public safety protection — the ability to dial 911 and have a police officer or trooper show up at the door — depends largely on whether they live in cities like Anchorage and Fairbanks, or off the road system.

Martha Whitman-Kassock, who oversees self-governance programs for the Bethel-based Association of Village Council Presidents, grew up in rural Alaska and said the state appears to have no strategy for adding cops in villages.

"Public safety infrastructure and service in our region is a crisis," she said.

## 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!

Summer is here. Find some hidden words associated with summer — Enjoy!

- |           |           |          |
|-----------|-----------|----------|
| BEACH     | JOURNEY   | SHORTS   |
| BASEBALL  | JUNE      | SUN      |
| CAMP      | OCEAN     | SUMMER   |
| DIVING    | PARK      | TAN      |
| EASE      | PICNIC    | TRAVEL   |
| FLOWERS   | PLAY      | TRIP     |
| HEAT      | RELAX     | VACATION |
| HIKING    | SEA       | YOYAGE   |
| HOLIDAY   | SUNFLOWER | WEATHER  |
| ICE CREAM | SWIM      |          |

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

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# Sports



## Nick's Notes

By Nick Shihadeh,  
Journal Sports Editor

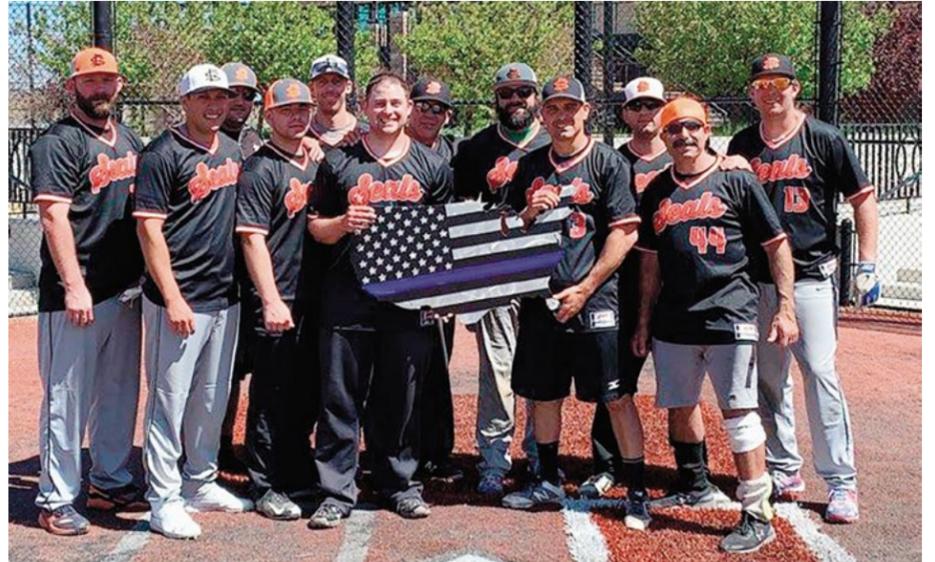
### Seals Compete In Reno/Sparks Softball Fundraiser

CHECK IT OUT: The SF Seals department tournament softball team took part in the 6th Annual Law Enforcement Desert Shootout on May 10th and

11th at the Golden Eagle Complex in Sparks, NV. Proceeds from this tourney went to the Officer John Hege Memorial Fund(OJHMF.org). Hege was one of Oakland PD's finest who gave the ultimate sacrifice 10 years ago on March 21st, 2009. He was an organ donor that helped others live on when he died, and the OJHMF encourages others to be unselfish and sign up to become organ donors as he had done.

As far as play on the field was concerned, eighteen teams from around California would play on Friday the 10th to see what bracket they would be in the next day. The Seals ended up losing one and then winning one that day and were placed in the B Flight Bracket. On Saturday, The Seals would win first thing in the morning to continue on in what was the single elimination portion of the tournament. They would lose the next game unfortunately in a close contest and had to settle for 5th place.

Those who made the trip to take place in this feel good Oakland PD sponsored tournament included: Dave "Claw" Colclough, "Mayor" Mike Alexander, Andrew "Drew" Lucas, Nick "Nicky Bro Jr" Stewart, Pat "The Bat" Cum-



The Seals in Reno



Andrew "Drew" Lucas volunteers at the concession stand.



Pat "The Bat" Cummins took 3rd in HR hitting contest.

mins, Jesse Montero, Paul "Franchise" McIntosh, Dustin "Moose" Coulclough, Luis "Lois" Guitron, Mike "Lunch Box" Franceschi, Jason Barnecut, and yours truly. Standouts from this group were: Stewart who batted .813 that included 5 home runs, Cummins who took 3rd out of 30 participants in the home run hitting contest, and Lucas who volunteered much of his valuable time in the snack bar between games on Saturday.

