



# JOURNAL

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## SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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www.sfpoa.org

## The Silence Is Deafening

By Martin Halloran  
SFPOA President

Over the past eighteen months, there have been calls nationwide for either reforms, overhauls, or federal investigations of specific police departments, or law enforcement in general. San Francisco is no longer immune from these very same calls even though the true facts of the case in our city are completely different than cases in other cities. But as someone once said "Don't let the facts get in the way of a good story."

Since the officer involved shooting in the Bayview District on December 2, 2015 that tragically took the life of a 26-year old knife wielding man who refused to drop his weapon, and who was wanted for stabbing an innocent victim earlier, there have been outcries. Some of the protesters have also called for the officers involved to be indicted, the Chief to be terminated, and the Mayor to resign.

There have also been certain elected and appointed government officials from the Board of Supervisors and the Police Commission who have publicly label these officers as "an ethnically diverse firing squad" or as "executioners." The ultra liberal leftist director of the San Francisco Labor Council went so far as to demand that the officers be charged with murder and prosecuted to the fullest extent of the law.

All of these unfair, inflammatory and knee jerk statements were almost solely based on 8 seconds of video. None of these groups or individuals bothered to gather any facts surrounding this shooting, nor did they even acknowledge that the three open investigations being conducted by the District Attorney's Office, the Office of Citizens Complaints, and the Homicide Bureau had reached their findings. It was simply ignored by all

the political panderers because it did not fit their narratives or political agendas.

Even though these active investigations are ongoing, the *San Francisco Chronicle* published a factual account of this incident in early February, based on official SFPD documents that were brought to their attention. Coupled with that, the San Francisco Medical Examiner's Office released the toxicology report on Mario Woods on February 11th which stated in part that Woods had methamphetamine, amphetamine, anti-depressants, and marijuana in his system at the time of his death.

Now factor in the response from the San Francisco City Attorney's Office, on February 12th, to the federal law suit filed by the Woods file. Once again the facts of the case were outlined in this brief and it states in part:

*"The officers' actions were well within the settled parameters regarding the use of lethal force by police officers as spelled out by*

*the United States Supreme Court, including Tennessee v. Garner (1985) and Graham v. Connor (1989), and the Ninth Circuit Court of Appeals, including Blanford v. Sacramento County (2005). Police officers need not use the least intrusive form of force when dealing with an armed suspect who poses a threat to the public or police officers. Police officers need not wait until they or a member of the public are assaulted before using lethal force to effect an arrest. When a suspect refuses to disarm and refuses to surrender peacefully, officers may use such force as is necessary to protect the public and themselves, and to effect the arrest."*

Bear in mind that San Francisco City Attorney Dennis Herrera is a former President of the San Francisco Police Commission, so he has a formidable amount of experience reviewing and rendering decisions related to officer involved shootings.

With all of these facts now being released by the recognized and designated



city departments tasked with providing official conclusions, the POA would have hoped that those who had prematurely and unjustly cast stones at the officers and the department might now come forward to clear the record and recant their statements. As of this writing, no such luck. Their silence is deafening.

*Slainte!*

### CHP Officer recovering from knife attack

## Thank You to SFPD and POA, with Fraternal Gratitude

February 11, 2016

Dear SFPOA Members:

On February 2, 2016, I heard the call come out on the radio, "Officer down..." My heart sank as I ran out of my office and responded to the scene just a few blocks away. California Highway Patrol (CHP) Officer Andre Sirenko had just been viciously stabbed in the neck and arm while speaking with a homeless man.

Upon arrival, I saw Andre laying on the ground and his partner officer pressing on the side of his neck while blood was pooling inside Andre's jacket and shirt. Additional CHP officers arrived on scene to provide assistance. Numerous San Francisco Police Department (SFPD) officers arrived on scene. A San Francisco Fire Department (SFFD) ambulance pulled up and our officer was loaded up and transported code 3 to San Francisco General Hospital. In traumatic incidents like this, with loss of blood and possible shock, minutes and seconds count. SFPD motors escorted the ambulance through numerous city intersections and were able to ensure the swift response to the hospital where our officer endured hours of emergency surgery. Their coordination was flawless.

At the same time, SFPD officers locked down a five block radius of the city to search for the suspect. When I was updated SFPD had caught the fleeing suspect before he could harm anyone else, it was a tremendous relief. The SFPD officers involved acted with extreme professionalism while arresting the suspect. Thank you to the SFPD dispatchers who did a fabulous job under pressure that morning. Soon, investigators and dozens of SFPD employees



Post-surgery photo of Officer Andre Sirenko holding his recovered CHP Star.

arrived at the incident scene to conduct the criminal investigation.

On that day and throughout the week, I received calls from many SFPD employees at all levels providing support and offering assistance. Thank you to the SFPD Traffic Company for continued assistance on that day including escorting Andre's family and the CHP Commissioner to the hospital. The Bayview Station sent over pizzas. During times like this, food is always appreciated. How thoughtful! Numerous SFPD employees performed acts of kindness and checked in on our officer throughout the week. While I do not know all who contributed, I want to acknowledge each of you. Thank you!

I specifically want to thank the SFPOA for all of their support including arranging for and paying for a hotel room for Andre's wife and young children so they could be near him. This solved a logistical and financial burden we were facing. Andre's family does not live in the San Francisco Bay Area and this was very

helpful and we are grateful. The color of a uniform or department name does not prevent us from being one law enforcement family. A highlight for Andre and his family was when SFPOA President Martin Halloran along with Lieutenant Michael Nevin and Sergeants Tracy Boes and Art Howard visited him in the hospital and returned his badge (I know, I know. CHP doesn't call it a star and we ride in patrol cars).

I am very proud of the SFPD; I always have been. My great grandfather, Charles Lofgren, was a SFPD Officer, #271. My grandfather, Charles Lofgren II, was a SFPD Inspector, #969. My uncle, Charles "Chuck" Lofgren III, #271 was a SFPD Officer. My cousin, Colleen Carlson, was a SFPD Officer, #969. Being the 4th generation of San Francisco law enforcement in my family, it is my honor to work alongside Chief Greg Suhr and the SFPD and serve the public.

It is a difficult time for law enforcement across the country. Yet, after this attempted murder of a police officer, we have received thousands of well wishes by mail, online, and in person. The majority of the public support law enforcement. What we do every day does matter and the larger part of the public is appreciative. The SFPD's response to this incident is another example of the world class organization that it is. It is the members, the SFPOA that make that happen. On behalf of the men and women of the San Francisco CHP, I thank the SFPD and the SFPOA for all the support provided to Andre and his family and the CHP. Please allow an outsider to your agency, but one who feels like family conclude with, "Oro en Paz, Fierro en Guerra."

Christopher Sherry  
Commander San Francisco CHP

# Minutes of the February 17, 2016 Board of Directors Meeting

1. Sergeant at Arms (SA) Val Kirwan called the meeting to order at 1201 hours.
2. SA Kirwan led the board in the Pledge of Allegiance. Following the pledge, he asked for a moment of silence in honor of police officers and military personnel killed in the line of duty.
3. President Martin Halloran informed the board that Representative Mario Busalacchi (Traffic) has resigned from the board.
4. Secretary Mike Nevin conducted roll call.
5. President Halloran introduced Officer Jason Johnson (Co C) who made a presentation regarding Operation Genesis. Officer Johnson has made similar financial requests in the past for this effort connecting teenagers in the Bayview with their African heritage. They make a trip to the country of Ghana. They have 501(C)(3) status and the request he made was for \$8,000.
6. Sergeant Kyra Delaney (Homicide) and Representative Chris Canning (Investigations) made a presentation and financial request for the California Homicide Investigators Association (C.H.I.A.). The money raised goes toward trainers as the attendees make their own arrangements to attend. They were seeking \$2,000.
7. Sgt. Mark Obrachta (Central) and Officer Glenn Ortega (Traffic) presented the POA with an award the SF Baseball Team won in a tournament in Los Angeles last year. The POA has financially supported the team. The plaque will be hung in the POA office.
8. The presentation by Catherine Miller (2014 audit) was postponed.
9. Vice President Tony Montoya made a motion to approve the January



Jason Johnson

2016 Board Minutes. The motion received a second from Representative Joe McCloskey (Co J). The motion passed unanimously by voice vote.

10. President's Message. President Martin Halloran addressed the DOJ-COPS review which promises a collaborative review of SFPD policies and procedures. Halloran had a meeting with the group.
11. President Halloran was meeting with the D.A's Blue Ribbon Commission this afternoon.
12. The POA had a "meet and confer" with Supervisor Norman Yee on February 16th in regards to his GPS monitoring of city vehicles. The POA is hoping to have a law enforcement exception for this proposed law.
13. President Halloran discussed the recent issue with the Court Parking Lot. The Department secured 833 Bryant Street for court parking. When this issue was raised many members in the Investigations Bureau wanted to point out that they are left with no parking. The MOU speaks directly about district station parking. However, Gregg Adam (POA Attorney) is exploring this issue.
14. President Halloran announced that the member retirement contribution is going down by 1% on July 1st.
15. President Halloran spoke about the Department's draft Use of Force proposals. The POA recently received the draft policies for DGOs 5.01, 5.01.1, 5.02 and the Bureau Order for Conducted Energy Devices. The POA was excluded from any meetings with the Department prior to these policies being introduced at the Police Commission. It should be noted that the POA did submit a Taser policy recommendation. Vice President Tony Montoya will chair the POA - Use of Force Committee to begin immediate work on reviewing and making recommendations.
16. Vice President's Message. Vice President (VP) Tony Montoya handed out packets for the board to review

and share with members. Members can fill out the packets that includes personal information their family members will need in the event of death.

17. V.P. Montoya asked board members interested in being a part of the Use of Force committee to let him know as soon as possible.
18. V.P. Montoya told the board to inform him if there were any pay discrepancies with regard to Super Bowl 50.
19. V.P. Montoya stated that several seniority issues with members who had left the department and later returned have been correctly adjusted. Sgt. Angela Rodriguez (Operations) and Officer Mary Morentz have been very helpful in updating the seniority for the Department.
20. Treasurer's Report. Treasurer Valdez excused. President Halloran handed out the monthly expense report.
21. New Business. Representative Frank Pereira (Traffic) stated that 3 members in his unit were interested in the open rep spot (announced earlier in these Minutes). Secretary Nevin would ensure a POA Bulletin be issued to announce the vacancy. With more than 1 member interested, a special online election will be held at a later date.

22. Old Business. SA Kirwan thanked Southern Station for a \$460 donation to the USO Shower Program. Also, Representative Ray Allen (retired) handed a check to Val from the Veterans' POA in the amount of \$500.
23. Financial requests. President Halloran stated that the POA donation last year for Operation Genesis was for \$5,000. VP Montoya made a motion to donate \$5,000 to Operation Genesis. The motion received a second from Representative Damon Keeve (Richmond) and Representative Rick Andreotti (Bayview). The motion passed unanimously by voice vote.
24. Representative Mark Madsen (Tactical) made a motion to donate \$2,000 to C.H.I.A. The motion received a second from Representative Brent Bradford (Tactical). The motion passed unanimously by voice vote.
25. The meeting was adjourned at 1330 hours.

Submitted by

**Mike Nevin, Secretary**

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



Mark Obrachta, left, Martin Halloran, and Glenn Ortega.

## 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.

## The San Francisco Police Officers Association

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Ray Shine

### SPORTS EDITOR

Nick Shihadeh

### WEBMASTER

Cyndee Bates

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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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# This year's theme is Celebrating the 1916 Rising

## San Francisco's 165th Saint Patrick's Day Parade and Festival set for March 12th

By Olivia Canniffe

The West Coast's largest Irish event celebrating Irish history and culture, the 165th Annual San Francisco St. Patrick's Day Parade and Festival, will take place on Saturday, March 12th at 11:30 am. The Parade will start at the corner of Market and Second Streets where over a hundred colorful floats, Irish dance troupes and marching bands will wind their way to Civic Center Plaza. Building

on the success of the last several years and this centennial event the organizers of the Parade are expecting a very memorable event.

This year the St. Patrick's Day Parade and Festival will honor the 100th year of the 1916 Irish Rising and the men and women who supported this centennial event. In recent years the St. Patrick's Day Parade and Festival has regained its status as one of the biggest parades in our State. Featured groups from

throughout the Bay Area's Irish community include schools, youth organizations, labor unions, cultural groups, as well as the San Francisco Fire and Police Departments. In addition, many of our local political leaders proudly march up Market Street.

Again this year, the Festival will be held at Civic Center Plaza, in front of City Hall. The Festival is full of flair, and offers all in attendance the opportunity to truly experience Irish culture.

Exhibitors and Sponsors include: ABC 7, Aer Lingus, BART, Crossroads Irish-

American Festival, San Francisco Parks and Recreation, The Irish Herald, The San Francisco Media Company.

The San Francisco Saint Patrick's Day Parade is a great day out for everyone, Irish or otherwise. It is a time to celebrate and participate in the City's Irish culture. So mark your calendars for March 12th and celebrate with us. The Parade and Festival start at 11:30 am on the corner of Market and Second Street. For more information please visit [www.uissf.org](http://www.uissf.org) or like us on Facebook at [www.facebook.com/SaintPatricksDaySF](http://www.facebook.com/SaintPatricksDaySF)

### San Francisco's 165th

## Saint Patrick's Day Parade & Festival

### Saturday March 12

### 11:30 am

**This year's theme is  
Celebrating the 1916 Rising**

*The West Coast's largest Irish event  
celebrating Irish history and culture*

**Parade begins at the corner of 2nd and Market Streets  
and will make its way to Civic Center Plaza**

**This event is free and open to the public.**

**INFO**  
[www.uissf.org](http://www.uissf.org)  
<https://www.facebook.com/SaintPatricksDaySF>



## Calendar of Events

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

### Specially Scheduled Events

#### ST. PATRICK'S DAY PARADE

Where 2nd & Market, SF  
Date/Time Saturday March 12, 2016 11:30 AM  
Contact [www.uissf.org](http://www.uissf.org)

#### PENINSULA RETIRED OFFICERS LUNCHEON

Where Basque Cultural Center, 599 Railroad Ave., So SF  
Date/Time Wednesday, April 6, 2016 11:30 AM  
Contact [SFPDRETPEN@gmail.com](mailto:SFPDRETPEN@gmail.com)  
RSVP by March 28

#### RETIREMENT CELEBRATION HONORING PAT BURLEY

Where Mariposa Yacht Club, 405 Terry Francois Blvd, SF  
Date/Time Friday, April 15, 2016 5:00 PM  
Please Drop By

#### FIRST RESPONDERS SOCIETY LUNCH

Where Italian-American Athletic Club  
Date/Time Thursday May 5, 2016  
Contact [adrienroche@comcast.net](mailto:adrienroche@comcast.net)

#### IRONMAN/IRONWOMAN COMPETITION

Where Gym, 850 Bryant, SF and the Lake Merced Range  
Date/Time Wednesday May 11, 2016 0900  
Contact See flyer page 38

#### MARINE CORPS LEAGUE GOLF TOURNEY

Where Oakmont Golf Course, Santa Rosa, CA  
Date/Time Sunday, May 29, 2016 7:30 AM  
Contact See flyer Page 36

#### PAL GOLF TOURNEY

Where Sharp Park Golf Course, Pacifica, CA  
Date/Time Thursday June 2, 2016 Noon  
Contact See flyer Page 35

### Regularly Scheduled Meetings or Events

#### VETERAN POLICE OFFICERS ASSOCIATION

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

#### WIDOWS & ORPHANS AID ASSOCIATION

Where Hall of Justice, Room 150, (Traffic Co. Assembly Room)  
Date/Time Second Tues. of Every Month, 1:45 pm  
Contact Mark McDonough 415-681-3660, [woaasfpolice@gmail.com](mailto:woaasfpolice@gmail.com)

#### AMERICAN LEGION SF POLICE-FIRE POST

Where Park Station Community Room, 1899 Waller St., SF  
Date/Time Second Tues. of Every Month, 4:00 pm  
Contact Greg Corrales 415-759-1076

#### POA BOARD OF DIRECTORS MEETING

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

#### RETIRED EMPLOYEES OF CCSF

Where Irish Cultural Center  
Date/Time Second Wed. of Every Month, 11:00 am  
Contact Reyna Kuuk 415-681-5949

#### RETIREE RANGE RE-QUALIFICATION

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

### General Membership Meeting Roll Call

Wednesday, February 17, 2016

President	Martin Halloran	P
Vice President	Tony Montoya	P
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Sergeant-At-Arms	Val Kirwan	P
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	Louis Wong	E
Co. C	Richard Andreotti	P
	Gerald Lyons	P
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	Scott Edwards	P
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	Jesus Peña	P
Co. F	Kenyon Bowers	P
	Paget Mitchell	E
Co. G	Clifford Cook	E
	Damon Keeve	P
Co. H	David Lee	P
	James Trail	P
Co. I	Michael Ferraresi	P
	Joseph Reyes	P
Co. J	Kevin Lyons	P
	Joe McCloskey	P
Co. K	Frank Pereira	P
Hdqtr.	John Evans	P
	Kevin Moylan	P
Tactical	Brent Bradford	P
	Mark Madsen	P
Invest.	Chris Canning	P
	Thomas Harvey	P
Airport	Reynaldo Serrano	P
	Mark Trierweiler	P
Retired	Ray Allen	P

# Mario Woods Day; Why We Can't Let it Go

By Gary Delagnes,  
Former SFPOA President

*Editor — I know some will say to leave the Mario Woods thing alone now. The absurdity of it all has been clearly demonstrated, and it is painfully obvious to most sane and reasonable people that it is really all about shameful political gamesmanship. That said, I believe the hypocrisy of our elected leaders needs to be stressed. Kate Steinle's story needs to be told again because the hypocrisy of our elected officials is a disgrace. This will be my article for March. —GD*

Kate Steinle grew up in Pleasanton, California. She attended Amador Valley High School and Cal Poly San Luis Obispo. By all accounts she was the model daughter, a great sister, and a wonderful friend to all who knew her. Kate accepted a job working at "Medtronic" in San Francisco, and moved here to start her career.

On July 1st, 2015 Kate's father, Jim, visited Kate in the City. It was a beautiful day and they walked along the Embarcadero with Kate's dog in tow.

At approximately 6:30 PM a man by the name of Juan Francisco Lopez-Sanchez fired three shots from a .40 caliber handgun. One of the bullets pierced her aorta and Kate died in her father's arms at Pier 14. She was 32. Jim Steinle had to walk his daughter's dog home after the coroner had taken her body away.

It turned out that the suspect, Mr. Lopez-Sanchez, had been deported from the US five times, most recently in 2009. He had seven prior felony convictions. He illegally re-entered the country in 1994, 1997, 1998, 2003, and 2009. On March 26th, the United States Bureau of Prisons had turned Sanchez over to San Francisco authorities for an outstanding drug warrant. US immigration issued a detainer for Sanchez requesting he be kept in custody until immigration authorities could pick him up for yet another deportation. Because of the San Francisco Sheriff's Department refusal

to cooperate with US Immigration and Customs enforcement authorities, Mr. Sanchez was released from custody. A little over 3 months later Kate Steinle was killed on the streets of San Francisco.

There was very little outrage expressed by many San Francisco politicians. On the contrary, most members of the Board of Supervisors could not have been found by a "search party". We heard a lot of "no comments" while they tried to figure a way out of this mess. The silence was deafening. Nothing from DA George Gascón, little from our own Chief of Police.

The reason for the lack of empathy or remorse or condemnation was simple, you see Kate Steinle's murder did not fit into the "ideology" of San Francisco politics. An innocent woman who did nothing wrong, murdered on the streets of San Francisco by an illegal alien and the silence was deafening. Uh Oh! Somebody might want to change the "sanctuary policy". That is a political loser for any San Francisco politician to actually attack an "Illegal" policy that now resulted in the death of an innocent woman. You see, for so called progressive, caring, sympathetic San Francisco politicians Kate Steinle became nothing more than "Collateral damage" because her death was much less important than the bigger issue of protecting their beloved "Sanctuary Policy".

Despite a national outrage some members of the Board of Supervisors not only showed little or no remorse for Kate, but railed against any attack on San Francisco's "sanctuary policy".

Supervisor Malia Cohen referred to Kate Steinle's murder as an "Unfortunate Incident" and declared that "We cannot let one event dictate 25 years of our city's policies toward undocumented immigrants". Her comments showed an amazing lack of respect or empathy for the family of Kate Steinle.

Supervisor David Campos went on national television and proclaimed that while the killing of Kate Steinle was

"tragic" it was "equally tragic" that people like Donald Trump and Bill O'Reilly "scapegoat" undocumented immigrants. His concern for the grieving Steinle family was truly heart warming!

On December 2nd, 2015 Mario Woods approached an African American male who was sitting in his car, minding his own business, in front of his apartment on 3rd. St. Mr. woods tapped on the driver's side window at which point the man rolled it down and opened it. Woods immediately attempted to stab the man in the throat but missed. The African American male pushed his car door open and exited the vehicle at which point Mr. Woods, in a completely unprovoked attack, stabbed him three times. One of the wounds was to his bicep which struck an artery. If he did not get to the hospital quickly there is a good chance he would have bled out.

The victim notified police from Mission Emergency hospital and gave them a description of Mr. Woods. He was located and confronted by police on the corner of 3rd. and Keith streets.

After being ordered to drop his knife over 25 times, after being hit with chemical spray, after being struck 4 times by "bean bag" rounds and still refusing to comply with the lawful orders of the officers he walked towards them with knife still in hand and was shot and killed by police. Toxicology reports indicated that Mr. Woods was under the influence of marijuana, methamphetamines, and a drug cocktail containing codeine, red bull, and Gatorade which is commonly used to get "high" by drug addicts. Mr. Woods was a gang member, drug dealer and six time convicted felon who had recently been released from prison for an armed robbery with a gun and attempting to flee the scene of the robbery in a stolen car.

Immediately following the shooting Supervisor Malia Cohen called it a "bicultural" firing squad.

Supervisor David Campos, along with several other supervisors de-



Gary Delagnes

manded an "Independent Investigation". Supervisors were all of a sudden easy to find. After all this one fit the "agenda".

Get out front, baby. Police brutality. An African American many killed by police. This one was a lob pitch for progressive, and all caring caring San Francisco politicians. George Gascón was suddenly easy to find. Our own Chief was "horrified" by the video. Fallout continues. Our Chief was sent off to Washington, DC to find a better way to take "felons" with a knife into custody. Our entire use of force policy will now be changed. Supervisor Campos proposes a "resolution" to honor Mario Woods. It passes unanimously.

The San Francisco use of force policy is being completely rewritten to accommodate a small percentage of people who yell the loudest. As a result police officer safety will be compromised.