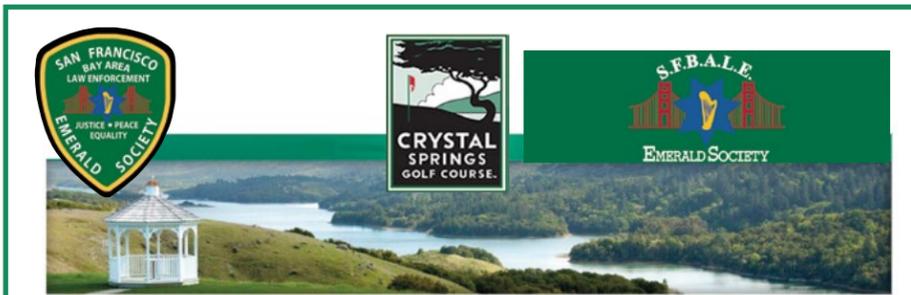
Thanks goes to the SF POA for sponsoring the team for the tournament. Special thanks goes to "Big Dave" Colclough (father of Dave and Dustin) who arranged for accommodations and fine dining for the team at the Grand Sierra Resort. Congrats to the SF Seals for participating pretty successfully in what is a much worthy cause.

### This and That

Don't forget to sign up to participate in the 2019 George Brown Memorial ALS Golf Classic taking place at the Lake Merced Golf Club in Daly City on Monday, June 17th. Also, there is the 2019 Emerald Society Golf Tournament taking place at Crystal Springs Golf Course in Burlingame on Monday, July 8th. Check out the flyers with more information on these two events in this same sports section.

Rob "Robbo" Fung contacted me recently to tell me that his friend Lance (who manages Lincoln Park Golf Course in The City) is looking for a retired member of the SFPD to become a "marshall" one day week on Saturdays. If interested, call 415-425-0733 for more information.

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



## 2019 San Francisco Bay Area Law Enforcement Emerald Society Golf Tournament

Monday, July 8th, 2019

Crystal Springs Golf Course  
6650 Golf Course Drive, Burlingame

11:30 Check in (Driving range open and balls provided)

13:00 SHOTGUN start

Lunch Refreshments and BBQ Banquet Provided

\$200.00 Per Player or \$700/Team of Four (\$100 Discount)

Format: Four Ball Scramble

Golfer Name	Phone #	Shirt Size

All payments must be received by June 24th, 2019

Questions contact Kevin Lynch (415 ) 609-9366 or

KevinL2009@Live.com

Return completed forms to:  
Kevin Lynch - SFPD Northern Station  
or Mail form to:

SFBALEES, 236 West Portal Ave. PO Box 355,  
San Francisco, CA 94122

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

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

The deadline for the July issue is Monday, June 24, 2019.

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

### Bayview Station Officer

# Vashti Thomas Inducted Into USTFCCCA DII Hall of Fame



Reprinted from Artuathletics.com

NEW ORLEANS — One day before the 2019 NCAA Division II Outdoor National Championships, Academy of Art University track & field experienced a powerful blast from the past.

As announced by the U.S. Track & Field and Cross Country Coaches Association on May 22, 2019, ART U legend Vashti Thomas was officially inducted as a part of the Class of 2019 USTFCCCA NCAA DII Athlete Hall of Fame.

“I’m extremely honored,” said Thomas. “The years I competed for Academy of Art were the greatest. To be able to

run track and do what I loved with my art was already amazing, but being able to pursue greatness in both was a rare opportunity. If it wasn’t for my coach Charles Ryan and my teammates, I would not have been able to do what I did. Coach Ryan really motivated me to push myself as hard as I could and my teammates prevented me from giving up when times got hard.”

One of four student-athletes inducted in this year’s Hall of Fame class, Thomas joins Malgorzata Biela (Lewis), Daniel Kirwa (Harding), and Hyacinth Robinson (Kentucky State). Thomas originally joined the Urban

Knights in 2011 after competing for NCAA Division I Texas A&M for two seasons. The San Jose, Calif. native would make an immediate impact, setting numerous records and even competing in the 2012 U.S. Olympic Trials against future Olympic Gold Medalists such as Brittney Reese.

Thomas’ 2012-13 campaign was truly historic. An 11-time NCAA DII All-American combining indoor and outdoor, Thomas’ resume proved to be simply incredible as she helped the women’s team win back-to-back NCAA DII National Championships (indoor, outdoor), a feat never before done by a program in its first year of eligibility. In addition to claiming four individual national titles (indoor long jump, 200m, outdoor long jump, 100mH), she scored 35 of the team’s 59 points in indoor and 36.25 points of the team’s 60 points in outdoor.

Over the course of her ART U career, Thomas was 2012-13 PacWest Women’s Athlete of the Year, 2013 PacWest Women’s Track & Field co-Track Athlete of the Year, 2013 USTFCCCA High Point Athlete of the Meet (outdoor), 2013 USTFCCCA NCAA Outdoor West Region Field Athlete of the Year, 2013 USTFCCCA NCAA DII Outdoor All-Region Team (100mH, 200m, 4x100m, 4x400m, LJ, TJ), 2013 USTFCCCA NCAA DII Indoor Track Athlete of the Year, 2013 USTFCCCA High Point Athlete of the Meet (indoor), 2013 USTFCCCA NCAA DII Indoor West Region Track Athlete of the Year, 2013 USTFCCCA NCAA DII Indoor All-Region Team (60m, 60mH, 200m, LJ, TJ, 4x400m), and a three-time USTFCCCA National Athlete of the Week (Indoor - Week 3, Outdoor - Week 2 & Week 7).

After competing in her final NCAA



Vashti Thomas

DII Outdoor National Championships, Thomas competed in the 2013 World University Games and collected a gold medal for her efforts in the 100m hurdles. She not only took the medal, but did so with a new WUG record of 12.61. At the conclusion of her collegiate career, Thomas owned or contributed to 12 ART U records (five indoor, seven outdoor) and 11 of those still remain today. Beyond the program, Thomas is the NCAA DII record holder in the 100H at 12.70, second all-time in the indoor/outdoor long jump as well as the outdoor 200m, third in the indoor 200m, and fourth in the 60H, among other marks.

Thomas is the first Academy of Art student-athlete to earn a place in the USTFCCCA NCAA DII Athlete Hall of Fame.



## 2019 George Brown Memorial ALS Golf Classic Monday, June 17, 2019

Lake Merced Golf Club  
2300 Junipero Serra  
Boulevard, Daly City, CA 94015

George Brown had a passion for life, and spent much of his time on the golf course. George was diagnosed with ALS in August of 2013, and although he knew it was an uphill battle, he made the best of every day. He fought with such conviction on a daily basis, kept a positive attitude through the toughest days, and when anyone walked into the room he greeted them with the most amazing smile! Everyone who met him knew it was his signature move.



Please join us at the inaugural George Brown Memorial ALS Golf Classic on Monday, June 17. Those who loved him can think of no better way to honor George than by one of his favorite pastimes—enjoying a day on the course.

All proceeds will provide critical funding for The ALS Association Golden West Chapter’s mission priorities in global cutting-edge research, care services and public policy initiatives. The Golden West Chapter serves people with ALS and their families in 31 counties in California and the state of Hawaii.

For more information, please contact Jena Brown, Director of Special Events at 818-865-8067 x 229 or [jbrown@alsagoldenwest.org](mailto:jbrown@alsagoldenwest.org)

[www.GeorgeBrownALSGolfClassic.org](http://www.GeorgeBrownALSGolfClassic.org)

After enjoying my amazing 25-year career as one of San Francisco’s Finest, I have been working diligently in my second career as a Real Estate Agent. I value traditions that are based on excellence, trust and service. Service you deserve and an agent you can trust. Please call me if I can assist you in your real estate needs.



**Miriam Pengel**  
Realtor  
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CalBRE#02017321  
Century 21—NorthBay Alliance



“Proud to serve the law enforcement needs of SFPD’s finest”

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



# San Francisco Police Officers' Association Eighth Annual Texas Hold 'em Poker Night

Limited space available. Call now to reserve your spot.

Friday, September 20, 2019  
6:00 pm

A Benefit for the SFPOA Scholarship Program  
All money raised goes to the scholarship fund

POA Building, 3rd Floor Atrium, 800 Bryant Street, 6th Street Entrance

Open to the first 100 paid entrants ♣ Initially open to POA members only

- ♣ \$150 Initial Buy-In with \$20 Buy-Back
- ♣ Prizes to the Top Five Winners
- ♣ Buffet Dinner and Cocktails
- ♣ Special Gift to Each Player



Contact the POA for details  
415-861-5060



Make checks payable to SFPOA Scholarship Committee  
[501(c)3 Federal Tax Exempt Account]



## Join us and the World Champion San Francisco Giants

### on Thursday, July 18, 2019, for our Annual LAW ENFORCEMENT APPRECIATION NIGHT AT ORACLE PARK



## San Francisco Giants vs. the New York Mets



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.

Seating is located throughout the Ball Park and can be purchased directly from the San Francisco Police Officers Association Office located at 800 Bryant St. SF tel. #415.861.5060



Tickets start at \$25.00 and include a Giants Law Enforcement Duffel Bag giveaway and a hosted Tailgate Party at the Mariposa Yacht Club starting @ 3 pm

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

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

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