The San Francisco "Sanctuary Policy" remains unchanged after the murder of Kate Steinle.

July 22, 2016 is now "Mario Woods" remembrance day.

Kate Steinle got a park bench on the Embarcadero.

THE CITY THAT KNOWS HOW ?

## Police Officers are Biased (And So Are You)

By Patrick Hensley

I am a police officer and I am like you. Although I may not look like you, dress like you, walk like you and talk like you; I am still just like you. I laugh, I cry, I enjoy success and I know failure. I find humor in uncomfortable situations as it helps me get through my days. And sometimes I'm scared. I argue with my wife, worry about my kids, and I'm concerned about the future. I find peace in small unexpected moments throughout my day. I witness far too much death, far too much hatred and violence, and I know more than most how it only takes a second to change the course of your life.

I am witness to good people having the worst day of their lives.

I am like you, and we are both biased. We are all biased. Yes, we the police officers and you who we serve.

I wake up every morning, put my pants on one leg at a time and wonder what my day will be like. Some days are great and many are not. We take nothing for granted. Every call is different and we have learned to expect the unexpected. A wife calls for help after being beat up by her husband. When we arrive and place him in handcuffs she attacks us with a baseball bat. A father tires of his toddler son wetting his pants, so he punches him repeatedly in the groin

until the boy is hospitalized. A drunk driver kills an entire family and is only concerned about his car.

We stand as witness to countless examples of tragedy and violence. We learn to hide our personal feelings; no time for that now. We have no choice because another call for service is waiting. We will come; when you call we will come. It doesn't matter if we know you, or how we feel about you. It doesn't matter; we will come when you call and if need be risk our lives to save yours.

Bias can be defined as an action supporting or opposing a person or group in an unfair way by allowing personal opinions to influence judgement. Avoiding bias requires conscious and continuous effort. We interpret information through filters and evaluate that information against our past experiences. We rely on stories told to us from older generations, despite the fact that our experiences may be different. Who we are is a powerful influence when participating in the world around us. We don't have the ability to turn off those filters, but we can certainly teach ourselves and each other to recognize the presence of biases and account for those limitations. Police

officers rely on intuition and experience, and for good reason; often times it can be the difference between life or death for us and those we serve.

Let's make an agreement. You don't label me and I won't label you. I won't make assumptions about you and you don't make any about me. Let's agree to not allow our biases to influence our contacts with each other. Let's agree we won't allow our perceptions to influence our behaviors. Let's agree to live in the moment and not allow either our past experiences or the experiences of others to cloud our judgments.

This can only work if we do it together and there is much work to be done. I am ready; are you?

*Patrick has been a police officer for 21 years and currently occupies a command position with a mid-sized police department in the Bay Area. He is also a graduate student attending the Naval Postgraduate School's Center for Homeland Defense and Security. Homeland XYZ was developed in collaboration with members of his cohort to introduce a writing platform for students to publish and for crowd-sourcing answers to difficult Homeland Security questions.*

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# Under Siege — But Resolute

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

San Francisco police officers in 2016 are under siege. They are under siege from a false narrative, avaricious opponents, politicians either with an agenda or blinded by their own ignorance, and a media replete with blinders on.

There is a difference in San Francisco from many other communities in California and hundreds of others around our great nation.

That difference is a San Francisco police union willing to call out our ignorant detractors. The difference is that we have a united membership that provides the resources and, most importantly, the resolve to fight back. And the difference is that we have been there time and time again in the past.

My only regret is not that we will not get past this police officer bashing despite knowing that the vast majority of San Franciscans respect the work we do 24/7, minute by minute, hour by hour, and day by day. My regret is that there are police officers in our state and around the country who are not properly unionized, and who do not have the resources, but are being fed to the wolves of political correctness and false cop bashing. We have an obligation as a union to help those agencies every month – and we do as much as we can. When police officers are assassinated around the United States and need assistance, the San Francisco POA is constantly there for them. We also hear the horror stories of low wages and benefits in many jurisdictions and unsubstantiated attacks on our brothers and sisters in law enforcement.

But for now, back to us.

We have 2100 active police officers in San Francisco and almost 1500 retired, dues paying members. We have thousands of additional supporters in the neighborhoods of San Francisco. This is a small army of men and women who are sick and tired of the false narrative of a small band of detractors who label our officers as racist and abusive.

We have been through this travail in the past.

## Our Illustrious Elected Officials

Years ago, a renegade leadership of the San Francisco Police Department castigated our union for demanding a civil service merit system for testing, and even closed two police stations in their vision of saving money and redefining management of policing. The SFPOA joined with progressive community members and went to the electorate to

reopen those two stations, Potrero and Park, which continue to be open to this day..

Two years later the City would not abide by a twenty-three (23) year practice in setting police wages, which resulted in a police and fire strike. An hysterical and inebriated Board of Supervisors demanded retribution. But Mayor Joe Alioto overruled the idiots and fashioned a reasonable settlement. This same gang of fools didn't give up:

- They tried again and again to punish the POA for demanding a voice at the bargaining table.
- They lost on draconian residency rules.
- They lost on increasing the Chief of Police's power to suspend.
- They lost in trying to defeat the Police Bill of Rights.
- They lost in trying to civilianize the hierarchy of the Police Department.
- They lost in trying to establish rigid racial quotas in our Department.
- They lost in trying to defeat basic employee benefits.

All of those battles were fought and won by the San Francisco Police Officers' Association. The union was not supported on ANY of those victories by the leadership of the San Francisco Police Department.

As the years moved on, the SFPOA worked more cooperatively with the Board of Supervisors and other elected officials.

But the tension is always there. We know San Francisco communities are with us. We also know that the vagaries of San Francisco politicians can cause discord in our ranks.

The interesting part is that the leadership of the SFPOA is well aware that elected officials have a right to articulate their views, whether for or against our positions. But when we advocate for our positions on issues of the day involving our members, we are characterized as bullies or obstructionists and are then castigated in the public press. Of course our wonderful mediocre media such as Diaz and Egelko of the San Francisco Chronicle jump on board with their brainless opinions.

So we part company and fight.

## Call Them Out

As I have stated over and over again, I respect and know that our leadership respects all elected officials to vote their conscience and stake out positions that are contrary to our union. But the line is crossed when those officials reverently dismiss our factual points of view. Elected officials represent all their con-

stituents, and should consider all points of view.

Public Defender Jeff Adachi is the leader of anti-police rhetoric. His role is to ensure that child molesters, murderers, rapists and vicious robbers get off. We know that. We know that these defendants are entitled to the best defense and we would expect that for any police officer charged with a crime. Where Jeff strays off the reservation is that he attacks police officers as part of his defense mantra. His predecessors never took that position. Jeff is a true believer who lacks professionalism. He should be ashamed.

The trio on the Board of Supervisors of David Campos, John Avalos, and the deficient Eric Mar deserve public rebuke. These three make me sick.

Mar is the worst because of his support of the killers of murdered Sgt. John Young. I met John Young when I was a young 21 year old patrol officer. John Young was a magnificent human being. In 1971 he was assassinated by a gang of revolutionaries who invaded Ingleside Police Station. Mar will be leaving office in January of 2017. Mar will never be forgotten by San Francisco police officers for his resolution to urge the killers of John Young to be released. Two of those killers were convicted and are in prison in New York for murdering two New York officers. Good riddance to this elected official. Hopefully and by the grace of God the Richmond district will do better in the November 2016 election.

Supervisors David Campos and John Avalos have emerged as major detractors of rank and file police officers. Both of these elected officials are termed out and leave the Board at the end of 2016.

It is sad that David and John have turned the corner. As Captain of Ingleside Police Station, I worked with both of them on community policing projects and know they support solutions to crime in the neighborhoods they represent. Campos may feel resentment for the POA endorsement of Assemblyman David Chiu in his close race for the State Assembly. But both of these progressives have gone out of their way to stake out positions that disrespect working police officers.

Hopefully their successors will work cooperatively with officers who protect and serve the community. We do not expect lock step in local officials with our vision of policing and labor relations. But we expect to meet elected officials half way.

## The Galling Siege of the Police Detractors

As police detractors continue to es-



Paul Chignell

pose the false narrative that a bunch of white cops are killing unarmed black men, that the police union is not connected to the communities that are served, and that the police force does not reflect the diversity of San Francisco, we know the facts are completely opposite.

Blaming dedicated public servants for all of the ills of society is ludicrous. Police officers with their law enforcement powers cannot be the panacea for those ills.

Every week San Francisco police officers have thousands of contacts with persons of color, persons with disabilities, and persons with non-traditional sexual orientation. The overwhelming and near unanimous number of these contacts are completed with professionalism and service.

The San Francisco police force is incredibly diverse. Over fifty (50) per cent of our officers are gay, lesbian, women and officers of color.

The San Francisco police union spends tens of thousands of dollars every year from our Community Services Fund on programs and projects involving vulnerable San Franciscans. This is not a recent phenomenon.

Have you heard our detractors mention any of the above facts?

Have you heard any of the mainstream or downstream reporters in San Francisco mention any of these facts in their "balanced" reporting?

## Next Week, Next Month and Next Year

Police officers in San Francisco support their union. They support using the resources of the union for fairness and accountability. They serve San Franciscans and visitors to our City with respect and professionalism.

Our message will continue.

Our enunciation of our due process rights will continue.

We are resolute.

# Internal Affairs Procedures

By Paul Chignell, Former President and Current Legal Defense Administrator

## Remember these Principles:

1. Never go to Internal Affairs Criminal or Internal Affairs Administrative without a representative. NEVER.
2. Always prepare with a representative before you go to any Internal Affairs interview.
3. Recently two Internal Affairs Criminal employees showed up on multiple occasions without prior notification to officer's private residences asking for interviews. If this happens to you and these employees do not have an arrest or search warrant, advise them to depart your property. Call your unit or station representative and have them call my cell phone. I will then authorize all available legal and/or administrative remedies available to the POA to stop this practice.
4. If you are contacted by phone by any Internal Affairs Criminal employee, politely advise them you wish to speak to a representative before any phone conversation takes place. Immediately contact your unit or station representative and have them call my cell phone.
5. Know your rights and exercise them.

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Shannon R. Lamb, pictured on the right, is the wife of San Francisco Police Officer Alan Lamb

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To All Members:

When Chief Suhr presented his proposed revised edition of DGO Use of Force and his draft Unit Order Taser Policy in front of the Police Commission on February 10th he disregarded the Departments responsibility under the MOU and state law to meet with the bargaining unit (SFPOA) to confer on any changes to the members working conditions. When the Police Commission accepted this draft from the Chief, they, too failed to comply with meet and confer. This is completely opposite of the procedure used by the Department and the Commission during the meet and confer over Body Worn Cameras (BWC) policy where working groups were convened and impute was given by all before a draft was presented to the Police Commission

Last week I forwarded copies of these drafts to all members of the POA Board of Directors (contact your unit representative to review). The proposed changes are numerous, some of them are drastic, and many of them are impractical and unreasonable. The POA is demanding that the Department and the City and

County of San Francisco adhere to state law and to the MOU between the City and the POA. I have directed our labor attorney, and his firm, to forward a letter (see page 13) to the Chief, the President of the Police Commission, and to DHR stating the same.

The use of force recommendations drafted by the Department appear to be driven by guidelines released by the Police Executive Research Forum (PERF). While some might agree with a few of the proposals, vehement opposition to the vast majority of the more provocative recommendations has swept across law enforcement circles nationwide. The POA believes that several of these proposed changes will negatively impact the working conditions of our members and lead to increased risk to their safety. Therefore, the POA cannot and will not allow this to go unchallenged.

Martin Halloran  
SFPOA President

# Inbox

## Vehement Opposition to PERF's Alarming Policy Proposals: Readers Share their Thoughts

Forwarded to the *Journal*  
by Michael Nevin, SFPOA Secretary

*The Force Science Institute is comprised of a world-class team of physicians, psychologists, behavioral scientists, attorneys and other leading professionals. We are dedicated to the unbiased application and further study of 150 years of existing scientific research on a wide range of areas associated with human factors, including the intricacies of human movement, action/reaction times, how the mind works during rapidly unfolding events, decision-making under stress, etc. Research specialists design our intricate research protocols and our work has been repeatedly published in leading peer-reviewed journals.*

*Our goal is to provide information on human behaviors during high-stress, rapidly unfolding encounters to those who are tasked with evaluating and investigating the behavior of individuals involved in these events. It is our hope that we can support their efforts to ensure that these evaluations are thoroughly informed, fair and fact-finding.*  
<http://www.forcescience.org/>

Our in-box quickly overflowed as readers reacted to Force Science News #303 [[www.forcescience.org/fsnews/303.html](http://www.forcescience.org/fsnews/303.html)]

That edition reported on a position paper released days before by the Police Executive Research Forum (PERF), which strongly recommended 30 "Guiding Principles" for law enforcement agencies regarding use of force.

Some readers agreed with a few PERF proposals, such as urging more scenario-based training, requiring "in-depth" education on dealing with the mentally ill, and expecting officers to render first aid to suspects after a force encounter.

But vehement opposition to the vast majority of PERF's more provocative recommendations far overshadowed the narrow points of agreement. Police attorneys, administrators, command staff, trainers, and line officers alike questioned PERF's motives as well as the organization's grasp of today's law enforcement realities, and many devoted pages of arguments supporting their objections to what they considered toxic propositions. (For two of the longer replies, sent by three prominent attorneys, visit: [www.forcescience.org/perfresponse.html](http://www.forcescience.org/perfresponse.html))

Here's a representative sampling of responses to the PERF paper and the

recommendations that drew the heaviest fire. Many are excerpts from long statements, edited for brevity and clarity. They do not necessarily reflect the official views of the agencies represented.

**\*\*\*NOTE:** PERF's executive director Chuck Wexler says the organization is making training videos, PowerPoint presentations and other "curriculum materials" available to departments "ASAP" to meet the "tremendous interest" in PERF's recommendations. Getting these implemented, he says, "will be a top priority for PERF over the next year and beyond."

### General Reaction

#### "Losing serious credibility"

I have not met a law enforcement official yet who does not have serious problems with what has been proposed. In my opinion, PERF is losing serious credibility in the law enforcement community with its recommendations.

*Dpty. Chief Ken Cox*  
St. Louis County (MO) PD

#### Human research not considered

There was a failure to even look at the research on how humans make decisions in high-stress, high-stakes, short-timeframe situations. The leaders who pushed this without evaluation of how we truly make decisions in "tense, uncertain, and rapidly evolving situations" failed their officers and the community.

*Ofcr. Lon Bartel, Rangemaster*  
Peoria (AZ) PD

#### Direct threat to officer safety

As a former LAPD officer and now a primary attorney for the LA Police Protective League, I have responded to over 1,000 major uses of force, many of them OISs.

I am seriously concerned that any practical implementation of PERF's recommendations will be the direct cause of officers being seriously injured or killed.

*Atty. Gary Fullerton*  
Fullerton & Hanna, LLP  
Van Nuys, CA

#### Chiefs who've forgotten reality

The report reflects the opinions and ideas of chiefs who are giving in to in-

terest groups and politicians who have no idea how quickly an incident can escalate or the factors that come into play regarding an officer's decision-making process.

Reading these recommendations it's not difficult to see why many of our rank-and-file officers feel that nobody—not even their own leaders—have their back. Have these chiefs forgotten that many of the use-of-force cases that have been in the media were found to be justified by local prosecutors and the DOJ?

Is this really where we want to go in the name of political correctness? Remember, the majority of the public expects us (and supports us) to protect them despite what the liberal media, politically correct politicians, and activists may want everyone to think.

Being a leader means being able to do what is right when the going gets tough. That includes standing up for our officers and the legal principles that guide them when they do the right thing.

*Dale Gustafson*  
Chief of Police  
Suburban Cook County, IL

#### "A blueprint for plaintiffs"

This report will likely become a blueprint for plaintiffs to file suits against agencies, citing it as gospel when in fact it is misleading.

*Exec. Dir. Michael Gray*  
San Diego (CA) Regional Training Center

#### Political correctness & appeasement

In my opinion, these recommendations were written based on political correctness and to appease a vocal segment of society that is supported by the news media. PERF and some segments of our society seem to be missing the primary function of police officers: LAW ENFORCEMENT.

*Chief Howard Burton*  
Penn Hills (PA) PD

#### How the strategy will play out

"In order to get along," several of PERF's recommendations will be accepted and crammed down the throats of American police agencies. First they will become "best practices" as adopted by the larger agencies, then smaller agencies will be bludgeoned into adopting them by a tilted legal system

that punishes those who have done something "outside of best practices." It's a brilliant leftist strategy.

*Ken Murray*

Author, Training at the Speed of Life  
Reality Based Training Assn.  
Gotha, FL

#### Real chiefs needed

What is needed is for real, working police chiefs and law enforcement professionals to look at the issues, not academics and "politician police chiefs."

*Chief Carl Merino*  
Roy City (UT) PD

#### • Reasonableness Standard.

##### PERF:

"Departments should adopt policies that hold themselves to a higher standard than the legal requirements of *Graham v. Connor*."

##### Cops' best friend

The Supreme Court's "objective reasonableness" standard of *Graham v. Connor* is the best friend LEOs have ever had. It forces judges and jurors to place themselves in the shoes of the reasonable officer when judging reaction to a threat of serious bodily harm or death.

Policies that would further restrict officer reaction to deadly threats most certainly will result in more officer deaths, serious injuries, negative administrative action, civil suit losses, and officer criminal prosecution.

*John "Mike" Callahan*  
FBI supervisory special agent/chief division counsel (ret), Boston, MA

#### Beware the pitfalls

For an agency to draft policies and train officers on non-legal standards is inviting disaster in the courtroom when officers and their agencies are sued. Such a move will substantially drive up insurance and litigation costs beyond the reach of many small agencies.

*Dr. David Salmon,*  
Chief administrator  
OSS Academy, Spring, TX

#### "Law of the land — period"

The *Graham v. Connor* decision is not merely an optional legal standard, it's the Supreme Court's explanation of

what the Constitution requires. That's the law of the land--period. If PERF wants to change the Constitution, go right ahead. But don't mislead readers into thinking that Constitutional law has suddenly become optional for police chiefs, prosecutors, and jurors.

*Exec. Dir. William Johnson*  
Nat'l Assn. of Police Organizations  
Alexandria, VA

#### "Most disturbing"

This is one of PERF's most disturbing proposals. By its very nature, the concept of requiring officers to exercise restraint that exceeds the "objective reasonableness" standard implies that they have to be unreasonably cautious in their actions.

Such policies would result in another level of scrutiny that will cause officers to be disciplined when they act within the law but outside of these new policies. It could go even further, where officers who hesitate or fail to take action are complained on by the public or sued if third parties are injured or killed because the officer failed to act reasonably in accordance with the law.

*Chris Jones, Training coordinator*  
Combined Law Enforcement Assns.  
of Texas, Austin, TX

#### If not Graham, what?

If the guidelines of *Graham v. Connor* are not sufficient, I would like to know what the standard of judging use of force would be based on.

*Officer Steve Hansen*  
Kern High School District  
Bakersfield, CA

#### • Public Opinion. PERF:

By policy, in assessing use of force, "officers must ask themselves, 'How would the general public view the action we took? Would they think it was appropriate...?'"

#### "Force is not pretty"

What?! Officers are supposed to stop and consider "How will this look?" I can tell you how it will look—ugly. Force is not pretty.

If we get to the point where how things appear is more important than how they really are, we are in a lot of trouble. We're already halfway there.

*Training Ofcr. Michael Fadden*  
Atlantic County (NJ) Training  
Center

#### "Dangerous and irresponsible"

Anytime an arrest is not conducted with a textbook cooperative person, it will likely alarm the general public. The public does not understand violence or the appropriate response to it.

For example, we do not wait until an offender is shooting at us or plunging a knife into us to discharge our firearms. We can begin shooting as soon as we reasonably believe the firearm or knife is going to be used against us or a third party.

Instructing officers to hesitate in tense situations to ponder whether the public would agree with his/her response is dangerous and irresponsible.

*Training Investigator Ed King*  
Rockford (IL) PD

#### Martyr training

I cannot in good conscience train police officers to be martyrs in an effort to appease public perception.

*Lt. Jay Callaghan*  
Norman (OK) PD

#### "Fantasy, not reality"

The general public has no idea how or why police officers do what they do when they do it. No matter what we do as officers, we're always wrong. "Why

didn't the police shoot him in the leg?" "Why didn't they just shoot the knife out of his hand?!" This is the general public's perception. Fantasy, not reality  
*Greg Erie, Training Unit  
Coordinator*  
Waterloo (IA) PD

#### Target prosecutors for education

Our focus on education needs to be directed at the state/county/city attorneys who will be prosecuting and indicting officers. If we can get them to understand the split-second decisions officers must make, it will eliminate the unneeded and callous prosecution of officers who are only out there protecting their communities.

*Det. Sgt. Robert Ciancio Jr.*  
Criminal Investigations Unit  
New Carrollton (MD) PD

#### • Vehicular Shooting. PERF:

"Shooting at vehicles must be strictly prohibited...unless someone in the vehicle is using or threatening deadly force by means other than the vehicle itself."

#### Helpless to stop mass murder

What happens when a homicidal maniac takes a mini-monster truck and purposely drives it through the fairgrounds, a concert, or other place where people are packed together and cannot escape? The only weapon he is using is the 6,000-lb. vehicle, yet he is crushing and killing people at a rate far faster than if he was using a pistol.

An officer on the scene is unable to stop the mass murder because he is forbidden by policy to shoot the driver. How are you going to explain that one when the media shoves a microphone into your face?

*Sgt. Charles Humes Jr. (ret.)*  
Toledo (OH) PD

#### Must shoot to stop the assault

We've seen several cases where an officer was in a struggle with a driver on a traffic stop and ended up being dragged down the road. The only way to stop the vehicle is to shoot the driver.

*Sgt. Mike McGowan, Rangemaster*  
Oconee County (SC) SO

#### • 21-Ft. Rule. PERF:

"Agencies should eliminate from policies and training all references to the so-called '21-foot rule' " regarding officers confronted with an edged weapon.

#### Teach correctly, don't eliminate

We have improperly taught this valuable concept for years. The real "21-foot rule" meant that an officer, with his sidearm holstered, would not be able to draw and fire two center-mass shots on a knife-wielding assailant who started at 21 feet and rushed the officer to attack. What instead got taught was: if a guy has a knife and is 21 feet away or closer, you're dead.

The "rule" shouldn't be eliminated. It should be taught correctly, and with the concepts of cover, distance, time, and communication.

*Sgt. Aaron Evans*  
Special Operations Unit  
Lee's Summit (MO) PD

#### "No basis in reality or research"

At a PERF conference I attended last year, one of the first things Exec. Dir. Chuck Wexler did was attack the 21-foot rule, totally distorting it, stating that officers are taught to always shoot anyone who is armed and is within 21 feet.

The majority of PERF's recommendations have no basis in reality

or research and are only misinformed opinions.

*Lt. Kevin King*  
Dir., Training & Hiring  
Spokane (WA) PD

#### • De-Escalation. PERF:

"De-escalation should be a core theme of an agency's training program."

#### Wrong emphasis

De-escalation should not be a "core theme" of training. Decision-making should be. De-escalation strategies can be woven into the decision training.

PERF seems to have failed to understand that the police are only one element of a potential force encounter. The subjects, along with other parties at the scene, play a significant role in how events play out.

*Brian Willis*  
Certified Force Science Analyst  
President, Winning Mind Training  
Inc., Calgary, AB, Canada

#### Communication shouldn't be an isolated skill

Trying to teach officers how to de-escalate potentially violent situations, without giving them the tools and training to lawfully overcome an offender's resistance if/when de-escalation tactics fail, is like trying to teach a baby how to walk on a floor of hot coals. Doomed to failure.

As an officer learns communication skills in context with hand-to-hand techniques, intermediate weapons, and lethal tactics and the understanding of the psychological, emotional, and physical dynamics of a volatile incident and potentially violent confrontation, he/she can gain a competent skill level. The

officer's competence and confidence in his training will be seen by the offender, who is then less likely to resist the officer's lawful commands.

*Sgt. Troy Young*  
Personnel & training  
Garner (NC) PD

#### Communication requires comprehension

As a CIT trainer/coordinator, I once asked a group of 40 mental health professionals if they ever had a consumer they weren't able to communicate with because that consumer didn't have the ability at that time to understand what was being said to them. All 40 held their hand up.

That is sometimes the situation police face, not in an office or hospital setting but in dealing with an individual who is armed and in attack mode. If a subject is not able to understand or comprehend de-escalation attempts, force may be necessary to resolve the situation.

*Sgt. Timothy Adams*  
Miami Gardens (FL) PD

As a long time San Francisco resident, a minority and someone with personal ties to SFPD, I must say that I am appalled by the recent announcement on reform to reduce officer involved shootings — it puts our Police Officers at an even greater risk. While I know that this would never happen, although I wish it would, I would encourage our officers to have a day of protest or a walkout and let's see how the top brass deals with the new proposed policies.

*Lettie*

## The latest from the Force Science newsletter (Force Science News #305)...

### III. "PERF 30" continue to draw heat from law enforcement

Letters of protest continue to arrive from our readers regarding the 30 Guidelines from PERF (Police Executive Research Forum) for retraining LEOs nationwide and reshaping American policing [See *Force Science News* #303 and #304]. Samples, edited for brevity and clarity:

#### No-shoot in high-risk encounter: A "model" response?

I attended a PERF conference at which the 30 principles were described. We were shown video of a rookie Ohio officer and his high-risk encounter with a suspect who had committed two murders. [Note: The suspect refused to remove his hand from his pocket while rushing toward the officer and at one point threatened to shoot the officer.] The officer chose not to shoot the suspect. We each make those life-or-death decisions and they all come down to the amount of personal risk an officer is willing to accept to have a no-shoot outcome.

The problem was that the presenter, a Chief Inspector from England, framed this officer's response as the "model" by which LEOs should be judging their response to similar situations. PERF's executive director Chuck Wexler was present but offered no comment on our objections to this premise.

One of my classmates explained his objection to the "model," stating that he has a wife and children at home. The inspector, if I remember right, wondered what that had to do with anything? Again, Mr. Wexler offered

no comment.

While I think there are many things in the 30 principles that we could and should easily adopt, they are far too sweeping and general, along with lacking the support of thorough research, to be wholeheartedly embraced.

*Ptl. Lt. Neal Maranto*  
North Richland Hills (TX) PD

#### Bagpipe time

We need to brush off our "Class A's" and check out mourning bands. These recommendations are going to lead to a bloodbath.

*Ranger Al Chitwood*  
Lower Colorado River Authority  
Austin, TX

#### PERF recs "invite & encourage non-compliance

Currently teaching deadly force/use of force to protective officers at a DOE national laboratory, I believe the biggest problem with some of PERF's recommendations is that they would invite and encourage non-compliance by persons who encounter the police. This puts officers and innocent third parties at greater risk of injury by dangerous persons and increases the risk that at some point an officer will need to use deadly force, thus escalating, rather than de-escalating, the situation.

PERF's recommendations fail to address the fact that the major reason officers must resort to deadly force is the failure of persons to comply with police commands.

*Steven H. Surowitz*  
FBI Chief Division Counsel/  
Supervisory Spl. Sgt. (ret.)  
President, SHS Solutions LLC  
Greater NYC area



# Will PERF's New UOF Recommendations Put Cops in Danger? A Real-World Example

*We would do well to study history before we repeat it*

Becoming Knights  
with Tim Barfield  
Forwarded to the *Journal* by Jesus Peña  
February 16, 2016

On January 29, 2016, the Police Executive Research Forum (PERF) made recommendations for use-of-force evaluation standards that deviate considerably from the Supreme Court's ruling in *Graham v. Connor*, and that "agencies must provide comprehensive new training, new tactical skills, and new equipment to support the new policies."

More than a decade and a half earlier, an officer in Dayton (Ohio) tried to follow a use of force philosophy similar to PERF's new proposals. The ideas didn't work then and they had severe consequences. Officer Mary Beall has a message for those at PERF who are willing to listen.

## An Unheeded Foreshadowing of Tragedy

In May of 2000, Officer Beall and her partner responded to a call of a man firing a .30 caliber rifle at his girlfriend. Beall would pay dearly for her misjudgment during the response.

Officer Beall and her partner, along with other officers, made contact with the suspect. He was ordered to put down his weapon. The challenge came back for the officers to put their weapons down. Eventually, Officer Beall put her weapon away in an attempt to diffuse the situation and raised her hands in a surrender position while trying to talk to the suspect.

The suspect then shot Officer Beall in the neck before being shot by another officer.

Officer Beall testified at the suspect's

trial — during sentencing — from the wheel chair she would spend the rest of her life in.

She said in court, "How can you shoot a person that has put her gun down and I was kneeling on the ground and I had put my gun down and put my hands in the air and you still, you still shot me, I was no, I was no, there was nothing there for me to hurt you and you still hurt me. Why? You don't know me, I didn't do anything to you, I tried to help you."

Officer Beall succumbed to her injuries on August 25, 2002 and was honored as a hero for being willing to stand in the gap for the people she served. She did not have to die and she should not die in vain.

Officer Beall testified at the suspect's trial — during sentencing — from the wheel chair she would spend the rest of her life in.

She said in court, "How can you shoot a person that has put her gun down and I was kneeling on the ground and I had put my gun down and put my hands in the air and you still, you still shot me, I was no, I was no, there was nothing there for me to hurt you and you still hurt me. Why? You don't know me, I didn't do anything to you, I tried to help you."

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## Don't Bet Your Life on Shared Values

I have used this story countless times in an attempt to prevent other officers from making the mistake of thinking their values are shared by everyone they

encounter. Treat all people with respect, but never assume they share your values. What is being propagated as the new training theory for law enforcement, by some, is the same philosophy that Officer Beall used in Dayton. This new ideology is dangerous to the people who serve as the thin blue line between good and evil.

I fully support teaching officers how to de-escalate situations or how to treat people with respect. But the importance of de-escalation also has to be balanced with officer safety concerns. The narrative in the headlines — and being spoken of politically — is that the officers have somehow done something wrong and caused these problems, but the facts don't bear that out. Our officers are trained to deal with all kinds of situations, but the job is dangerous.

The tone of the PERF report presupposes a lot about the current climate in police/community relations. The assumption that the problems lie with the police instead of certain segments of society itself are a concern. Policy 1, outlining the sanctity of human life, incorrectly assumes that officers do not value life. Quoting from the report, "Agency mission statements, policies, and training curricula should emphasize the sanctity of all human life—the general public, police officers, and criminal suspects—and the importance of treating all persons with dignity and respect," PERF actually unwittingly highlights the priority of human life that officers already understand. If a choice needs to be made in terms of protecting life, it would follow that order. The life of a police officer is more important than a criminal when a difficult decision in a critical incident needs to be made.

Policy 3 and 4 speak of proportionality and de-escalation of force. Again, the presupposition is that police are not already taking these into consideration. When Policy 1, 3 and 4 are overly emphasized like the overall presuppositions of the PERF report, we would do well to study history before we repeat it.

This new training ideology may lead to officers to making deadly errors. The training officers have been getting has continually improved in my 35 years in law enforcement. From talks about the Newhall incident to reality-based training based on actual research on what officers may encounter, police officers are very well-trained. It is time for the politicians, police chiefs, and citizens to stand up against new thinking like the PERF report and begin to support their officers both publicly and with training that will actually help keep officers and citizens alive.

Officer Beall tried the approach that PERF — and other alleged experts — want the rest of the law enforcement community to now try. We owe it to her and all law enforcement to hear the lesson that she has for us.

## About the author

Tim Barfield is entering his 34th year as a police officer. He was recently appointed as police chief in a village outside of the Cleveland, Ohio area. He spent almost 32 years on a police department in an inner ring suburb of Cleveland where he worked many different aspects of the job. He has taught police combat mindset, defensive tactics and firearms to numerous officers in the Cleveland and Chicago areas.

# Police Officials Slam PERF Proposal To Change Force Standards

On Feb 09, 2016 05:07 pm

WASHINGTON, DC — A police group's proposal that law enforcement officers be required to do more than what's minimally required by law in violent encounters has spurred anger and pushback from leading national groups representing chiefs and rank-and-file sworn officers.

The Police Executive Research Forum, a Washington-based think tank, last week unveiled its 30 new principles that re-envision how officers use force after national outrage over questionable shootings and violent arrests.

Recommendations include an unprecedented acknowledgement by police professionals that officers should go beyond the Supreme Court-adopted basic legal standard that asks what a reasonable officer would do in such situations, and encourage officers to focus on preserving all lives, not just their own.

Two of the most influential police groups, the International Association of Chiefs of Police and Fraternal Order of Police, said they have problems with the proposals.

Setting different policies and stan-

dards would lead to confusion and hesitation by police, endangering officers and the public, the police chiefs' group said. It emailed its 19,000 members in the United States this week to say it was "extremely concerned" about the recommendations.

The group's president, Police Chief Terry Cunningham of Wellesley, Massachusetts, said such a proposal needs more research and involvement from police, plus a recognition that officers are under scrutiny and asked to deal with social issues on the streets, such as mental illness.

"Using force is an unfortunate part of the job," Cunningham said. He said police are confronting people responsible for murders. "Usually those are really dangerous people, clearly, and those are people usually the police have to deal with and bring them into custody."

The Police Executive Research Forum, or PERF, developed its proposals after about 18 months of research. Law enforcement officials even went to Scotland to observe Scottish officers, who are nearly all unarmed, back away from suspects with their hands up, for example, to defuse situations without violence.

Another recommendation was that officers should imagine the public's perception to their response in a potentially violent situation.

"We don't believe that we should just move headlong based on PERF having taken a trip to Scotland, that we should just turn policing in a country, God knows how many times bigger than Scotland, totally on its head," said Jim Pasco, executive director of The Fraternal Order of Police, which represents 335,000 sworn officers.

He added: "We're not going to stand by and let police officers be sacrificed on the altar of political correctness."

PERF's executive director, Chuck Wexler, said the Supreme Court case was the "floor" and not the "ceiling" and that law enforcement officers need to do better.

"We aspire to have a higher standard in terms of preventing these unfortunate situations from happening at all. That's what this is about," Wexler said. "This is about the difference between legal versus moral."

The 1989 Supreme Court ruling, *Graham v. Connor*, by which officers are judged in court notes that an officer

makes split-second decisions and relies only on what police know in the moment of decision about whether to use force.

For years it was rare for a chief to determine that an officer had violated department policy if the officer met that legal standard. In recent years, departments from Los Angeles to Milwaukee have more frequently disciplined officers for violating its force policy even if no charges were filed.

But such varying standards leave a police department open to civil liability and claims. Training — and adhering to it — becomes more critical, said retired Los Angeles Police Department Sgt. Lou Salseda, an expert and former police academy instructor.

"You can write any policy you want, but if you don't train your officers, what happens (is officers say:) 'That's what they wrote, but I never got training,' or 'the last time I got training was three years ago,'" Salseda said.

From CBSNews.com

The post *Police Officials Slam PERF Proposal To Change Force Standards* appeared first on *Labor Relations Information System*.

# Mario Woods Remembrance Day



**From:** Richard Cibotti  
**Sent:** Wednesday,  
January 27, 2016 8:21 AM  
**To:** Farrell, Mark (BOS)  
<mark.farrell@sfgov.org>

**Subject:**  
**You have finally done it**

Dear Mr. Farrell,

You have finally done it. As a native San Franciscan, it was always my dream to buy a home and raise a family in my city. In 2010, I achieved that dream. It hasn't been easy because of San Francisco's high cost of doing anything, but I was happy to be in the city I love. I have generally not approved of almost every action taken by the Board of Supervisors. I have also never voted for my District 11 Supervisor Avalos because I have never agreed with his policy choices.

Yesterday however, made me realize I have finally had enough. The Board's decision to create a Mario Woods Day for a career felon and validated gang member is reprehensible.

The Board has never bestowed the same honor upon the San Francisco Fire Fighters who died in 2011, or any of the 4 San Francisco Police Officers who died in the past 12 years.

If the Board truly cared about human life they should have made this gesture to an innocent victim of crime, Kate Steinle. However, since your failed policies contributed to her death, we have all seen you have no fortitude to make it right.

Mario Woods' death, while tragic, was at his behest. He chose to live a life of crime, he chose to stab another person, whom you all seem to not care about at all. He chose to not listen to the police, and he chose to continue actions that led to his demise.

Your political pandering only further endangers local residents like myself. It continues to move San Francisco toward lawlessness and more "progressive" like the shining examples of Chicago and Detroit.

Yesterday you made me resent the City I love. You made me reconsider staying here. I don't not want to raise my children in the slum you are pushing where violent offenders are praised while innocent victims and public safety personnel are vilified.

Hopefully this irresponsible act by you and the other board members finally pushes the electorate to make a change for people who care for our city. People who want better things for contributing members of society. People who want a positive change and to undo all the harm you have done.

Sincerely,  
*Rich Cibotti*

**On Jan 27, 2016, at 1:35 PM,  
Farrell, Mark (BOS)**  
<mark.farrell@sfgov.org> wrote:

Thanks for the email, and I appreciate your comments, especially as a native San Franciscan myself. I understand that some people disagreed with the vote at the Board last night (it happens with every vote), but since you specifically mentioned disappointment with my vote, let me provide my point of view.

Since coming to the Board of Supervisor in 2011, I have been one of, if not the, biggest supporter of our police department and our police officers, and sided with the police union which opposed the

measure yesterday on every other issue I can think of. For the past 3 years I have chaired our Budget committee where I have advocated for, and been able to secure, record funding levels for our police department, in particular funding for new academy classes so we can put more officers on our streets. I started and funded a down-payment loan assistance program for public safety officers including the police so they can purchase homes in San Francisco, which has led to dozens of officers purchasing homes in San Francisco. Most recently, I led the fight at the Board last year with the police union to have Sheriff Mirkarimi rescind his gag order with federal immigration authorities in the wake of Kate Steinle's death, to the incredible anger of countless people in our immigrant community. Time and time again I have been in the trenches politically and personally with our police department, and have defended Chief Suhr and will continue to proudly do so. I believe in his personal integrity and leadership. I have many friends that were classmates growing up now in the department, and continue to respect and honor their commitment to San Francisco every day.

I don't believe anyone in the press or at home read the actual resolution itself. While I didn't love the idea and would have not come up with it on my own, it didn't say anything about the officers involved or that they were somehow at fault — I would not have supported that. I am one of the few members of the Board that has not pre-judged or disparaged the officers involved in the shooting, and I will not do so. The resolution was actually about sending condolences to the mother, and I didn't think it was appropriate to vote against that. The investigations will take place and fault will be determined, but regardless as a parent of three young children, I feel empathy towards anyone who loses a child — no matter what the circumstances.

What was not reported was a resolution I introduced yesterday to make it an official policy of the Board to recognize any fallen public safety officers, police very much included, with a Day of Remembrance as well. I appreciate the argument some made that the Board was not honoring these individuals, and quite frankly I did not realize it was a policy that had already been established, so was proud to push that forward.

My grandfather was a police officer, many of my relatives have been in the police, and my father was an Air Force pilot, so my family has long been part of the law enforcement and military community. I have no issue with people disagreeing with my vote on this matter, or any vote, but in this particular instance given some of the misplaced rhetoric I feel it is important to make sure everyone has the facts and appreciates the entirety of this discussion.

I am happy to speak about this live if you would like — my office line is 415.554.7752.

Regards,  
*Mark*

**Subject: Re: You have finally done it**  
**From: Richard Cibotti**  
**To: mark.farrell@sfgov.org;**  
**Date: Wednesday,**  
**January 27, 2016 3:36 PM**

Mr. Farrell,

While I agree you have been a friend of public safety, this Day of Remem-

brance for a career felon and validated gang member is deplorable. It is a disgrace to the law abiding residents of this city and shameful for the board to take such political posturing.

While I applaud the efforts to make a Day of Remembrance for police in the future, it has lost all real meaning since they are now placed on the same pedestal as the predatory criminals they are sworn to protect the populace from.

The effect of this is to show that lives of predatory members of society, who create victims without fear of reprisal, are celebrated as heroes to their community. Meanwhile people worth celebrating who actually try to help others are condemned or left as merely a name on a wall.

I also understand that the resolution doesn't attribute fault to the officers. But in the grand scheme, you know how it will be played out in the media. I know and you should know that these small line item amendments are a feeble attempt to backtrack and save face.

Your vote and Mr. Wiener's, whom I have also communicated with, actually surprised me the most. Both of you have been advocates of public safety and the only real voices in City Hall to stand up to the vocal minority that wishes to destroy the Police Department and try to vilify the very people sworn to protect them.

You also stated that as a parent of three, you feel empathy toward anyone who loses a child. As a parent of one, and one on the way, so do I. However, the Board of Supervisors' silence for the other victims of San Francisco homicides is deafening. For example Kate Steinle, who was a completely innocent victim of a depraved murderer, was never given this recognition. In fact it appeared most Board Members and the Mayor were all trying to run and hide or point fingers to blame others for the failed San Francisco Sanctuary city policy, that at the very least, contributed to her untimely and truly tragic death. The only reason Mario Woods has become a rallying cry is due to police involvement.

I appreciate you being one of the few San Francisco natives on the Board. I know you are a graduate of St. Ignatius

and I am a graduate of Sacred Heart, meaning we were brought up with similar values. I ask that you reflect on your morals and stick to the virtuous people who still live here, not those with the loudest calls.

I have lived here my entire life, outside of the 4 years of college in San Diego. I have never been ashamed of my City, through all the other ridiculous things the City government has done, until yesterday. Yesterday was a true turning point for me. You all have made me resent the City I love dearly. The City I was born in, the City I own a home in, the City I moved my wife to, and the City I wanted to raise children in. Yesterday really showed that this City has gone too far from the place I grew up in and loved. I will always have my heart in San Francisco, but it seems to have become a shadow of its former self. An idea that it may never be able to recapture.

I have never considered living anywhere outside San Francisco. Even when the cost seemed way too high, I lobbied my wife to stay because it was such a wonderful place. Now, after owning a home here for the past 6 years, I may be done. San Francisco is no longer what it once was, and it is hard to imagine raising children in a place that has fallen so far. I am not sure if I will leave, but sadly, I have started to look around. Many of my colleagues thought I was crazy to live here, and unfortunately I am starting to see they may be right.

Without a real change, San Francisco will continue on its downward spiral to lawlessness and depravity unless our leaders have the backbone to do what is right. I am saddened to see that you are falling into the category of politicians who are choosing to take the easy road of political expediency instead of doing what is right.

I will leave you with the same quote I left Mr. Wiener. It's a quote from Abraham Lincoln, one of our greatest Presidents. A man who knew how to stand up to adversity and persevere to do what is right.

"You can not escape the responsibility of tomorrow by evading it today."

Sincerely,  
*Rich Cibotti*

**February 5, 2016**  
**President London Breed**  
**San Francisco Board of Supervisors**  
**San Francisco City Hall**  
**1 Dr. Carlton B Goodlett Place**  
**San Francisco, CA 94102**

**President Breed:**

The Association of Los Angeles Sheriff's Deputies wants to express its dismay and disgust at the Board of Supervisors' resolution to honor Mario Woods with a "day of remembrance."

You are proposing to honor a violent criminal who brutally attacked an innocent bystander immediately before his encounter with police. Moreover, by honoring such a person, you are effectively passing judgment on the propriety of the shooting before the investigations into it are complete. This is frankly one of the most, and possibly the most, outrageous actions we have ever witnessed from an elected body.

We wholeheartedly agree with the San Francisco Police Officers Association that days of remembrance should be reserved for those who sacrificed for

the greater good of their communities or their country.

General concerns with how police interact with residents do not justify making a martyr out of a man who was on parole for violent crimes and whose last act on earth was a vicious assault. Honoring such a person with a day of remembrance would be a callous slap in the face to the public safety professionals who put their lives on the line every day to keep the streets safe for San Francisco's residents - including the members of the Board of Supervisors. We also find it deeply troubling that the Board wants to recognize Mr. Woods while it has never recognized any of the city's police officers and firefighters who have died in the line of duty. And what message does your resolution send to the victim that Mr. Woods so brutally assaulted?

We vigorously urge you to rescind your ill-advised decision.

Very truly yours,  
*George Hofstetter*  
President, Association for Los Angeles Deputy Sheriffs



## Mario Woods Remembrance Day

Yesterday, the San Francisco Board of Supervisors (SF BOS) just made the city of San Francisco less safe. Yesterday, the SF BOS rallied behind and praised a dangerous criminal, who had committed a violent act against a member of the public and had spent years in prison for other violent acts committed against additional victims.

Yesterday, the SF BOS told the citizens of San Francisco that politics were more important than their individual safety and freedom. That they would be there to rein in the Police, but not the criminals. Yesterday, the SF BOS took S.F. a little closer to being more like Detroit and Chicago.

By standing up for and praising this dangerous criminal, the SF BOS has demonstrated their support for violent behavior, just so long as the "right" people were committing the violence. While they are appalled that police officers used force into trying to take this criminal into custody (first with non-lethal force and then with lethal force), they don't seem upset at all that this criminal had stabbed someone just 40 minutes earlier. Forget the fact that he was in prison (2010-2014) for an armed robbery with a firearm and had other firearm/violence related charges dating back to his teenage years.

This suspect had stabbed someone for an unknown reason. It's unknown, because, nobody seems to care about this "other victim" that the suspect stabbed. But, let's just say that it's "not okay" to stab someone that you don't like. The police didn't just pull up to the suspect and shoot him on the spot (even though he was still armed with the knife).

The police ordered the suspect (with numerous commands) to surrender, which tens of thousands of suspects do every year and are not harmed during their arrest. This suspect refused to do so and as he held the knife in his hand, even told the police that they would have to shoot him as he was not going to give up.

Is the SF BOS saying that if the police can't take an armed/dangerous suspect into custody, without resorting to using firearms, that maybe they should just let the suspect go free? If that's the case, then yes, any suspect would be foolish not to resist the police. After all, he was able to take a few good hits with department issued beanbags. At that point, maybe he deserved to go free? The police can always catch him later. This is a phrase often said when the police decide to just let someone go and stop chasing them (as is the case in 95% of all car chases in this city). Do the police end up catching them later? Sometimes! Usually, not!

Oh, but wait, what about all the other citizens who don't feel like being stabbed by this suspect later. What about the role the officers are given (at the very cost of their own lives, sometimes) to protect an unarmed public? If the SF BOS is suggesting that the police stop using deadly force to apprehend the most violent of criminals, then maybe they should see to it that their citizens have a means of defending themselves when they come across these same violent criminals, who the

police failed to apprehend earlier. It appears that the SF BOS wants to rein in everybody, but the criminals. Should this criminal been allowed to just walk away from the scene, because the Bean Bags weren't working on him?

While the suspect has been the media darling during these "politically correct" times, nobody in politics, nor the media, seems to be all that concerned about the victim that was stabbed by the suspect. Does this victim's life not count?

In another part of San Francisco, a woman was (critically) stabbed (in an unprovoked attack) later that same night in front of 60 Leavenworth St. This attack was also caught on video camera. The female suspect, who was armed with a knife, was taken into custody by two officers (one a rookie officer), who wrestled her into handcuffs, even though she still had the knife in her waistband. The female suspect had already been involved in an earlier homicide in her lifetime. None of the media ever mentioned this case to their viewers. After all, the SFPD shot and killed a violent criminal (no, make that a city hero).

But it appears that the SF BOS is not concerned about stabbing victims. Now, by praising a stabbing suspect and honoring him with his own day of recognition. I'm wondering if the SF BOS will also recognize the following suspects;

- Oct 19** Suspect stabs man who sustained life threatening injuries.
- Nov 9** Person stabbed in the Mission District.
- Nov 10** Person stabbed in the Mission District.
- Dec 7** 25 year old suspect stabs 58 year old woman in wheelchair.
- Dec 17** Suspect stabs 54 year old homeless man while he slept near a gas station.
- Dec 24** Woman stabs a female in church after not allow the suspect to use the restroom.
- Jan 7** A 51 year old man is stabbed near his home.
- Jan 13** A group of young men stab two men waiting for a bus in the Mission District.
- Jan 15** A woman is stabbed to death at the UCSF campus by a male suspect.
- Jan 22** 40 year old male is stabbed by unknown assailant.

And yet, with all the violence in the city, especially in the Bayview, the Tenderloin, the Mission, etc., the SF BOS is telling the criminals that if they violently resist a lawful arrest, they won't be severely punished. In fact, they have a good chance of being honored by the SF BOS.

It seems to me that the men and women of law enforcement, who risks their lives daily, trying to keep San Francisco a safe place to live, work, or visit, are the true heroes in society.

But that's just my opinion. There is one thing I do believe that has come from all of this "politically correct" nonsense.

Yesterday, the San Francisco Board of Supervisors (SF BOS) just made the city of San Francisco less safe.

Paul J Mourgos



To All Members:

On Thursday, February 11, 2015 the San Francisco City Attorney's Office filed a response in Federal Court to the lawsuit filed on behalf of Gwen Woods. This lawsuit was filed based on the December 2, 2015 incident in the Bayview District. Yesterday, SF Gate published an article (scan the QR code to read the article) about the City's findings.

The conclusions drawn by the City Attorney's Office are consistent with the position the POA took after the preliminary facts of the investigation became known to us. Since this incident the officers involved, the SFPD as a whole, the Chief, and the POA have been bashed and unjustly vilified by some in City government and by organized groups in San Francisco based on a false narrative and 8 seconds of video. The POA is pleased that the City Attorney is setting the record straight.

Martin Halloran  
SFPOA President

<http://www.sfgate.com/bayarea/article/San-Francisco-city-attorney-Police-lawfully-6827312.php>



### Letter to SF Chronicle February 4, 2016:

Why is it that the story regarding the stabbing of a Highway Patrol Officer is relegated to section E, page 5? Is it because the injury of a peace officer is not of interest/concern? I find it very ironic that no correlation has been mentioned between the stabbing of this officer and the Mario Woods case. Did this officer and his partner, after being approached by the knife wielding man, have a split second late reaction while they wondered... if they draw their weapons and have to fire, would they be condemned as the "bad guys"? So instead, one of them is critically injured! As a native San Franciscan I am disgusted with current politics in the City, primarily led by "carpetbagger" supervisors, and by your staff and editorial writers. You all, and many regular citizens, need to "walk a mile" or 100 miles in the shoes of police officers before you have any idea what they come up against each day, and the split second they usually have to react. I think it would be a great learning lesson if the whole of SFPD took two days off. Police yourselves!"

— Patricia Barsetti, San Francisco

### Subject: RE: S.F. City Attorney: Police lawfully killed Mario Woods

The recently televised Police Commission hearing and public comments were beyond disgusting...if you expect us citizens to come down and comment to support tapers and the new proposals from the chief-you're going to need a way to make it safe... without exposure to the element we witnessed on tv. Shameful.

JoyceMarty—

Reading the City Attorney's Office response, was incredible! I hope it finally brings the Officers involved, some degree of peace. My heart has been heavy, for each and every one of them, and for the entire Department, since this incident occurred. Thank you for all you've done.

Holly Pera

"Unfortunately, the racial divide that has become significantly worse since Obama has been in office has

brought white guilt to all new levels of crazy. The pendulum has swung so far to the left that you can't even see the right. It's a shame that the Supervisors were so busy trying to appease the loud minority that they failed to do any research on the local significance of the July 22 date — the day that an actual hero was senselessly murdered while doing his job. This ironic and unfortunate coincidence is proof that this resolution was drafted with ignorance and political pressure. The real issue is the fact that it was unanimously approved by those who know better, simply because of their fear of retribution. Why do you think Donald Trump is doing so well in the polls? He is saying what the silent majority is thinking. People are tired of putting criminals on pedestals and not taking a stand for fear of losing to those who don't play by the rules. Mario Woods was a criminal who didn't play by the rules of society and we are supposed to honor him?. What kind of message does that send to our youth? As a black person I am ashamed of what's happening in the media. It's embarrassing for my people. I am all for progress and I understand what they were attempting to do, but they went about it wrong, and it needs to be rectified."

C Harden

### Mario Woods Day of Remembrance

I'm just a 'normal' San Franciscan who is outraged over the Board of Supervisors' "Day of Remembrance"...

The situation has become unbearable and I suggest that the best weapon that the POA and 'ordinary' San Franciscans have is to change the system where some or all supervisors are once again elected 'at large'. I urge the POA to begin a dialogue about changing the manner in which our Board of Supervisors is elected.

Joe Meyers

Fortunately, I live on the other side of the Snake River in Idaho, which doesn't dally with this type of trash politics.

Thomas P. O'Neill,  
SFPD Captain (Ret.)



# Outbox

## POA Op-Ed to SF Chronicle

# San Francisco Police Welcome Federal Investigation

Sunday, February 7, 2016

By Martin Halloran, President  
San Francisco Police Officers Association

San Franciscans have been divided by a recent shooting in the Bayview of a stabbing suspect who refused to drop his knife and surrender to police officers. It was a tragedy for everyone involved.

It's no secret that the men and women of the San Francisco Police Officers Association are disappointed by the way the Board of Supervisors has politicized the incident. Anybody with an ounce of common sense knows that's the wrong approach.

What's the right approach? A fair, impartial investigation of the facts. That's why we support the U.S. Department of Justice investigation of the policies and practices of the SFPD. It will review all our current operational practices, how we train our police officers, and how we track crime statistics.

We have nothing to hide, and we will fully cooperate. I, myself, look forward to meeting with a DOJ investigator in coming days.

### Time for whole city to unite

We expect federal scrutiny to be thorough, rigorous and unbiased — and we know it will be uncontaminated by the ambitions of local politicians.

Now that the investigation is begun, it's time for the whole city to unite around real solutions.

Currently, when confronted by a violent suspect, San Francisco police officers have a range of options. When our officers encounter an armed suspect who poses a danger, we are trained to use nonviolent means first, such as negotiation and commands. In fact, we have significantly more officers trained in crisis intervention — specializing in mental health issues and domestic violence de-escalation — than any other police department of comparable size.

When nonviolent means are unsuccessful, and the suspect refuses to yield his weapon or cease his dangerous behavior, then officers do have other nonlethal tools available, such as pepper spray and beanbag guns.

But in a dangerous situation, when nonviolent means have been un-

successful and other nonlethal tools have proved insufficient, what San Francisco police officers need, but don't have, is the option to deploy an electronic control device or Taser. Tasers are standard equipment in other cities.

The data show that Tasers save lives and prevent injuries. A Taser is designed for use against subjects when other options are either impractical or ineffective. It is intended to provide a "high level" nonlethal option for officers, bridging the gap in the use of force continuum between lower levels of force and deadly force.

The Taser fires two wired probes that stick to a subject and deliver an electrical charge that overrides the subject's motor and sensory systems. This charge causes an involuntary contraction of muscles, discomfort and disorientation. It's not pretty, but it makes subjects easier to take into custody or subdue. Properly used, Tasers can significantly reduce injuries to officers, suspects and the general public.

The experts are in agreement that Tasers are a valuable tool that will save lives.

They will not work all of the time. But, based on what we know, if our officers had Tasers on the night of the Bayview shooting, that incident would likely have ended without the loss of a human life. That's why we are launching a proposal to make Tasers available to all police officers in San Francisco.

### Putting valuable tool into practice

The POA has petitioned the Police Commission on two occasions to allow SFPD officers to carry Tasers. Both times our efforts have been denied. We are optimistic that, this time, this lifesaving tool will not be stalled by unreasonable opposition. We need Tasers now. It's time for our city leaders to stop grandstanding and work with us on this issue.

Our officers are committed to waking up each and every day to keep our community safe. We will continue to serve all San Franciscans and be at the forefront of developing solutions that protect the people of our great city — but we must be given the tools we need to do the job.

*Martin Halloran is the president of the San Francisco Police Officers Association.*



# Inbox

### SIGN THE PETITION NO Mario Woods "Remembrance Day"

Please read the letter from the president of the San Francisco Police Officers' Association, Marty Halloran, protesting a recent move by the City to have a "Day of Remembrance" for a convicted felon and gang member who attempted to kill an innocent victim [Page One, February 2016 POA Journal].

Please take the time to support the POA and sign the petition:

<http://www.ipetitions.com/petition/no-mario-woods-remembrance-day>



*Cynthia Brown, Publisher  
American Police Beat*

### President [London] Breed —

I am compelled to write to you about the shooting death of Mario Woods by police officers, which must certainly be considered a tragedy. The incident will be thoroughly investigated by various agencies and appropriate action taken if culpability is ascertained.

However, the most egregious and outrageous action which occurred in connection with this situation was passage of a resolution by the Board of Supervisors enacting a "Day of Remembrance" for Mr. Woods, a convicted armed robber, validated gang member, consistent abuser of illegal substances and perpetrator of an unprovoked assault with a knife upon an innocent

stranger.

Not only was this resolution unwarranted and inexcusable, it was a blatant insult to the memories of dedicated public servants who died protecting the welfare and safety of the law abiding citizens of this city.

*Richard D. Klapp,  
SFPD Retired*

Marty — This is a great cartoon. The cartoonist's name is Ricardo Clement. He is a Mexican/El Salvadoran artist who uses the pen name of "Alecus." A friend of mine pulled it off a Facebook page. So appropriate...

*Carri Lucas, Retired SFPD*



I am applauding the recent actions undertaken by yourself and the Board of the SFPOA to counter the hurtful, malicious, and outright lies propagated by members of the Board of Supervisors, those people who are anti-police, and the news media... Everyday people make choices that have a direct effect on the lives of others ... Officers chose to respond to a life threatening situation by risking their lives to help someone they did not know.

The response of these officers should be commended, not condemned... I admire the courage and tenacity of the police officers of the SFPD, who everyday go out and risk their lives to keep the people safe no matter the cost to themselves.

*Daniel A. McDonagh*

Riverside Sheriffs Association believes that most Californians feel safer in knowing that a professional, well-trained law enforcement officer who has sworn to uphold the law is part of their community to "protect and serve." We find this is particularly comforting to those who reside in communities that are plagued by drugs and violent crime. Residents of these communities value and appreciate heightened police presence. The regressive action taken by the San Francisco Board of Supervisors to honor an individual who was responsible for instigating and escalating a violent encounter with law enforcement erodes efforts to strengthen relationships between police and these communities. ... The Riverside Sheriffs Association strongly supports the San Francisco Peace Officer Association and shares your disappointment with this Board action. RSA urges you to continue to serve and protect the community and strive to earn the mutual respect we deserve from policy makers and the public as sworn public safety professionals.

*Robert Masson,  
President, Riverside Sheriffs  
Association*

PORAC stands behind the San Francisco Police Officers Association and their outrage for the San Francisco Board of Supervisors decision to hold a "Day of Remembrance" for Mr. Woods. Mr. Woods was a convicted felon and had just completed a robbery, putting many innocent citizens at risk. The incident ended in a standoff with police, where he brandished a 6" to 8" knife, threatening the lives of multiple officers, medical personnel and firefighters, put their lives on the line to protect citizens in cities like San Francisco. Some of those men and women never make it home to their families because their lives are taken from them at the hands of criminals. These fallen heroes are rarely recognized with a "Day of Remembrance."

*Michael Durant PORAC President*

I was as outraged as you and your POA must be about the recent action of the Board of Supervisors in declaring a Mario Woods Remembrance Day. I know the City is a bastion of liberal politics, but this goes beyond the pale... I'm sure that most real San Franciscans would agree with me on the wrongfulness of the Board's action... I appreciate what you and the POA are doing, and if I can help in any way on this or any other issue let me know.

*Paul Carreras,  
Union Labor Lawyer*



## To all members re Gascon's Blue Ribbon Committee:

Last year when District Attorney George Gascon established his "Blue Ribbon Panel" to investigate misconduct within the San Francisco criminal justice system he conveniently excluded the District Attorney's Office and the Public Defender's Office from any investigation. The SFPOA was the first organization to acknowledge there had been misconduct by a very small number of officers. They were investigated by those who have the authority and they were held accountable.

Nevertheless the POA has fully cooperated with DA Gascon and his appointed panel since its inception. It is therefore surprising and disappointing to the POA that Mr. Gascon has sent a letter (read it below) to Mayor Ed Lee stating the opposite. I have responded to Mr. Gascon in a letter (see column to the right) with the facts. The POA hopes that his appointed panel will be more fair and balanced, in their conclusions, unlike the person who appointed them.

**Martin Halloran,**  
SFPOA President

*Editor's Note: The following letter from San Francisco District Attorney George Gascon has been condensed for space and context considerations. The entire letter can be accessed via the POA's Facebook page. – RS*

January 28, 2016

The Honorable Edwin M. Lee, Mayor  
City and County of San Francisco  
1 Carlton B. Goodlett Room 200  
San Francisco, CA 4103

Dear Mayor Lee,

I was very pleased to hear that you asked the US. Department of Justice to review the policies and procedures of the San Francisco Police Department in the wake of the Mario Woods shooting. ... I write today to request that your office reconsiders its lack of support for efforts that have been underway for the past year to reform the practices and culture of a department that must be overhauled in order to regain the trust of the community it serves.

As you know, when the text messaging scandal came to light I launched an investigation because I was concerned about the conduct of these officers and the impact it had on the fair administration of justice in San Francisco. ... You refused to fund the work and characterized my undertaking of this review as "lawyering up" ...

You recall that in June of 2015 I launched the Blue Ribbon Panel on Transparency, Accountability and Fairness in Law Enforcement. ...

In the six months since forming the panel, the San Francisco Police Department and POA have engaged in a dizzying array of stonewalling tactics. Both the Blue Ribbon Panel and my Office have attempted to persuade the Chief of Police to cooperate with our investigation, yet he has never committed the department to cooperation. To the contrary, he has demanded that the Panel work through the POA and not make direct contact with any SFPD officers. He has also

indicated that all interviews must be done on personal time. This is not the type of transparency and collaboration we would expect from a department and a chief eager to improve...

These problems are far too serious and far too systemic to simply pay them lip service. If you are committed to restoring trust between police and the community I ask that you take the obvious and immediate action of directing the Chief of Police and SFPD to cooperate with the Blue Ribbon Panel. Public safety in San Francisco can no longer afford decision making that favors the interests of the Police Officers Association over the interests of the citizens you were elected to represent.

Sincerely,  
George Gascon  
San Francisco District Attorney

## KCBS 60-Second Opinion Piece Re Woods Shooting and Aftermath

The recent Officer Involved Shooting, in the Bayview District, of a stabbing suspect who refused to drop his knife and surrender was a tragedy for everyone involved.

We are disappointed by the way it's been politicized by the Board of Supervisors.

The right approach is a fair, impartial investigation of the facts.

That's why we support the federal government's investigation.

We are confident it will show that we use cutting-edge crisis intervention training and de-escalation techniques.

We have nothing to hide, and we are fully cooperating.

Now that the investigation is underway, we need to unite around real solutions.

The experts agree that Tasers are a valuable tool that will save lives.

It's time for our city leaders to work with us.

Our officers are committed to waking up each and every day to keep our community safe.

We will continue to serve all San Franciscans and be at the forefront of developing solutions that protect the people of our great City but we must be given the tools we need to do the job.

George Gascon, District Attorney  
City and County of San Francisco  
850 Bryant Street, 3rd Floor  
San Francisco, CA 94103

## Re: Blue Ribbon Panel and Your Letter of January 28, 2016

Dear District Attorney Gascon:

Your accusation in your January 28, 2016 letter to Mayor Ed Lee that the San Francisco Police Officers' Association "ha[s] engaged in a dizzying array of stonewalling tactics," purportedly to interfere with the efforts of your Blue Ribbon Panel, is a complete fabrication. Had you bothered to make even minimal factual inquiries to your panel representatives before making this ill-informed attack, they would have told you that:

- The POA's general counsel met with the Panel's general counsel on December 16, 2015 to discuss guidelines under which officers could interview with panel representatives without compromising their statutory rights under the Public Safety Officers' Procedural Bill of Rights Act.
- The POA arranged for multiple panel attorneys to "ride along" with officers from Tenderloin Station.
- The POA's general counsel and legal defense fund administrator engaged in a wide-ranging, two-hour interview with three panel representatives on Wednesday, February 3, 2016 — an interview described by the representatives as "very informative." (That interview was scheduled well before your letter was sent.)
- My vice-president Tony Montoya and I have arranged to meet with panel representatives in the coming week.
- Four POA minority officers, including a board member and a legal defense fund trustee, will meet with the "Culture" Working Group over the next week. Other officers will meet with the panel in the coming weeks.
- An esteemed POA member and recognized expert on "Stops, Searches, and Seizures" will meet with that Working Group next week and will also discuss the "Blue Courage" project with the Culture Working Group.
- The POA has arranged for an interview with the former representative of the District Attorney's Office who was most instrumental in drafting the current Brady Policy.
- There have been dozens, if not hundreds, of calls and emails back and forth between representatives of the POA and the panel over the last several months.

All told, the POA has been working with representatives from every one of the seven working groups — hardly a dizzying array of stonewalling tactics.

**Martin D. Halloran**  
President, San Francisco Police Officers' Association



Marty, Once again thank you for being tenacious and keeping up the good fight! And again, thank you Gavin Newsom, for giving us just what we needed...another carpet bagging, ambitious politician in George Gascon.

*Ben Mcalister, Retired SFPD*

## Re: KCBS "Taser" Public Service Announcement

Hi Marty, I hope you and everyone at SFPD are doing ok. There isn't a day that goes by where my son and I don't stop to appreciate all you did for us. You always have our support no matter what. If there is anything we can do to help-let us know. Maybe create a commercial where people you have helped, could hold up thank you signs all over SF. Blessings,

*Robin Savage*

Hey Marty, I just hope "The Board" remembers when they come around at election time looking for enforcements!

*Frank Achim, Ret. Solo*

Well said, Marty. Keep up the great work you're doing.

*Roger Battaglia*

Sworn personnel of nearly 18,000 U.S. law-enforcement agencies carry TASERS. The police chiefs, sheriffs, and leaders of those jurisdictions didn't purchase the less-lethal devices on a whim. They researched the pros and cons of equipping their men and

women with TASERS; and concluded that the benefits greatly outnumber the risks...countless local, state, and federal law-enforcement groups have long endorsed the use of electronic control devices. It's time for the San Francisco Police Commission to take a good look at the facts and benefits of issuing TASERS to the officers who dedicate their lives to keeping our city safe 24/7. ... How many officer-involved shootings of persons not armed with guns could have been avoided had deploying a TASER been an option to using deadly force? How many more officer-involved shootings will it take for the Police Commission to stand up to the uninformed critics and do what's best for the city and its police officers?

*Gary Gee, San Francisco*

Excellent radio presentation. Keep up the hard work. The majority of people do need to know the facts. One of those facts is that The Police Commission denied our department the Taser after being presented a two day presentation. That is what I think anyway.

*Dan Gray*

Hi Marty— Thanks for carrying the torch for all the members of SFPD. ...I did quite a bit of research and I believe I had some pretty strong arguments for the use of Tasers (See article, Page 14). ... Thanks for fighting this fight!

*Lisa Fraser*

## Use Of Force Revisions — We Must Get This Right

By Martin Halloran  
SFPOA President

With the Use of Force and Firearm policies now coming into question since the Officer Involved Shooting on December 2, 2015, the Police Commission and the Department have put forth a proposed revision to the Use of Force and Firearm Department General Order. They have also introduced a proposed Electronic Conductive Device (ECD) or Taser policy. These combined proposed policies, if adopted in their current form, would represent the biggest change in policing that the SFPD has seen in several decades.

Since these proposals were introduced without any consultation with the POA, who is the designated bargaining unit for the rank and file, and since the timeline put forward by the Commission and the Department is unrealistic and unfair to properly vet these proposals, and more importantly, since these proposals can lead to unsafe and risky conditions to the general public and to the men and women who patrol the streets of this City; the POA adamantly objects to the current time line in place, the failure, thus far, by the City to comply with state mandated and SF Charter mandated meet and confer obligations with the POA, and especially with some of the unreasonable language put forth in these proposals.

The POA is not opposed to revisions of any Department General Order if it will lead to members better serving the residents that we are sworn to protect but those revisions must be practical, sensible, and reasonable that will not place the members further into harms way.

We must get this right and it cannot be hastily rushed or implemented haphazardly for when the politicians are done with their grandstanding, their press conferences, and they have surrendered the podium and microphone, it will be the men and women working the streets of our great City who will suffer if poor policy is adopted for the sake of political expediency.

The POA cannot and will not let that happen.

Slainte!



**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**  
800 Bryant Street, Second Floor  
San Francisco, CA 94103  
415.861.5060 tel  
415.552.5741 fax  
www.sfpoa.org

February 24, 2016

Greg Suhr Chief of Police  
San Francisco Police Department  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158  
E-mail: greg.suhr@sfgov.org

Re: Press Conference of February 22nd and the  
Proposed Policy Changes Discussed

Dear Chief Suhr:

The POA has reviewed media reports about the Mayor's press conference on Monday, at which you spoke. The reports describe the Mayor (who is a copy recipient of this letter) and you as proposing "dozens of changes" to SFPD policies and procedures. We anticipate that some or all of these changes could affect the working conditions of our members.

Therefore, the City is required to meet and confer in good faith, including to exhaust all impasse resolution procedures, before implementing any changes to working conditions.

If the Department moves to implement any changes in violation of its state law and city charter obligation to negotiate, the POA will move to enjoin the unlawful act.

The POA was not part of the narrow cross-section of our community with whom (according to media reports) you drafted these proposals. It has not therefore been afforded an opportunity to review the proposed changes. Accordingly, we request copies of any and all proposed new policies, whether the Department agrees that the new policy affects working conditions or not.

We propose a vigorous meet and confer process and public debate. If these proposals withstand the scrutiny of our members — who are, after all, affected most by them — we will fully embrace the changes.

Once we receive the actual proposals, we will suggest dates to begin negotiating. We share your urgency to address these issues and ask that all our requests be responded to as soon as possible.

While we agree on the need for a vigorous debate and for the San Francisco Police Department to feature policies supported by our community and designed to keep them safe, it is apparent that the POA and City leadership disagree on one fundamental thing: the POA still believes in, and will not back down from supporting, the 2200 men and women who keep our unique city safe. When the press conferences are over, it is our members who remain-24 hours each day, seven days each week-doing tough jobs in our toughest neighborhoods; men and women of all ethnicities, backgrounds and orientations trying to keep every San Franciscan safe.

Very truly yours,

Martin Halloran President

cc: Ed Lee, Mayor  
Suzy Loftus, President, Police Commission  
Micki Callahan, Director, OHR  
Gregg Adam, SFPOA General Counsel  
Board of Directors, SFPOA

MESSING  
ADAM &  
JASMINE

SACRAMENTO  
SAN FRANCISCO

February 24, 2016

VIA E-MAIL AND REGULAR MAIL

Greg Suhr Chief of Police  
San Francisco Police Department  
850 Bryant Street, Room 525  
San Francisco, CA 94103

**Re: Step 3 Grievance Concerning Unilateral Changes in Policies and Practices Related to Range Training and Qualification**

Dear Chief Suhr:

This is a Step 3 grievance on behalf of our client the San Francisco Police Officers' Association {"POA"}. The grievance is initiated at Step 3 because it involves unilateral changes to San Francisco Police Department ("Department") policies and practices impacting all officers within the Department. It is our belief that no individual who would receive a grievance filed at a lower level has the authority to grant the grievance. If we are mistaken in that regard, please advise us and please direct the grievance to that individual's attention.

### THE GRIEVANCE

The POA has learned that the Department has implemented numerous changes to policies and practices related to range training and qualifications, as well as uses of force. This has occurred without notice to the POA and without the POA being afforded an opportunity to meet and confer over the changes and their impacts on work hours and working conditions. These include, among other things, the following:

The prior 1-hour range requalification was changed to a 10-hour training/requalification<sup>1</sup>

- Changing from 1 to 10 hours increased the throughput by a factor of 10;
- So far, only about 75 officers have been trained/qualified during a time period when 300 normally would have been;
- Range staff who normally work 8-hour days are being ordered to perform daily, mandatory overtime to cover the additional course hours.
- Range training has been changed in a number of ways impacting matters within the mandatory scope of bargaining. Enclosed for your reference is a new Powerpoint presentation that was presented to the Police Commission on February 17, 2016. At the time it was presented, the Police Commission was told that the changes to training referenced therein had already been implemented. In addition to reflecting a number of changes to range testing and qualification procedures, the Powerpoint makes it clear that the Department is rolling out training on its recently-proposed (but not yet implemented) use of force and firearms policies.
- While the "low ready" position has never been deemed a reportable use of force, Deputy Chief Mikail Ali has ordered range staff to teach that it is now reportable;
- Range staff at all levels have been told to accept the changes (including mandatory overtime) or leave the range and be replaced.

All of these changes in policies and practices have been implemented without providing the POA with reasonable notice and an opportunity to meet and confer, including utilization of Charter-mandated impasse procedures should those procedures prove necessary.

### MOU PROVISIONS VIOLATED AND REMEDY SOUGHT

The grievance states a violation of POA MOU Article 1, Section 4, subdivision A., which mandates the following:

Except In cases of emergency, the City/Department shall give reasonable written notice to the Association of any proposed change in general orders or other matters within the scope of representation as specified in Government Code Section 3504.5. The Association shall be provided with the opportunity to meet and confer with regard to any such proposed change should it desire to do so.

The remedy sought is rescission and retraction of the above-referenced changes to Department policies and practices until such time as the POA has been afforded reasonable notice and a full opportunity to meet and confer regarding all matters within the mandatory scope of bargaining. The POA also seeks a cease and desist order ensuring that such unilateral changes to Department policies and practices are not made without first satisfying the meet and confer obligations arising under State law and the City Charter.

<sup>1</sup> This is problematic for many reasons, not the least of which is that both ranges normally operate at capacity, and only the Airport Range is currently operational. The current estimate is that the Lake Merced Range may not reopen until June or July.

Very truly yours,

MESSING ADAM & JASMINE LLP

Gregg McLean Adam  
Jonathan Yank

cc: Martin D. Halloran, President, SFPOA  
SFPOA E-Board

# Yes, it is Time to Issue TASERs

By Sgt. Lisa Frazer, Member  
San Francisco Police Officers' Association

*There is no greater responsibility placed on members of the law enforcement than the authority to use lethal force in the line of duty"*

— SFPD Assistant Chief Morris Tabak

## Identification and Diagnosis

The San Francisco Police Department has attempted to implement the use of "Conductive Energy Devices" (Tasers) for over 10 years. In a recent five year study regarding Officer Involved Shootings, (OIS) by Assistant Chief Tabak, it was determined that 12 out of the 15 Officer Involved Shootings could very likely have been avoided if Tasers were available to the officers at the scene.

The issues that have stalled this process and have been raised in this ongoing debate are not the usual issues one would equate with the standard equipment approval process. The Police Administration and Command Staff are in favor, the rank and file officers are in favor, The Police Officers' Association and the citizens of the City and County of San Francisco are in favor. The costs of implementation, of both equipment and training are not overly prohibitive. The greatest obstacle in the implementation of the Tasers has been obtaining the approval of the San Francisco Police Commission.

The Police Commission consists of seven civilians who often have no law enforcement experience or expertise in law. Per the Charter

*The mission of the Police Commission is to set policy for the Police Department and to conduct disciplinary hearings on charges of police misconduct filed by the Chief of Police or Director of the Office of Citizen Complaints, impose discipline in such cases as warranted, and hear police officers' appeals from discipline imposed by the Chief of Police. Commissioners are appointed by the Mayor and the Board of Supervisors and they oversee the Police Department and the Office of Citizen's Complaints.*

The greatest opponent of the San Francisco Police Departments' implementation of Tasers has been the ACLU — the American Civil Liberties Union of Northern California. The ACLU has presented their case in front of The San Francisco Police Commission numerous times and at this point has raised enough doubt in the minds of the civilian commissioners to deny their approval of the Taser.

The Police Commission is considered the Stakeholders for the purposes of this paper. Having no prior law enforcement or expertise in law or criminal matters, allows political entities such as the ACLU or the Homeless Coalition or other liberal organizations to manipulate information, distort facts, and exclude relevant studies when presenting their causes to the Commission.

## Indicators

It is because it is the Values of the Stakeholders that need to change that this issue is identified as an Adaptive Change versus a Technical Change.

## Stakeholders Current Value

- Tasers might hurt suspects or cause fatalities
- The ACLU is philosophically against Tasers
- Officers should "talk" people out of situations
- Belief that according to the "Memphis Model" — force should never be used

- Belief that Officers have other non lethal tools available (pepper spray, batons and Extended Range Impact Weapon) and that no new options are needed
- Tasers are untested by SFPD and might be over used or abused

## Stakeholders Desired Value

- Using less lethal force is a better alternative than using a force which is almost 100 % lethal (firearms)
- Despite the ACLU's objections, 17,000 out of 19,000 police agencies in the United States issue Tasers to their officers. In the San Francisco Bay Area alone, 113 police agencies have Tasers issued to their officers, 3 agencies (SFPD being the largest) do not have Tasers.
- Verbal persuasion is desired but not always effective. Officers should have every option available to them prior to having to use lethal force.
- In 14 out of 15 OIS, the Extended Range Impact Weapon (EIRW – Bean Bag Rounds) could not be used due to distance as the threat was within 15 feet of the officers. In cases when other means of less lethal devices were utilized they were ineffective. A Taser offers another less lethal alternative.
- Overall, SFPD use of force is very low. With proper training, protocols, and oversight, Tasers can be another tool within the use of force continuum, which should fall within the same general usage.

## Work Avoidance

This situation has been an ongoing issue. In the last month, (Feb 2013) SFPD has had two officer-involved shootings. One of them involved a 16-year old male who had stabbed a relative several times, when contacted by officers he wielded a hammer at them. The officers were forced to defend themselves. One of the Police Commissioners stated on TV that had Tasers been available, the police might not have had to utilize their firearms. The political environment appears to be ripening for an adaptive change. With every officer involved shooting where a Taser might have been a possible option rather than lethal force, potential for change grows.

## Developing Interventions

My strategy includes making observations - the cost to the department and personnel due to the lack of tools and resources, asking questions- if Tasers were available what would be the probable outcomes. What other ways could the implementation of Taser's benefit the public?

How could the implementation of Taser's benefit the officers, other than just another device in the "force continuum?"

## Orchestrating Conflict

One of the side benefits noted by agencies that utilize Tasers is the decrease of officer injuries as well as a decrease of injuries to the suspects. The occurrence of injuries to officers as a result of suspects resisting is a huge issue for the department. As the staffing declines and number of officer's decreases, there is a higher likelihood that a solo officer will be dispatched to a call or on view an incident. It is highly probable that a single officer will be handling the incident by themselves completely or at least for 5-7 minutes as they wait for back

up officers to arrive.

The data to be analyzed is available and the reports that describe and document the incidents are also available. The initial police reports and CADs (Computer Automated Dispatch) records are also available. By analyzing the police reports, one could surmise as in the Deputy Chief's OIS report mentioned earlier, whether the implementation of a Taser might have subdued the suspect quickly in a safer and more efficient manner, and therefore also prevented the officer from sustaining injuries due to a prolonged physical engagement with the suspect. By addressing the issue from this viewpoint; from a cost analysis, one could see the benefits from a Taser program as far as reducing the amount of officer injuries; lost officer productivity, medical costs, and possible separation from the department are concerned. In the 2012 SFPD Chief's Annual Report, assaults and injuries to officers increased over 17 % from the year of 2011. The types of attacks on officers showed a 90 point drop from hands, fists and feet as weapons and an increase over 101 incidents for assaults with a dangerous weapon.

By approaching the issue from this angle, actual costs incurred could be analyzed -the cost of emergency response, hospital and ambulance charges, cost of administrative paperwork, lost hours of work, cost of follow up medical treatments, rehabilitation and retraining. The San Francisco Police Department also has a new policy that if an officer is injured, they have one year to return to full duty status, otherwise they are retired out of the department. Back and limb injuries are very common in police work. The fact that unnecessary injuries cost the City and County of San Francisco hundreds of thousands of dollars every year as well as the loss of man power, expertise, training and personal loss to the individual officers, are costs that are never recouped.

When officers are outnumbered, feel unsafe, lack the tools and resources to do their job, and fear injury, their motivation to perform as required diminishes. This gives the criminal element the upper hand as criminals begin to act with impunity. When the criminals win, the citizens within our community lose.

## Building an Adaptive Culture

After the last officer involved shooting, one of the Police Commissioners was interviewed and made the comment that had a Taser been available; the officers might not have had to shoot a 16-year old combative suspect who was wielding a weapon that was not a firearm. With that comment being made and broadcast by the media, he is a person that I could form an alliance with in this process. He is also a person of color, and having a person of color on the "Pro" side of the Taser debate, would be beneficial to counter the ACLU's argument that the implementation of Tasers would have "A Disproportionate Impact on People of Color". There is also another Commissioner who has prosecution experience with the District Attorney's Office as another possible ally.

## Act Politically

One of the arguments brought forth by the ACLU is that de-escalation is ALWAYS the answer and that for the department to equip its officers with Tasers before or concurrently while giving the officers "CIT training" (Crisis Intervention Training ) is akin to the concept that one "cannot prevent and prepare for war simultaneously". While

this saying may be considered a form of "political poetry"; the opposite is actually true for law enforcement. We, in law enforcement, will always hope for the best, but must train, prepare, and anticipate the "worst case scenario" for every situation. I always advocate de-escalation in situations where it is appropriate and safe to do so. However by definition, law enforcement is reactive; every situation is different and is predicated on the actions and responses of the suspect. I have the unique status that I am the only officer in my department that is a certified trained Hostage / Crisis Negotiator and has gone through the recently created "new CIT training". I also have personal expertise as a martial arts practitioner with 40 years of training in my background. Perhaps my support for the implementation of Tasers in light all of my other training and experience, might sway the opinion of some of the Commissioners to support Tasers.

## Identities

When dealing with members of the police community, I try to appeal to the emotional side regarding Tasers. I suggest to them that having to make the decision to use lethal force is one of the heaviest burdens that we as law enforcement officers carry with us every time we report to work. The decision is easier when the suspect is wielding a firearm pointed in our direction; however, during incidents when the suspect does not have a firearm and quite possibly a less lethal implement could be / would be appropriate, the decision is not so clear. To use lethal force because the other methods were not available or not effective is more troublesome.

When dealing with members of our more liberal communities, I talk about my oath to serve and protect, my expertise in defensive tactics and hostage negotiation / critical incident training, and the possibility that a person's life could be spared if there was another alternative to having to use lethal force. I emphasize the gravity of the emotional and psychological impact on the subject's family and community when this type of situation occurs; that the police did not have any alternative but to use lethal force with their family member. In the previously mentioned study of Officer Involved Shootings, the study revealed that possibly 12 out of 15 shootings ( 80% ) might have been avoided if the police had other less lethal options (Tasers).

## Loyalties

My loyalties are to my sworn oath to protect and serve the citizens of my community, visiting, working and living within the City and County of San Francisco. I am also loyal to my brother and sister officers of the San Francisco Police Dept, past, present and future.

## Triggers

Through this process of having discussions with individuals who agree with my position and those who do not, I have discovered that the close mindedness of others is a trigger. I take the opposition of my position personally and as an affront to the law enforcement community as a whole. The fact that the people who make decisions about police equipment and policies have never, and will never, be in standing in the shoes of the officers who have to make these types of decisions every day, is very unsettling to me. However, the function and the design of the Commission are already set in place and I have to learn to work within the confines of its boundaries.

## Tolerances

While in the middle of this project, the

CONTINUED ON NEXT PAGE

# Time For Life-Saving Tools For San Francisco Police

By Martin Halloran  
SFPOA President

San Francisco has been roiled by a recent shooting in the Bayview of a stabbing suspect who refused to drop his knife and surrender to police officers. It was a tragedy for everyone involved.

It's no secret that the men and women of the San Francisco Police Officers' Association are disappointed by the way the Board of Supervisors has politicized the incident. Anybody with an ounce of common sense knows that's the wrong approach.

What's the right approach? A fair, impartial investigation of the facts. That's why we support the U.S. Department of Justice investigation of the police department. We have nothing to hide, and we will fully cooperate. I will meet an investigator early this week.

We expect federal scrutiny to be thorough, rigorous, and unbiased – and we know it will be uncontaminated by the ambitions of local politicians.

Now that the investigation is underway, it's time for the whole city to unite around real solutions.

Currently, when confronted by a violent suspect, San Francisco police officers have a range of options that fall short of what is necessary. When our officers encounter an armed suspect who poses a danger, we are trained to use nonviolent means first, such as negotiation and commands. Then, if the confrontation escalates, we also have other nonlethal tools available, such as pepper spray and beanbag guns.

But in a dangerous situation, what San Francisco police officers need, but don't have, is the opportunity to deploy an Electronic Control Weapon (ECW) or "Taser." Tasers are standard equip-

ment in other cities.

The data shows that Tasers save lives and prevent injuries. A Taser is designed for use against subjects when other options are either impractical or ineffective. It is intended to provide a "high level" nonlethal option for officers, bridging the gap in the use of force continuum between lower levels of force and deadly force.

The Taser fires two wired probes that stick to a subject and deliver an electrical charge that overrides the subject's motor and sensory systems. This charge causes an involuntary contraction of muscles, discomfort, and disorientation for the subject. It's not pretty, but it makes subjects easier to take into custody or subdue. Properly used, Tasers can significantly reduce injuries to officers, suspects, and the general public.

The experts are in agreement that

Tasers are a valuable tool that will save lives. They will not work all of the time. But, based on what we know, if our officers had Tasers on the night of the Bayview shooting, that incident would likely have ended without the loss of a human life. That's why we are launching a proposal this week to make Tasers available to all police officers in San Francisco.

We are optimistic that this lifesaver will not be stalled by unreasonable opposition. We need Tasers now. It's time for our city leaders to stop grandstanding and work with us on this issue.

Our officers are committed to waking up each and every day to keep our community safe. We will continue to serve all San Franciscans and be at the forefront of developing solutions that protect the people of our great city – but we must be given the tools we need to do the job.

## TASERS

CONTINUED FROM PREVIOUS PAGE

Chief of SFPD made a public statement that he was going to shelve the topic of Tasers until further notice. His statement has given me a clear boundary regarding this subject; as I cannot be insubordinate nor have any appearance that I am disregarding his direction. However, this also gives me some freedom; because I was able to preface my discussions with political entities as being purely academic at this juncture. This actually allowed others to be more candid in sharing their perceptions and opinions regarding this topic.

A newspaper article printed May 31, 2013, reported the results of a survey given to the residents of a nearby city, Berkeley, Ca regarding Tasers. According to this survey, 80% of Berkeley residents polled preferred Tasers over "police use of physical force or guns". Berkeley, CA is probably the only City in the country more liberal than San Francisco. Also mentioned in the article, is that out of 113 police agencies in the Bay Area, only 3 do not have Tasers issued to their officers. According to Taser, 17,000 law enforcement agencies in 107 countries have Tasers.

There are some "medical experts" who have asserted that Tasers have caused fatalities. The ACLU presented arguments from a study conducted in 2009 by Dr. Tsang, a cardiologist from UC San Francisco. Many of the assertions in Dr. Tseng study have been questioned or disputed due to the methodology utilized in his study.

In 2011, a special report from the US Justice Dept was released which concluded that the risk of human death directly or primarily because of the electrical effects of Taser devices "has not been conclusively demonstrated". However, the report acknowledged that there were anecdotal cases where "no other significant risk factor for death is known".

Dr. W. Bozeman, a member of the medical advisory panel for the Justice Department's report, stated, "The question of whether or not Taser like devices can harm or kill someone has been settled...the answer is unequivocally yes. However, the likelihood is extremely low, perhaps no more than a quarter of a percent". Dr. Bozeman cited that most injuries or death were from blunt trauma occurring from falls.

### Roles

I currently have several roles at this point in my career:

- Police Sergeant - Patrol Supervisor Southern Station
- Hostage Negotiator/Critical Incident Team Leader
- Critical Incident Response Team Member, Peer Counselor,
- Field Training Officer Sergeant ,
- Terrorism Liaison Unit Supervisor
- Police Liaison Officer with several community groups in the City

### Purpose

Having to make the decision to use deadly force in the course of duty is one of the most difficult decisions we place on law enforcement officers. It is never taken lightly and is often followed by years of scrutiny, litigation, and second guessing. Officers face the threat of criminal prosecution, loss of employment, disciplinary action, and personal / civil liabilities. Those are in addition to the emotional, physical and psychological costs for the officer and his/her family and department. Having another less lethal choice might prevent this event from even occurring.

The costs are also extremely high in the community. If the previous OIS study is correct, or even partially correct, 12 people might still be on this earth today. If just one life could be saved by deploying a Taser rather than a firearm, the costs of a Taser program would be invaluable.

### Deployment

The San Francisco Police Commission is a civilian body made up of 7 Commissioners. In preparation of this project, I have already had conversations with two of the Police Commissioners, who were in favor of the implementation of Tasers. Per one of the conversations, I gathered that a majority of Commissioners (5 out of 7) had viewed Tasers in a favorable manner.

In my next step, I would re-contact the two Commissioners and have an in depth discussion regarding their views and the views of the Commissioners in opposition. I would then speak with the next two Commissioners who were in favor and repeat until I met with the two Commissioners that were reportedly

opposed to Tasers. In my conversations with the Commissioners who were in favor of the Tasers, I hope to gain some knowledge and insight regarding the views of those opposed. In doing so, I would attempt to gather information and data that I could present to alleviate their concerns. Although representatives from Taser are always a resource, I purposely did not put them on the forefront, as I believe Taser has already made several presentations in front of the Commission and because Taser could receive financial benefit, their information could be construed as biased sales propaganda.

I would also meet with members of the San Francisco Board of Supervisors who favor a Taser Program as allies. In addition, I would reach out to groups such as NAMI (National Alliance on Mental Illness) to gather support and allies. The members of NAMI partner with, and present information as part of SFPD's Mental Health / Crisis Intervention Training. I would contact other police agencies that have had positive results with their respective Taser programs for information, support and testimony. I would look for persons whose family members may have been Tased during a crisis, but are still alive today and thankful that the police did not have to use lethal force during the contact.

SFPD is one of three major agencies out of 113, in the Bay Area that does not utilize the technology of the Taser system. The San Francisco Sheriff's Depart-

ment has had Tasers for years, however, they are not under the jurisdiction of the San Francisco Police Commission. A very small, but vocal, segment is opposed to issuing this equipment to San Francisco Police Officers. Every time lethal force is used because there were no other viable options, the argument supporting Tasers gains strength and momentum. This is an issue that is not going to disappear by itself, utilizing the least amount of force necessary to gain control of a dangerous suspect has always been the goal of a humane, responsible police agency. It should be noted that utilizing force that exceeds what is necessary to gain control, can ultimately be construed as excessive. The utilization of a Taser, to subdue a subject; safely, quickly and humanely, rather than having to resort to a firearm, is a reasonable and prudent plan of action. One should ask themselves, which would I rather have used on me, a 40 cal Sig Sauer semi automatic firearm which results in almost 100% fatality, or a Taser which would be very uncomfortable for a few seconds?

How many lives must be lost before SFPD is given this less lethal option to gain control over persons who pose an imminent danger to the public? How many lives could have been spared in the last 15 officer involved shootings if a Taser had been available? The answer to these questions is that just one life lost is too many.



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DA Gascón's Prop 47 is a disaster

# Proposition 47 Lottery: When Will Your Crime Victim Number Be Called?

By Marc Debbaudt

This past week I engaged in a radio debate on Which Way, L.A. with San Francisco District Attorney George Gascón over the effect that Proposition 47 has had on the crime rate in California. Prop. 47, as you now know, is a law that was deliberately mistitled The Safe Neighborhoods and Schools Act — like putting the label “Health Product” on a bottle of arsenic. Mr. Gascón was introduced as a District Attorney opposing my view, but the audience was not told that he, in fact, was one of the two sponsors of the disastrous initiative.

By reducing drug possession and theft crimes from felonies to misdemeanors, Mr. Gascón's initiative made the streets of California less safe. In short, Prop. 47 set loose drug addicts, who characteristically commit thefts to support their habits, with their addictions untreated. Not surprisingly, theft crimes have skyrocketed.

Predictably, Mr. Gascón spun furiously in an attempt to deny the link between the increased crime rate and his reckless social agenda. Mr. Gascón actually argued that it was “a huge leap” to connect the increase of crime with the passage of Prop. 47. He would have us believe that the crime surge is due to a new class of criminals that suddenly sprung up from the ether and invaded this state — not the ones who were released as a result of Prop 47.

**“By reducing drug possession and theft crimes from felonies to misdemeanors, Mr. Gascón's initiative made the streets of California less safe.”**

As I pointed out in my *Los Angeles Times* Op-ed and during my appearance on Which Way, LA, law enforcement professionals — including the California District Attorneys Association — predicted that reducing felonies to misdemeanors would result in increased crime. One critical and fundamental flaw with Prop. 47 is that repeat offenders do not get any enhanced punishment — or, for that matter, treatment. Moreover, without the threat of incarceration, those addicted to drugs who steal to support their habits have no incentive to enter into drug treatment programs.

Possess and possess — even date rape drugs — and it is still a misdemeanor. Steal and steal and it remains a misdemeanor. Keep stealing, but keep it under \$950 per victim, and you get a misde-

**“Mr. Gascón seems to believe that punishment and accountability are bad words, and that rehabilitation, which focuses only on the defendant, should be the goal of the criminal justice system.”**

meanor. Why does Mr. Gascón believe that if you steal \$949 worth of goods for the fourth time it should still be a misdemeanor? How does this protect the public? I believe a survey of prosecutors and even police officers would reveal that most, if not all, do not think all first-time drug possessors should be charged with felonies. But what prosecutors want is the discretion to punish appropriately those who continually violate the law.

Mr. Gascón actually argued that crime has gone up “in other parts of the country that don't have Prop 47.” The inference is that there is some other national cause to the increase in crime in California, as though there is any relevant link between what is happening in other states and what is happening in post-Prop. 47 California. He then weakly demanded we all await a study to tell him what we already know is obviously true.

Maybe it is only in San Francisco that one believes there's an inexplicable coincidence that a law minimizing the consequences of theft would result in more theft. Unfortunately, those people would have to ignore what has happened to San Francisco itself, where Mr. Gascón implemented his version of Proposition 47 in the years before the initiative. Having decided to stop aggressively prosecuting property crimes and drug offenses, San Francisco crime rates rose significantly. The city saw a 20 percent leap in property and violent crime between 2012 and 2013 while the rest of the state's big cities as a whole saw a reduction in crime rates.

How could a responsible District Attorney, knowing his experiment had failed, want to export that failure to the rest of California? He must surely know that San Francisco now suffers one of the highest property crime rates in the State of California. A property crime comparison per 1,000 residents shows the odds of being a victim are 1 in 17 in San Francisco, compared to 1 in 38 in the rest of the state. Good luck if you own a car in San Francisco; car burglaries jumped a staggering 47 percent in the first half of 2015, and San Francisco police officials

cited Proposition 47 as a culprit. Rank and file San Francisco police officers told the local newspaper that “they don't go after as many criminals as they used to because they feel the District Attorney's Office will only slap them on the wrist instead of charging them with serious crimes.

It is not just the victimization that Prop. 47 has unleashed on California residents and businesses that makes it a miserable failure. It is also that the intended goal of changing the behavior of drug addicts and thieves has not been advanced because incarceration was removed as an incentive to entering, and following through on, drug treatment programs. As an extensive Washington Post article found, drug court and treatment programs around the state have disappeared as misdemeanor defendants increasingly refuse to enter the programs. They are choosing instead to serve their short jail sentences and be released, with no probation conditions or consequences for failed compliance hanging over their head.

That's because there often are no real

**“All of Prop.47's compassion goes to the offenders. Mr. Gascón asserts that we are “addicted to incarceration.” Sadly, that is the only addiction that appears to trouble him.”**

consequences for misdemeanor theft offenses. So former felons who are now misdemeanor defendants don't show up for court to face their charges. Unlike those facing felony charges, misdemeanor defendants are rarely held in custody pre-trial. As a result, failure to appear in court to face misdemeanor theft charges is common. Yolo County District Attorney Jeff Reisig called it the “revolving door on these low-level arrests,” where defendants are charged, never show up for court, and get arrested after committing yet another crime.

And even if a defendant shows up, there is little consequence for a misdemeanor conviction. Gascón argued during our debate that the potential one-year sentence that these offenders face for drug possession or theft is a significant amount of time. That argument ignores the real world, where misdemeanor defendants actually face little to no jail time.

With Prop. 47, California residents

and businesses now literally pay the price for a great adventure in reckless social engineering. People pay out of their own pockets when they become theft victims. Even if they are insured it is likely they pay a deductible. And if they report the loss, they risk a rise in premiums. Because of Prop.47, the true cost of crime has been transferred from the criminal to the victim. Society as a whole pays to investigate, prosecute and incarcerate thieves, and to fund the judicial system with courtroom time, judges, prosecutors, public defenders, clerks, bailiffs, court reporters and jurors. The residents and visitors to our great state bear the financial brunt of thefts that will likely not be solved, or if solved, not punished.

And there's my major gripe. All of Mr. Gascón's financial arguments about the costs of incarceration never address the costs to society and to the victims in releasing these criminals. The victims are forgotten. Their actual losses and the emotional trauma they experience are ignored. All of Prop.47's compassion goes to the offenders. Mr. Gascón asserts that we are “addicted to incarceration.” Sadly, that is the only addiction that appears to trouble him. The addiction to drugs that leads to theft does not bother him at all. He calls drug addiction a health problem, but it is the only health problem that has as a key component the repeat victimization of innocent people.

While I understand there is room for compassion, my position is simple. Compassion should start with the victims. Compassion should insist on public safety first. If that makes me, in Gascón's terms, “a tough law and order aggressive prosecutor,” I happily accept that label. Mr. Gascón seems to believe that punishment and accountability are bad words, and that rehabilitation, which focuses only on the defendant, should be the goal of the criminal justice system. It is a sad day in California when an elected District Attorney, whose primary obligation is the safety of the community, sees residents and businesses as acceptable collateral damage in achieving his vision of a lopsided social utopia, tilted to benefit thieves and addicts.

Mr. Gascón essentially played a game with Californians. He convinced voters to roll back-alley dice in the Prop. 47 crime lottery. When your number comes up, it is because you are a crime victim or you are paying the costs of the crimes — sacrificed for a horribly misguided quest to avoid any significant penalties for drug addicts who steal from others to support their habits.

*Marc Debbaudt is President of the Association of Los Angeles Deputy District Attorneys. He can be contacted at mdebbaudt@laadda.com. The view and opinions expressed in this article are those of the author and do not necessarily reflect the official policy or position of ADDA which represents nearly 1,000 Los Angeles Deputy District Attorneys.*

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# Kopp versus Gascón

From Matier and Ross  
February 22, 2016 SFgate.com

Kopp versus Gascón: Retired Superior Court Judge Quentin Kopp is calling on San Francisco District Attorney George Gascón to recuse himself from the investigation that the town's top prosecutor opened into allegations of racism and homophobia in the Police Department.

Kopp, who is also a former San Francisco supervisor and state senator, said looking into homophobic and racist text messages exchanged by several officers was "an important question."

"You, however, have a conflict of interest because you were chief of police when some of the messages were exchanged," Kopp wrote in a Feb. 17 letter to Gascón.

The text messages, discovered during a federal corruption probe against Sgt. Ian Furminger and several officers, surfaced in a court document filed in February 2014. Police Chief Greg Suhr moved to fire eight officers, but in December a judge dismissed the disciplinary case, ruling that the Police Department had missed the one-year statute of limitations.

Gascón, who was police chief from August 2009 to January 2011, is not a member of the blue-ribbon panel that he convened to conduct the probe. But Kopp noted that Gascón had picked the panel members and said that created the "perception that you are investigating yourself."

That perception "undermines the credibility of the panel," Kopp said. He told Gascón he should step away from any involvement in the probe and ask another county's district attorney to oversee the panel and its findings.

Kopp also called into question the impartiality of one of the panel's three retired judges, LaDoris Cordell — citing a Dec. 23 tweet from her, reacting to the judge's ruling, that read, "Ten racist-texting cops get their jobs back?"

"Let's see if the fighting D.A. replies to my letter," Kopp said.

He didn't by press time, but the panel's director, investment banker Anand Subramanian, said the group "is not investigating any specific incident of bias in the department. The letter also mistakes the role of the D.A. — he is not directing or overseeing the panel."

For her part, Cordell said, "I disagree with Mr. Kopp, and I am flattered that he follows my tweets."

# Black Milwaukee Sheriff takes on Black Lives Matter Movement



Sheriff David Clarke

By Brendan O'Brien  
Reuters News Service  
Forwarded to the Journal by R. Shine

MILWAUKEE (Reuters) — David Clarke, the African-American sheriff of Milwaukee County, is a man on a mission - to rebut allegations that U.S. police have been too quick to use deadly force against blacks in a spate of killings from New York to Ferguson, Missouri.

The 38-year law enforcement veteran has become one of the most polarizing black critics of the "Black Lives Matter" movement that grew out of protests against the police killings of unarmed black men, which he describes as anomalies in an otherwise effective criminal justice system.

"My mission right now is defending cops. It's a full-time mission," the 59-year-old, cowboy hat-wearing, sheriff said during a recent interview. "I've got to defend this profession, because no one else is or very few are."

Clarke has taken on the national movement in appearances on Fox News and on Twitter, often calling the group "Black Lies Matter," and labeling its members "subhuman creeps" and calling for the movement's eradication "from American society." His stance has drawn the ire of black activists.

"If there was a white sheriff making those statements, they would have demanded his resignation by now," said Fred Royal, president of the Milwaukee chapter of the National Association for the Advancement of Colored People.

"His remarks have racist overtones to them. He's in total denial of the condition the average citizen in this community is being subjected to," Royal said.

Black Lives Matter contends black Americans are more likely to face violence at the hands of police than their white counterparts. A 2015 study by Britain's Guardian newspaper found that U.S. blacks were killed by police at a rate roughly 2.5 times higher than whites.

Clarke, who joined the Milwaukee Police Department as a patrol officer in 1978 and was appointed county sheriff in 2002, is unmoved by such criticism.

"It's not going to work with me," Clarke said. "I'm on the side of the law-abiding public. I'm on the side of victims of crime."

## Connecting With Voters

Clarke's tough-talking stance has resonated with voters both inside Milwaukee, one of the nation's poorest and most segregated cities, and in the more affluent suburbs, which have lower crime rates.

He has won four elections as sheriff with more than 70 percent of the vote in Milwaukee County, where 65 percent of the population is white. In the city, which is 39 percent black and 63 percent minority, he won 80 percent of the vote in

Clarke has run as a Democrat to the dismay of state Democratic leaders. He declined to say whether he was interested in running for higher office.

"The things that Sheriff Clarke says are not only truthful, but people are shocked to hear it come out of the mouth of a black man," said County Board Supervisor Deanna Alexander, a white supporter of Clarke.

Long before the Black Lives Matter movement rose to prominence, Clarke was known for admonishing residents of Milwaukee's inner city to take responsibility for their lives and take up arms to defend themselves against criminals.

"The heavy lifting has to be done by the individual and not government," Clarke said. "Government does not put enough pressure on people."

While Clarke has strong views regarding the residents of Milwaukee's inner city, his department does not have primary responsibility for policing their streets, a job performed by the city police department. The sheriff's department patrols highways, provides security at the airport and on county land and oversees the county jail system.

That fact is not lost on Clarke's rivals. "Even though he tries to play one on TV, he is not a street cop," said Angela Walker, a Black Lives Matter member who is black and ran against him in 2014. "He's an administrator."

# True Gold

By Kevin Martin  
Retired SFPD #24  
Retired Vice-President, SFPOA

A few years ago, while addressing the Police Commission, I quoted to them an ancient Chinese proverb that I felt was exceedingly appropriate and applicable to the issue of the day. (There is *always* an issue. It never stops.)

That proverb was, "True Gold fears not the refiners fire."

The men and women of this department are true gold. They are little fazed by insults, unfair criticism, or political grandstanding. That stuff is all too routine, and also never-ending.

Those words ring true because most members of this department remain loyal to their oath, the people of San Francisco, and to the department. They know that it is a very good department. One of the very best. Most people in the city also know that, even those elected

civic "leaders" that would say otherwise merely for the sake — and shame — of political expediency.

The recent proclamation declared by the collective idiots known as the Board of Supervisors is one of the most outrageous and embarrassing acts of political grandstanding that San Francisco has ever seen -- and, over the years, it has seen plenty!

Any rational person not in this for monetary or political gain can see how absurd and nonsensical it is to have a "Day of Remembrance" for a career criminal. Most will pause and wonder just exactly what it is they should be *remembering*? The felon's long list of arrests and convictions? His violent attacks on innocent people? His predatory gangster lifestyle?

The only thing that should be remembered — and for a very long time — is the votes cast by our "friends and supporters" on the Board.

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Former San Francisco Police Officer  
Former San Francisco Assistant District Attorney (1979-1997)

# The Hebel Economic Forecast For 2016

By Mike Hebel, Financial Correspondent  
Certified Financial Planner

## *Bull Market Is Third Longest On Record!*

## *Us Economy Is Leader Of The Pack!*

## *No Recession In 2016*

- Dow Jones Industrial Average 2016 range: 16,600 to 18,225 with much volatility
- Inflation (CPI): about 2.2 % nationwide; 3.2% in San Francisco
- Real growth of domestic production (GDP): growing to 2.9 %
- Price of barrel of crude oil: \$40 (average price) up from current \$32
- Average yield on money market funds: continuing below 0.15 %
- Unemployment: edging downward to 4.6 % at year-end; although all-inclusive US jobless rate is about 9.9% (measure of unemployment/under-employment);
- 30 year fixed rate mortgage: 4.10 % to 4.45 % (on conforming loans)
- 10 year treasury notes yield: 2.0 %, rising from near 50 year low
- Interest rate trend: very gradual upward adjustments
- Increase in S&P 500 corporate earnings: 8.5%
- Expected average real, total return on equities: 5.5 % to 8.0% over next 3 - 5 years

Most investors may not have recognized it at the time, but March 2009 offered one of the best opportunities for equity appreciation in a lifetime. The United States was in the worst financial crisis and deepest recession since the Great Depression of the 1930s, global stock markets had been in a free fall, credit markets had seized up, and large financial institutions faced total collapse. The S&P 500 (index of large-cap U.S. stocks) had fallen 57% from its peak in October 2007 to its last low on March 9, 2009 marking one of the worst bear markets in U.S. financial/economic history.

Fast forward to the end of 2015: While the U.S. stock market ended last year celebrating a recovery that ranks as one of the longest and greatest bull markets ever, gains in stock prices were meager – DJI was down 2.2%, S&P 500 was down 0.7% while the Nasdaq Composite was up 5.7%. And many were predicting that these popular indices would soon be in correction territory (decline of 10% or more).

U.S. bull markets since the 1930's have averaged a duration of 57 months and returns of 164.5%; the current bull market is now over 78 months in duration and has produced a return exceeding 240%. That puts the DOW more than 11,000 points above its March 2009 bear-market low. Wow! But bull markets don't always age gracefully. This one may be entering its golden years beset by uncertainties and buffeted by crosscurrents. This, in my view, is a secular bull market – like from 1949 to 1968 and 1982 to 2000 – which will be characterized by above-average annualized returns and generally less dramatic downside risk. Toward the end of 2014, a long period of calm gave way to increasing volatility, with more of the same in 2015 as the sedative of an ultra-easy monetary policy finally starts to wear off. But I do expect the U.S. stock market to continue to move upward. The Federal

Reserve began to lift short-term interest rates in December 2015, but the hikes will be small and gradual – good news for stocks. The Federal Reserve is likely to be, in 2016, the “dog that doesn't bite.”

History brings good news for stock investors. Oil prices have fallen more than 30% in a six-month period a total of six times in the past 30 years. In four of the five previous instances, the S&P 500 was trading higher six months after the collapse and was up by double digits 12 months later. The only exception was in 2001 during the tech-stock crash. And not since 1871 – when financiers were still celebrating the end of the Civil War and there was all that reconstruction – have U.S. stocks advanced seven years in a row. After 2014, we had racked up six. 2015 was a mixed bag – not an over-all advance for the 7th year – but also not a year in which the “bear came out of hibernation.”

Enter 2016 – which got off to a very bad start. Indeed, the first week of the year was the worst first-week performance in stock market history, and the lousy stock action continued through most of January. But is a bear market (a collapse of stock prices of at least 20%) immanent? I say no! And I rest my argument on the current state of the U.S. economy. Our economy is near full-employment with the jobless rate at 4.9% with renewed strength in the employment of prime age workers (ages 25 to 54). Evidence shows that increases in

joblessness consistently lead to economic downturns. In the 12 months before all 11 recessions since World War II, the jobless rate rose on a three-month basis at least once, and usually several times. For the last 3 years there has been a persistent decline in the unemployment rate – a strong factor that diminishes the chances of recession. Economic growth is likely to run at an annual rate of 2.8% through the first half of 2016 with acceleration in the second half. While this would give the current expansion the dubious honor of being the weakest on record, yet it is an economic expansion. Each of the past 6 recessions has been preceded by a spike in the price of crude oil – often called and “oil shock.” We are currently experiencing another type of “oil shock” with crude-oil prices declining by over 30%.

For several decades in which I have offered an annual market/economic forecast, I have taken a long view urging “time in the market” rather than trying to “time the market.”

But just how long is this long view? I would merely note that the CEO of the TIAA-CREF mutual funds (originally founded by Andrew Carnegie to provide investment options for teachers) sends a bouquet of flowers to every one of its retirement plan participants when he or she turns 100. This mutual fund company sends out 30 to 40 bouquets every month. To me, this means a distinct possibility that you and I, with luck

and attention to our health, could readily make it to the longevity triple-digits.

I frequently look to my investment advisor Warren Buffett, Berkshire Hathaway CEO and arguably the world's best investor of the 20th century, for his wise and sage advice. In a recent annual report to his Berkshire shareholders, he said: “American business will do fine over time. And stocks will do well just as certainly, since their fate is tied to business performance. Periodic setbacks will occur, yes, but investors and managers are in a game that is heavily stacked in their favor. The Dow Jones Industrial advanced from 66 to 11,497 in the twentieth century, a staggering 17,320% increase that materialized despite four costly wars, a Great Depression and many recessions. And don't forget that shareholders received substantial dividends throughout the century as well.”

**The Hebel maxim:** *There is no safe, quick and easy way to build wealth. A firm commitment to a well conceived long term investment strategy using a well diversified portfolio is required to accumulate wealth over time. This endeavor is best viewed as a marathon rather than a 100 yard sprint. Within the context of alternating bull and bear markets, the main long term forces of the market have historically favored the bull.*

**The Tolstoy addendum:** *Everything comes in time to those who know how to wait...there is nothing stronger than these two: patience and time, they will do it all.* (Leo Tolstoy, War and Peace)

## Long Term Investing Pays Off: SF Deferred Compensation Investing Performance “Stay The Course”

Average Annualized Total Return as of December 31, 2015

	2015	5yr	10yr/ Inception	Total Expenses
<b>Target Date</b>				
Retirement Fund	-1.02%	N/A	{3.29}	.39%
Target Date 2020 Fund	-1.17%	N/A	{4.06}	.39%
Target Date 2025 Fund	-1.44%	N/A	{5.01}	.40%
Target Date 2030 Fund	-2.00%	N/A	{5.75}	.40%
Target Date 2035 Fund	-2.77%	N/A	{6.35}	.40%
Target Date 2040 Fund	-2.82%	N/A	{6.33}	.40%
Target Date 2045 Fund	-2.82%	N/A	{6.33}	.40%
Target Date 2050 Fund	-2.82%	N/A	{6.33}	.40%
Target Date 2055 Fund	-2.82%	N/A	{6.33}	.40%
<b>Bond</b>				
Core Bond Portfolio	0.14%	3.43%	5.72%	.30%
<b>International</b>				
International Equity Portfolio	-0.48%	3.96%	{10.73}	.49%
<b>Real Estate</b>				
Real Estate Portfolio	2.27%	10.95%	7.33%	.95%
<b>Small Cap</b>				
Small Cap Core Equity Portfolio	-4.51%	7.67%	.08%	.38%
Small Cap Growth Equity Portfolio	-2.52%	N/A	{12.33}	.08%
Small Cap Value Equity Portfolio	-6.51%	8.85%	7.47%	.08%
<b>Mid Cap</b>				
Mid Cap Core Equity Portfolio	-0.45%	11.26%	{17.58}	.69%
Mid Cap Growth Equity Portfolio	.82%	13.35%	8.39%	.79%
Mid Cap Value Equity Portfolio	13.98%	15.72%	N/A	.09%
<b>Large Cap</b>				
Large Cap Core Equity	6.49%	12.69%	{16.52}	.64%
Large Cap Growth Equity	7.05%	13.05%	{17.31}	.31%
Large Cap Core Social Equity	1.27%	13.52%	{18.15}	.16%
Large Cap Core Equity-S&P 500	1.39%	12.55%	7.32%	.02%
Large Cap Value Equity	-4.30%	11.50%	{4.03}	.35%
<b>Stable Value</b>				
Stable Value Portfolio	1.36% annualized crediting rate through 3-31-16			.38%

“Miranda” Investment Admonishment: *Current performance may be lower or higher than performance data shown. Performance data quoted represents past performance and is not a guarantee or prediction of future results. The investment return and principal value of an investment will fluctuate so that, when redeemed, shares/units maybe worth more or less than their original cost. Consider the investment objectives, risk, fees and expenses carefully before investing.”*

The Hebel Recommended Reading List

# Become Your Own Personal Financial Manager

I have put together a recommended reading list, call it a financial canon, to help deferred compensation participants become more knowledgeable about their investments choices. I urge you to begin reading some of these books. Take your time. The months you spend perusing this list will be well spent. Since the list is rather long, I have placed the recommendations into three categories.

**Very, Very Important**

*Common Sense on Mutual Funds: New Imperatives for the Intelligent Investor* by John Bogle.

*Asset Allocation: Balancing Financial Risk* (3rd edition) by Roger Gibson.

*Stocks for the Long Run: The Definitive Guide to Financial Market Returns and Long-Term Investment Strategies* (4th edition, 2008) by Jeremy Siegel

*Winning The Losers Game: Timeless Strategies for Successful Investing* (2009 5th

edition) by Charles Ellis

*The Millionaire Next Door* (2010 edition) by Thomas Stanley and William Danko

*One up on Wall Street: How to Use What you Already Know to Make Money in the Market* by Peter Lynch

*The Four Pillars of Investing* by William Bernstein

*The Warren Buffet Way* ( Second Edition) by Robert Hagstrom

*The Only Investment Guide You Will Ever Need* (2010 updated edition) by Andrew Tobias

*The Intelligent Investor: The Definitive Book on Value Investing with commentary by Jason Zweig* (2003 revised edition) by Benjamin Graham

**Very Important**

*The Future For Investors – Why The Tried And The True Triumph Over The Bold And The New* by Jeremy Siegel

*Global Investing* by Roger Ibbotson and

Gary Brinson

*The Intelligent Asset Allocator: How to Build Your Portfolio to Maximize Returns and Minimize Risk* by William Bernstein

*Earn More (Sleep Better): The Index Fund Solution* by Richard Evans

*The Most Important Thing Illuminated* by Howard Marks

*The Dividend Rich Investor* (1999 edition) by Joseph Tigue and Joseph Lisanti

*Ordinary People, Extraordinary Wealth* by Ric Edelman

*Winning the Investment Marathon* by Bradlee Perry

*John Bogle on Investing: The First 50 Years* by John Bogle

*The Big Secret for the Small Investor* by Joel Greenblatt

*A Random Walk Down Wall Street* (2015, 11th Edition) by Burton Malkiel.

**Important**

*Triumph of the Optimists: 101 Years of*

*Global Investment Returns* by Elroy Dimson, Paul Marsh, and Mike Staunton

*Against the Gods: The Remarkable Story of Risk* by Peter Bernstein

*The Little Book of Common Sense Investing* by John Bogle

*Capital: The Story of Long-Term Investment Excellence* by Charles Ellis

*Devil Take the Hindmost: A History of Financial Speculation* by Edward Chancellor

*Discovering the Laws of Life* by John Templeton

*The Only Guide to a Winning Investment Strategy You'll Ever Need* (2005 edition) by Larry Swedroe

*The Little Book of Economics* by Greg Ip

These 30 books, in my opinion, are amongst the best that have ever been written on investing and investment related subjects. If I have missed your favorite, please let me know. In future articles, I will do book reviews on these important titles.



The Bull market faces off the Bear market. The stock market (as measured by DJI, S&P 500 and NASDAQ) is currently in correction territory. Yet the Bear remains contained.



POA President Martin Halloran, left, and welfare officer Mike Hebel, right, review the CCSF deferred compensation plan results for 2015 with Joe Collins, center, retirement education counselor with Prudential. Joe is the Police Department's deferred compensation plan counselor."

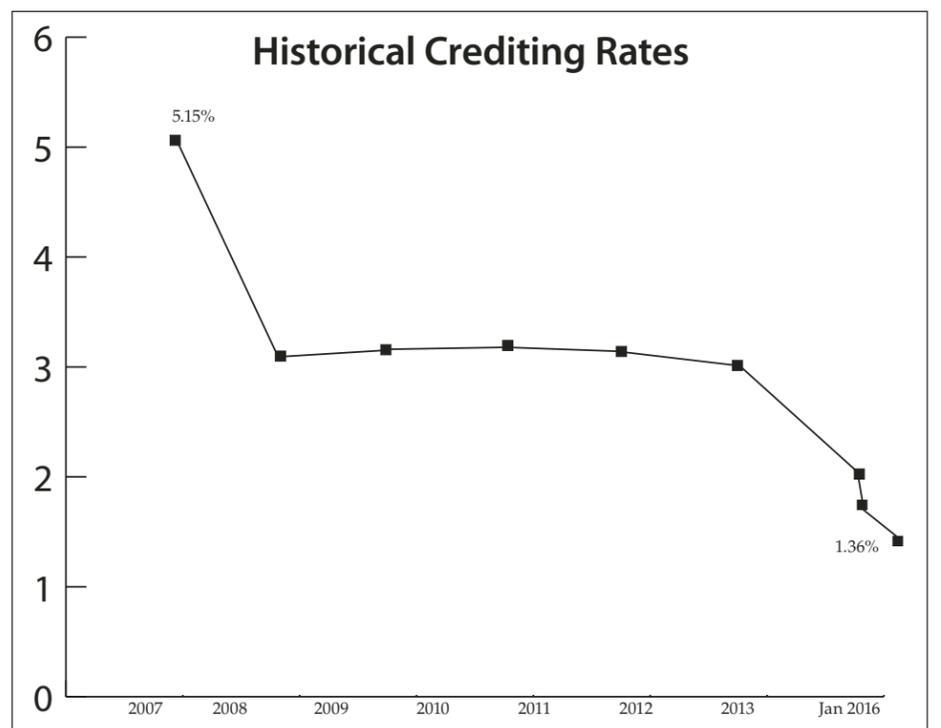
## Stable Value Portfolio

### CCSF Deferred Compensation Plan

The Stable Value Portfolio return to participant's has collapsed – from a high crediting rate of 5.15% in 2007 to a paltry current rate of 1.36%. ALERT...Further use of the Stable Value Portfolio may be hazardous to your financial health. Due to the pernicious effect of inflation (currently around 2%), investing in the Stable Value Portfolio will lead to a negative real return and a real loss of purchasing power.

Wealth and financial security cannot be created with negative rates of return – the current condition of the stable value portfolio. Yet about 35% of all participants' deferred compensation monies (\$933,132,731 in stable value as of 1/31/16) are in this portfolio – now guaranteed, with a 1.36% crediting rate, to generate, when adjusted for inflation, real negative returns. Even the CCSF deferred compensation consultant, Angeles Investment Advisors, commented in its October 9, 2013 report to the Retirement Board: "Because of low crediting rates in the current low interest rate environment, stable value may not keep pace with or exceed inflation over time and therefore may not be the best choice for participants with longer time horizons."

In my judgment short-term interest rates will remain below the rate of inflation for the next several years. With the Stable Value Portfolio reducing its bond duration, it will continue to capture very low rates of return on its underlying portfolio – and can therefore only return to deferred compensation participants very low, after expense, crediting rates. You must earn an effective rate of return on your investments in order to achieve financial security; this cannot be done without taking on some degree of investment risk. I urge you to consider better options for your hard earned money – especially the many Target Date Funds offered in the deferred compensation plan or, for the more venturesome, a "Goal-Maker" model portfolio.



## Prudential Retirement Counselors

Phone number: 888-733-2748

Chad Kasper,  
District Manager

1145 Market Street, 5th floor,  
San Francisco, CA 94103

www.sfdcp.org

Joe Collins,  
SFPD Education Counselor

415-535-5026

Annual contribution limit for 2016: \$18,000

Age 50 and over in 2016: additional \$6,000

Accumulated lump sum payments  
in last year of service

Special 3-year catch up provision for 2016:  
\$36,000

# Super Bowl City — February, 2016



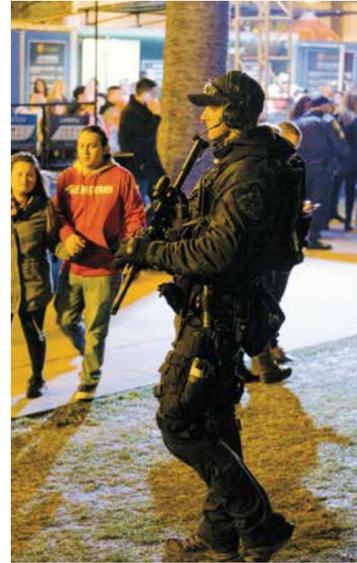
Dear Chief Suhr and the SFPD Officers

Congratulation on a spectacular Super Bowl Week! The City never looked better! So much going on everywhere and no real problems. Truly remarkable. I'm sure you and the whole department are exhausted, and glad it's over, but I want you to know that all your hard work was appreciated.

Thanks for all you do.

Cammy Blackstone  
Mayor's Office

Photos © by and courtesy of Peter Thoshinsky, SFPD



[info@nleomf.org](mailto:info@nleomf.org)

# Statement From Memorial Fund CEO Craig W. Floyd on Shocking Spate of Law Enforcement Deaths In One Week

February 11, 2016, Washington, DC—Seven law enforcement officers have died in the line of duty in as many days, six shot, underscoring the danger faced by the men and women who work to protect us all. This is tragic news for these officers, their families and the departments in which they served. Each was doing their job. Each played a vital role in their community. Each will be greatly missed.

This news is shocking. I cannot recall any time in recent years when six law enforcement professionals have been murdered by gunfire in multiple incidents in a single week. Already this year there have been eight officers shot and killed, compared to just one during the same period last year and represents a very troubling trend.

Hopefully, this serves as a stark reminder that there are some 900,000 law enforcement officers who go out every day and put their lives at risk for the safety and welfare of others. They have earned our respect and gratitude. We must now strengthen our resolve as a nation to always honor and remember the fallen, provide much needed support to the surviving family members, and do everything possible to make it safer for those officers who continue to serve.

Yesterday in Clayton County (GA), **Major NELE-OMF Greg Barney** of the Riverdale (GA) Police Department was shot and killed while assisting the Clayton County (GA) Police Department execute a no-knock drug warrant at a house. Major Barney was working the exterior of the house when the suspect exited through the rear. The suspect shot Major



Barney and was then shot by Clayton County police officers. Major Barney was transported to the hospital where he succumbed to his wounds. He is the eighth officer to have been shot and killed in 2016 and the first peace officer fatality from the state of Georgia this year.

Also yesterday, Fargo (ND) **Police Officer Jason Moszer** died of a gunshot wound sustained the previous day. Officer Moszer responded to a domestic disturbance call and the suspect was armed. While on the perimeter of the scene, Officer Moszer sustained a single gunshot wound,



which eventually took his life. Officer Moszer is the seventh law enforcement officer to have been shot and killed in 2016 and the first law enforcement officer

fatality in the state of North Dakota this year.

On Wednesday, two Harford County (MD) Sheriff's Deputies were shot and killed after responding to a call about a suspicious person at a local restaurant. **Deputy Patrick Dailey**, the first killed, engaged the suspect at a table in the restaurant. The suspect pulled a gun and shot the deputy with no warning. Deputy Dailey is the fifth law enforcement officer shot and killed in 2016 and the first from the state of Maryland. The second, **Deputy Mark**



**Logsdon**, was killed by the suspect as he fled after shooting Deputy Dailley. Deputy Logsdon is the sixth law enforcement officer to die of gunshot wounds in

2016 and the second from the state of Maryland this year.

Mesa County (CO) **Deputy Sheriff Derek Greer** died from gunshot wounds he received on Tuesday in Grand Junction (CO) while questioning a young man who was reported by citizens to be armed. During the interaction, the suspect pulled out his handgun and shot Deputy Greer several times, despite being tasered by the deputy. Deputy Greer is the fourth officer killed by gunfire in 2016 and the first from the state of Colorado.



Tulare County (CA) **Deputy Sheriff Scott Ballantyne** and a civilian pilot died yesterday in a plane crash. They were assisting deputies in the apprehension of a suspect when the aircraft lost altitude



and crashed into a mountain. Deputy Ballantyne is the first officer to die in an airplane crash in 2016 and the first officer fatality from the state of California.

On February 5, Seaside (OR) **Police Sergeant Jason Goodding** was shot and killed while he and his partner were serving an arrest warrant. The officers approached the suspect on the street after recognizing him as someone with an outstanding felony warrant. After resisting arrest and being tasered, the suspect shot Sergeant Goodding three times. His partner shot and injured the shooter. Sgt. Goodding is the third officer to be shot and killed in 2016 and the first law enforcement fatality from the state of Oregon this year.



**About the National Law Enforcement Officers Memorial Fund:** Established in 1984, the National Law Enforcement Officers Memorial Fund is a private non-profit organization dedicated to telling the story of American law enforcement and making it safer for those who serve. The Memorial Fund built and now operates and maintains the National Law Enforcement Officers Memorial in Washington, DC, which contains the names of 20,538 officers who have died in the line of duty throughout U.S. history. The Memorial Fund is now building the National Law Enforcement Museum, which will tell the story of American law enforcement through high-tech, interactive exhibitions, historical artifacts and extensive educational programming. For more information, visit [www.LawMemorial.org](http://www.LawMemorial.org).

## Endure. Adapt. Persevere.

By Chris Canning, SFPOA Board of Representatives, Investigations

Recently, law enforcement in the United States has been shouldering the brunt of prolific accusations and vicious attacks. As of the time of this writing, nine officers in the US have been murdered by gunfire in 2016 (six in one week period in February alone). That number doesn't include five K9's killed in 2016. In addition to the officer safety issues and the dangers associated with police work, officers suffer from the constant onslaught of critics. Second-guessing the split-second decisions of police officers has become commonplace.

Regardless of assertions from biased interest groups or the rhetoric of calculating politicians, police work has been the same since its inception. A clear understanding of our role in "the system" explains why police officers are often in the crosshairs of vocal critics: if law enforcement doesn't take action then criminals don't have to account for their criminal acts. Criminals and their supporters likely assume that

if law enforcement is publicly attacked and distracted, the entire criminal justice system can be subverted.

We are all too familiar with the recent go-to strategy of law enforcement critics: utilizing the medium of social media to blast clips of officers engaged in the performance of their lawful duties. The casual viewer usually doesn't have the benefit of context when viewing such videos. In some cases, critics have successfully exploited the misconception of the general public when sending calculated video clips across various social media platforms. Such manipulation fuels the fire of hostility towards the police.

The constant rhythmic drumbeat of law enforcement criticism seems to have increased its volume and tempo. Unfortunately, many of our elected representatives are joining in and dancing to the beat, hoping to further their various political agendas. Blindly following and pandering for political support doesn't solve ongoing disputes, it exacerbates the problem. While education, explanation and open dialogue provide a forum for

working through misunderstandings and frustration, drastic changes to well established policies and legislation (supported by recent Supreme Court rulings), accomplish nothing but further alienating police officers from being viewed as integral components of the communities they serve.

Enduring is easier said than done. Each generation of police officers enters their career and hears veterans talk about "the good old days"; ours is a constantly evolving profession. Law enforcement is continuously adapting to provide professional public service while maximizing officer safety. There may be general uncertainties associated with adaptive change, but there is a distinct difference between growing pains and draconian changes.

As in any industry, there are unfortunate isolated incidences of misconduct. Such incidents are swiftly investigated and judiciously handled. One would be strained to think of as case when an agency does NOT take corrective action if allegations of misconduct are sustained. Corrective mechanisms are in place and work.

Our critics should realize that unfairly characterizing an entire profession with a broad accusation based on the actions of a few individuals is manipulative at best.

While enduring the onslaught of unfair mischaracterization, it is critical to continue to perform as we have been trained and provide the exceptional service that is consistent with our values as police officers. The POA is committed to representing the interests of its members and is also committed to serving our community. The barrage of critics is intense. The unintended consequences of proposed policy changes may cause confusion. However, we should remain confident that the POA is representing our interests and is committed to addressing issues, resolving concerns, and vigorously defending members. As the safety and security of every member has always been the priority of the POA, the POA will continue to serve members as they endure, adapt, and persevere through unjust and unwarranted criticism.

Stay safe.

# Close Encounters

There was an eye-opening story on KTVU the other evening based on a report coming out of Bayview Police Station that the officers assigned to that precinct were recovering, on the average, 3 guns a day. The guns shown weren't the small target-shooting kind, these were assault weapons, many armed with extended clips to carry extra rounds.

The story also mentioned that close to as many guns recovered in the Bayview were also being confiscated on a daily basis from criminals in both the Ingleside and Mission district neighborhoods.

We were sure their would be some follow-up to the story the next day with some type of headline on the web or even a printed story in the newspapers that no one reads anymore but, nothing.

No outcry from community groups, no voice of concern from the SF Board of Supervisors asking for an immediate follow-up (imagine...), and not one bit of coverage from other news organizations.

It's sad but it seems that San Francisco is no longer the town that people care about. Yes, it's nothing short of a mesmerizing city to the tourists that visit (until they get their car towed or broken into), and yes, it's a haven for young people who like to have a great time, spend money, and alienate themselves in lofty towers of glass, but it's lost the subtle caring where people looked out for each other and would raise hell if they heard there were so many weapons walking around the 49 square miles they called home.

But that is not the case for the police officers who work The City because they put their lives on the line every single day. Take, for example, **Sergeant Justin Erb**. Sergeant Erb was on patrol when he happened to check a vehicle's status which had 2 people on board. Turned out it was stolen. The 2 occupants weren't

going to wait around to see what might happen to them — so they ran. But they didn't get very far since **Officer Shaun Navarro** and **Officer Dexter Thang** were close by and managed to catch up and detain them. Meanwhile, **Officer Louis Hargreaves** responded to where the stolen car was abandoned. Once he arrived at the location he immediately recognized it as a suspect vehicle wanted in a recent residential burglary. And, upon further inspection, Officer Hargreaves located 2 fully-loaded, semi-automatic weapons that had been in easy reach of the 2 felony suspects at the time of the initial stop by Sergeant Erb.

A residential burglary occurred in the Bayview District and **Officer Michael Beaird** and **Officer Curran Gong** responded and did an excellent preliminary investigation. They passed their information over to **Sergeant Steve Jonas** who made the identification and issued a crime info bulletin to all station personnel. **Officer Tadhge Conway** and **Officer Stanley Lee** saw the bulletin when they came to work on the midnight shift and, within 3 hours they had the burglary suspect in custody. Turned out he was already on probation for the exact same crime.

Same thing happened after **Sergeant Carla Hurley** conducted an outstanding investigation of another residential burglary and was able to identify the suspect responsible. Sergeant Hurley obtained an arrest warrant and posted the information on a crime alert bulletin at the station. Within a few hours **Officer Bryan Zahn** and **Officer Curran Gong** had the suspect in custody. Turned out that he also had another outstanding arrest warrant for a burglary he committed in another county.

The daughter's boyfriend and her father didn't get along. There can be a little friction in any such dating situation but that was not the case here — this was a much more serious matter since the father actually threatened to kill the young man. That's when the daughter called 9-1-1 and **Officer Kevin Adams**, **Officer Kyle Wren**, **Officer Christopher Leong**, **Officer Eric Eastlund**, and **Officer Patrick Faye** responded to the 800 block of Kansas. After a few very tense moments the officers were able to contain the situation and, more importantly, they recovered several loaded semi-automatic weapons along with an AR-15 assault rifle.

It was a few minutes before midnight when **Officer Jeff Rosenberg** and **Officer Travis Pitcher** responded to an alarm set off at the SFPD Crime Lab located in Hunters Point and they knew immediately that this wasn't going to be an ordinary burglary investigation. There was evidence in jeopardy inside the building as well as possible access to guns that were being processed by lab personnel. Once on site, the officers noticed a broken window to one of the doors big enough for someone to make entry. A perimeter was established with the help of **Sergeant John Sheehan**, **Sergeant David Parry**, **Officer Daniel Guzman**, **Officer Fernando Barranco**, **Officer Colby Austin**, and **Officer Kyle Wren**. Due to the size of the building the officers requested the assistance of a K-9 but none were on-duty at the time. Dispatch called an outside agency for assistance and **Deputy Richard Chaput** and **Deputy William Young** from the **San Mateo County Sheriff's Office** responded immediately with their K-9 to assist in the search.

The dog picked up a scent quickly and soon had the suspect cornered in a back room. The suspect was smart enough to negotiate his surrender only after being promised he would not have to deal with the somewhat agitated animal...

## Closer Encounters...

And, although we didn't exactly start out on a high note with this month's column, the following letter pretty much tells the real tale of just how fortunate this City is to have people like **Officer Tracy Green** and **Officer David Wasserman** because, just like the rest of the officers wearing the SFPD star, they still care about San Francisco and the people who live here:

Dear Captain Vaswani:

I am a Protective Services Worker with the City and County of San Francisco. I am writing to tell you about a positive experience I had with some of your officers:

On 12/30/2015, I called the SFPD dispatch line to request assistance at the scene of a removal (for which I had a court order warrant) of a baby from the mother in Potrero Hill. **Officer Wasserman** and **Officer Green** responded. This situation was not a clear cut one where the child was present and the mother was cooperative. Quite the contrary. Mother had fled my office just the day before with the baby and it didn't seem that we were going to be able to get the child into a safe situation. Both officers were responsive and went beyond the typical parameters of their duty. I say this because we were aware that there was someone in the apartment but we were unable to open the door. After knocking several times (and identifying ourselves), it became clear that mother was not going to open the door to us. At this point, we thought that the child might be inside. However, we did not know for sure. We did know someone was inside. We continued to knock. Luckily, a groundskeeper came to us with a master key to the unit. Both officers entered the residence in a calm and organized fashion. Mother was inside. She was upset. However, she was responsive to the officers. I believe this is primarily due to their respectful demeanor. There were four adults in the unit. All of them were treated with respect by the officers.

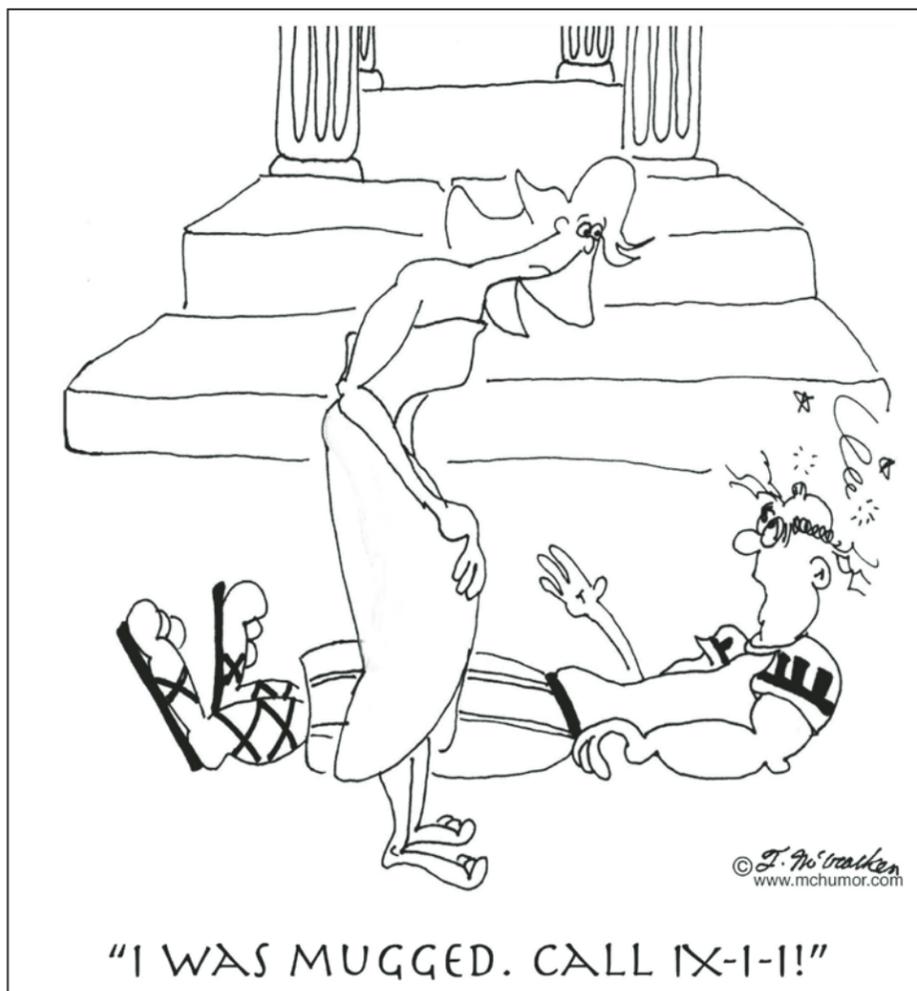
Even though the child was not present at this time, mother was willing to take us to him. I attribute this to the manner in which the officers appealed to her. Mother has not had a positive response to me at all. The officers drove her to the location where the baby was located. I followed them in my car. They accompanied me upstairs to retrieve the baby while supervising mother and talking to her about the process.

I have seen this type of situation handled in different ways. Some are more effective than others. This incident was handled professionally and ethically by the representatives from the SFPD.

Thank you for all of your hard work.

Sarah Jimenez, MSW, PhD  
Emergency Response Protective Services Worker, #HI24  
Family and Children Services-Human Services Agency  
City and County of San Francisco

## History of Emergency Dispatch





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## Retirements

takes with them decades of experience and job knowledge. The most recently retired SFPD members are:

- **Officer Daniel J. Fogarty #255** from Park Station
- **Officer James Kelly #1875** from Staff Services, BSU
- **Lieutenant Curtis Liu #2199** from Muni
- **Officer Lorraine Lombardo #88** from Medical Liaison
- **Officer Rebecca Robertson #536** from Airport Administration
- **Officer Kurtis Wong #2249** from Airport, Field Operations

All of the above listed on SFPD Personnel Order #3 (January 27, 2016), #4 (February 10, 2016), and #5 (February 24, 2016).

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

## First Responders Society Lunch — May 5, 2016

By Adriene Roche

The Riordan Alumni Association is proud to announce that it has formed a "First Responders Society" to honor all graduates who have served as fire, law enforcement and emergency medical personnel.

The inaugural event is being co-sponsored by retired judge and federal prosecutor, Hon. Kevin Ryan and retired SFPD sergeant Steve Roche '76 and will be held on May 5, 2016 at the Italian Athletic Club in North Beach.

The Speakers will be former DEA agents Javier Peña and Steve Murphy, whose work in capturing Pablo Escobar inspired the Netflix hit Narcos.

Contact Adriene Roche [adrieneroche@comcast.net](mailto:adrieneroche@comcast.net) for reservations as seating is limited.

All proceeds will benefit the Vincent Perez '81 Memorial Scholarship



## Peninsula Retired SFPD Luncheon

It's that time again for the Peninsula Retired San Francisco Police Officers' lunch which will be held on

**Wednesday, April 6, 2016 (11:30 AM)**

at the Basque Cultural Center located at 599 Railroad Avenue, South San Francisco.

Please join us for a lunch of Salmon with Champagne Sauce with rice, Veal Roast au jus with potatoes, or Vegetarian Pasta. All entrees served with vegetables, house salad, bread/butter, and a dessert of ice cream or sorbet.

The cost per person will be \$25, which includes tax and tip, collected at the door.

There will also be a non-hosted bar available for beverages.

**Please RSVP by March 28, 2016**

with your **entrée choice** to John Tursi at (415) 850-6862 or John Bisordi at (415) 699-4445 or by email at [SFPDRETPEN@gmail.com](mailto:SFPDRETPEN@gmail.com).



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MAYOR EDWIN M. LEE

February 9, 2016

Chief Greg Suhr  
San Francisco Police Department  
1245 3rd St., 6th Floor  
San Francisco, CA 94158

Dear Chief Suhr,,  
With Super Bowl 50 now behind us, allow me to express my gratitude to you and your staff for your efforts to make this event a tremendous success. Our City stepped into the international spotlight, and because of your work, we shone brightly.

As a former Public Works director, I appreciate how much time and energy goes into the little details that the public never sees. From keeping streets clean and Muni buses moving, to ensuring public safety for all residents and visitors, I can't thank you enough.

As 1.1 million people participated in the free, family-friendly events around our region, they were safe, moved around efficiently, and enjoyed a clean City. San Francisco has never looked better!

Thank you again, and Happy Lunar New Year!

Edwin Lee  
Mayor

CC: President Suzy Loftus, Police Commission

## A.L.E.R.T. Participates in Security for Super Bowl Weekend

The SFPD Auxiliary Law Enforcement Response Team (A.L.E.R.T.) answered the call during Super Bowl weekend when they were asked to help secure the Special Operations Bureau / Dept. of Communications (SOB/DOC) on 17th Street. Numerous county, state and federal agencies were working out of this location alongside their SFPD colleagues throughout Super Bowl week and its aftermath.

A.L.E.R.T. members Ken Craig and Jeff Curry volunteered to work 1800-0500 hrs. the night before Super Bowl, under the supervision of an SFPD sergeant. The task was to secure the area where numerous patrol, transport and special ops vehicles as well as equipment were being stored in the cordoned off sections surrounding the S.O.B. facility. The team also controlled vehicle access to the facility when enforcement agencies returned and departed throughout the shift.

SFPD Sgt. Rico Castillo, who supervised the team, was quick to point out the quality of A.L.E.R.T. volunteers when he contacted the program's director Sgt. Mark Hernandez (ret.):

"I had the pleasure of meeting and working with Ken Craig and Jeff Curry on February 6th at DOC on 16th and De Haro. These guys were 10-8! Dedicated



and committed. I was very impressed! I hope I get to work with these guys again."

The A.L.E.R.T. program is entering its fourth year and is designed to provide trained civilian volunteers to work with the SFPD during any citywide crisis where the available number of sworn-duty officers is stretched to its limits. These volunteers will work to fill in the gaps where a sworn-duty officer is not required. With over 100 members, A.L.E.R.T. takes its work alongside the SFPD seriously and is willing to answer the call at a moment's notice.

Submitted by Mark Hernandez  
(SFPD, Ret.)

A.L.E.R.T. Program Coordinator

## Chief's Corner

### A Job Very Well Done!

A million people or more came to the City of San Francisco last month to enjoy Super Bowl City and the NFL Experience. Additionally, President Obama visited the Bay Area amidst all of the other events occurring in our great city.

In any other City with any other Police Department, there might have been cause for concern that this was just so much, at such an uncertain time in this crazy world we live in. Such was (is) not the case in San Francisco. The week or so went off without a hitch — even with demonstrations thrown in to make matters potentially more anxious. The class and professionalism of the men and women of this proud Department were on full display during this time. SFPD showed once again to be simply "the best" in pulling off this Level 1 National Security event, with the help of our local, state, and regional partners, seamlessly.

On behalf of a very grateful Mayor and City, I want to say "thank you". I know many of you would have loved to have been out and about in our great City enjoying one, or more, of these events; or just would have enjoyed some time off to do anything at all with your families and friends but you couldn't because the entire Department was called to duty. Called and, "man oh man", did you show up! Each and every officer came to work without complaint and kept every event safe and enjoyable for those who came to see San Francisco — however they chose to enjoy it. You were cheerful, accommodating, and professional, just as our patrons have come to know us. I wish I had a nickel for every person that came up to me and said, "You (as Chief) have got to be so proud to have such 'cool' cops". Proud would be the understatement of all time. I believe that the "coolest" cops on the planet make up the San Francisco Police Department and it is really nice to hear when other folks take notice and say so.

With the above in mind, thank you again for the sacrifices you make, especially in these times of such short staffing, in coming to work and doing what you're asked to do better than any



other cops anywhere. A Unit Citation for all (sworn and non-sworn) that helped make it happen is in order and is in the works.

On another note and in closing, I know much is being made (and much of what is being made is not accurate) of the new "draft" policies that relate to "Use of Force", "Reporting Use of Force", "Use of Firearms", and the proposed SOG Bureau Order on "Conductive Energy Devices". **Remember, THESE ARE ONLY DRAFTS.** A "draft" is a starting point not a finished product. The Commission has convened a working group that the POA is involved in. Additionally, there must be and will be a "meet and confer" process with the POA before any policy that might result in a change in working conditions can be adopted. Please take the time to read the proposed policy (they are posted on the Police Commission's Website). The "Use of Force Policy" has not been updated since 1995. The new policies reflect many of the best practices from around the country and from other countries. Nothing in any policy that I ever propose will ever ask any of you to be less safe. I want everyone, inside and outside, our proud Department to be safe. And not just physically safe — emotionally and professionally safe as well. I look forward to having a further conversation with all of you at the stations and details in the coming weeks.

Be safe out there,  
**Greg Suhr**  
Chief of Police  
San Francisco Police Department  
Oro en Paz, Fierro en Guerra

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**A FAMILY BUSINESS**

# POA Mail

Dear President Halloran —

I'm sending this "Valentine" in care of SFPOA to express my gratitude to SFPD and particularly to Officers Perdomo, Nevin and Kreuger for their professionalism and empathy in the matter involving my son. Although we live in rural San Joaquin County, local law enforcement was contacted, who contacted me, and then, each officer in their role followed up with phone and email communication. I'd just like to say thank you to each of these officers for the invaluable information and help each gave and for speaking to me honestly about the reality of the matter. It was easy to understand they were working as a team. I don't know if their protocol was all in a day's work or, above and beyond the call of duty. It certainly seemed exemplary to me, especially in a time when peace officers are getting slammed and there is growing awareness of the help returning military may need to cope with the affects of their combat experiences or trauma.

Officers Perdomo, Nevin, and Kreuger gave me courage to carry on, as they say, when the circumstances seemed challenging beyond measure. For over a year, we struggled as a family — without much success — to connect my son with the right/any resources when it became apparent that his transition from the military was going off the rails. I committed to "paying it forward" if my son got out of the woods; Veterans Justice Court offered a path. Please accept this donation for the SFPOA Community Services or Scholarship fund as a token of our deepest appreciation. Citizens of San Francisco should take pride in the fact that they have police officers of this caliber serving the community.

Sincerely,  
Sue Shalvey  
Linden, CA

Dearest POA —

The Zamagni and Pashby family want to thank you for the beautiful flower arrangement honoring Joe. He loved the SFPD and all of its members. Thank you for keeping us in your thoughts. Please keep all your members safe.

With love,  
The Zamagni & Pashby family

Dear SFPOA —

We gratefully acknowledge and thank you for your kind expression of sympathy.

Kaitlyn McKenna

Dear SFPOA —

Thank you so much for the beautiful flower arrangement you sent to my Dad's, Matteo Genna, memorial service.

Our family wants to thank the City & County of SF for providing our family with a consistent, good income, medical and dental while we were growing up.

The city also provided a fantastic pension and benefits until the day our Dad died. He never had to worry about anything.

My Dad loved following the careers of all the young men and women following in his footsteps. Three of them are classmates of mine from grammar school at St. Brendan's; James Miller, Kurt Bruneman and "the Chief" Greg Suhr.

My Dad was a police officer to the very end. He always made sure we were safe and secure.

Sincerely,  
Margaret Genna Gondron and  
Linda Genna Gustafson

Dear President Halloran —

I am writing to thank you and San Francisco Police Officers Association for standing with the PBA and New York City police officers in boycotting cop-hating filmmaker Quentin Tarantino. It was heartening to read your words of support, especially as Tarantino's slanderous comments came just a few days after one of our own members, P.O. Randolph Holder, was shot and killed in the line of duty.

As you are probably aware, Tarantino's latest film has met with a cool reception at the box office. We have no doubt that the outrage expressed by law enforcement groups and police supporters around the country played a role in that result. In our view, it is proof of what the nationwide law enforcement community can achieve when we all stand together and speak with one voice. We come together far too often in mourning for a fallen sister or brother, but it is a rare occasion when we unite on a national scale to defend all that is honorable and good in our profession.

In these challenging times, I believe we must continue to work together to promote our members' vital contributions to the communities they serve. If there is any way that the New York City PBA can support your organization in that effort, please don't hesitate to reach out.

Fraternally,  
Patrick J. Lynch  
President  
Patrolmen's Benevolent  
Association of the City of New York

Dear Marty —

Your "Laughs for Life" contribution has all of us here completely dazzled. We want you to know how grateful we are. We need to thank you for your role — so generous! — in support of counseling services that are only a telephone call away. With your help, and the help of 150 community volunteers, San Francisco Suicide Prevention operates many important programs including the 24-hour Suicide Prevention and Crisis Line, a Drug and Alcohol support line, our Youth Risk Reduction Program, the national HIV Nightline, translation services, and our new Grief Response Program.

Sincerely yours,  
Eve R. Meyer  
Executive Director  
San Francisco Suicide Prevention

Dear SFPOA —

The Contra Costa Council of the Navy League as co-sponsor of the 10th Annual Veterans Memorial Golf Tournament held on August 31, 2015 sincerely appreciates your support of the wounded veteran patients and their families being treated at the VA's Polytrauma Rehabilitation Center in Palo Alto, CA. This year our tournament was able to provide a charitable donation totaling \$47,000 to the Center.

Sincerely,  
Steve Cruikshank,  
Co-Chairman, Veterans Memorial  
Golf Tournament

Dear Captain McFadden —

On behalf of the Board of Directors, staff, and most importantly, each and every one of the young people we reach out to, thank you generous gift to Larkin Street Youth Services. We

at Larkin Street are grateful for the investment made in our work that will help to ensure that homeless and run-away youth have every opportunity

With best regards,  
Sherilyn Adams  
Executive Director

Dear SFPOA —

This letter is to acknowledge your generous donation to SFPD Operation dream.

It is donors such as your organization that have made a tremendous impact and success of our toy drive. We managed to serve over 2000 children throughout San Francisco within Housing Developments and Hospitals. Again, thank you so much.

All the best  
Sgt/Insp Glenn R Sylvester,  
(retired)  
San Francisco Police  
Treasurer — Operation Dream

Dear Marty —

I wanted to take a moment to personally thank you for everything you and all the men and women of the SFPD POA have done for the CHP and Officer Sirenko. We are all so touched and overwhelmed with your generosity and kindness. Thank you for acquiring and paying for the hotel room for Andre's family. You took a huge burden off my back and it was so kind. Thank you!

Lt. Diana Johnson,  
CHP

SFPOA —

Congratulations on your ongoing media blitz over print and radio. The ads are well done and very effective. Keep up the great effort to educate the public. Also, you are lucky that Insp. Delagnes has a face made for radio!

Bill McSweeney



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415.552.5741 fax  
www.sfpoa.org

February 4, 2016

Via Email

Attn: Administrative Review  
Board of Parole Hearings  
Pre-Hearing Analysis Unit  
Post Box 4036  
Sacramento, CA 95812-4036

Re: No Parole for Kien Vinh Ly, CDCR # E57469

Dear Administrative Review Board:

It has come to the attention of the San Francisco Police Officers' Association that Kien Vinh Ly is up for parole. The SFPOA strongly opposes the release of Kien Vinh Ly aka Steven Vinh Ly who murdered Los Angeles County Marshall Henry Wong on September 2, 1988.

As elected representatives for the membership of the San Francisco Police Department and in the interest of public safety, we respectfully ask that you DENY PAROLE for inmate #CE57469. Justice demands that he be made to spend every remaining day of his life in prison.

Sincerely,

Martin Halloran  
President

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**National Association  
of Police Organizations, Inc.  
Representing America's Finest**

February 8, 2016

Mr. Roger Goodell  
Commissioner, National Football League  
280 Park Avenue, 15<sup>th</sup> Floor  
New York, New York 10017

**Re: NFL's support of cop-killing "entertainment"**

Dear Commissioner Goodell,

On behalf of the more than 240,000 law enforcement officers represented by our Association, including officers in a sizable majority of the cities represented by the League's teams, I write to you to condemn in the strongest possible terms your support of cop-killer "entertainment". Last night's half-time performance by Beyoncé Knowles-Carter hit an all-time low, even for a League that already turned a blind eye to its players perpetuating the hands up, don't shoot blood libel on American police.

Last night, your League made the Jump from slandering police as killers, to celebrating cop-killers themselves. Your Black Panther themed half-time show was an obnoxious spectacle of ignorance and malice. You've done your part to make trendy and acceptable the symbols of kidnapping and murder of American police officers. The black berets and high-fisted salutes were a deliberate tribute to the likes of cop-killers H. Rap Brown, Joanne Chesimard and Wesley Cook.

Ms. Knowles-Carter, whose resume includes such all-American items as a private Michigan performance for the late Libyan dictator Muammar el-Qaddafi's family, can't pretend that her act wasn't deliberately designed to glamorize attacks on police. But what about the NFL?

On the same night that hundreds of officers gave up their evenings with their own families to protect you and your players and fans, you honor them by promoting song and dance celebrating cop-killers. Any player who displayed such lunacy and lack of touch with reality would be prohibited from returning to the field under your League's own brain injury policy. You should do the same and either publicly apologize to America's men and women in law enforcement, or step aside in favor of someone who can recognize just how much your League and teams owe to the rule of law in this country.

Sincerely,  
Michael McHale  
President  
National Association of Police Organizations, Inc.

**Filmmaker Urges Fans To  
Report Police Union Pres.  
For Cyber-Bullying**

MIAMI, FL — Filmmaker Billy Corben has asked his thousands of fans to report the Miami Fraternal Order of Police Union president who blasted a woman's actions on Facebook after she pulled over an officer for speeding.

Corben, best known for his Miami-centric documentaries, *The U* and *The U Part 2*, as well as *Cocaine Cowboys*, called on his more than 43,000 Twitter followers to report Javier Ortiz to Facebook.

Ortiz posted photos, a cellphone number and business card for Claudia Castillo, the woman who made headlines for pulling over an allegedly speeding Miami-Dade officer. That officer is not represented by the Miami FOP Union.

When Facebook took Ortiz's business card post down, the union president put it right back up again.

From Ortiz's initial post, Corben was poised to jump into the fight.

@JavierOrtizFOP reposted his cyber-bullying after Facebook removed it. Please report it: <https://t.co/KNc0FXMjsW> pic.twitter.com/T7XkiEGtXy

— Billy Corben (@BillyCorben) February 3, 2016

Since the postings, Castillo has been harassed both online and off.

She told CBS4 news partner The Miami Herald that she's afraid of losing her job because of numerous calls received at work.

It was also discovered that she has a less-than-stellar driving record herself, cited at least nine times since 1998 for speeding, speeding in school zones, driving without a license and accidents. Just two weeks prior to her YouTube video, she was involved in an accident, as well.

So far, the police department has had no comment on Ortiz, his behavior or performance as president of the FOP.

Castillo said she's been trying to lay low.

Corben, meanwhile, doesn't seem to be easing up on Ortiz.

*I'm just waiting for @JavierOrtizFOP to call this child a "thug" like he did #TamirRice* <https://t.co/OsR44F9GbQ>

— Billy Corben (@BillyCorben) February 4, 2016

*From Miami.CBSLocal.com  
The post Filmmaker Urges Fans  
To Report Police Union Pres. For  
Cyber-Bullying appeared first on Labor  
Relations Information System.*

**Old Testament Porn**



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# Widows' and Orphans' Aid Association

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The Widows and Orphans Aid Association of the San Francisco Police Department held their monthly meeting at the Hall of Justice 850 Bryant Street, room #150 in San Francisco, California. The meeting was held on Tuesday, February 9, 2016.

**Roll Call:** President Sally Foster, Vice President John Centurioni, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees Leroy Lindo, Ray Kane, James O'Meara, Al Luenow, and John Keane were present. Sgt. Phillip Fee of Traffic Company was present for a short time.

**Approval of the Minutes:** Trustee Al Luenow made a motion to approve the minutes from last month's meeting that was held on Tuesday, January 12, 2016. The motion was seconded by Trustee Ray Kane and passed without objection.

**Receiving Applications for New Members; Suspensions, and Reinstatements:** I will be responding the S.F. Police Academy on Tuesday, February 23, 2016 to present our Organization for membership to the #250 Lateral recruit class.

**Communications and Bills:** Trustee Ray Kane made a motion to pay the regular monthly bills and death benefits to the beneficiaries of the following members who passed this month: Joseph Cotla, Arvo Kannisto, Ray Macaulay, Angela Martin, Donald Matisek, and John McKenna.

Trustee John Keane seconded the motion, which passed without objection.

Donations were received by the WOOA by the following supporters: In the memory of retired Lieutenant Matteo Genna, \$120 from Benevenuta Brand, \$20 from Robyn Canevascini, and \$100 from the Sacramento County Office of Education.

**Report of Visiting Committee:** Trustee Leroy Lindo reported his attendance at the Memorial Service for Angela Martin and stated it was well attended. John Keane reported his attendance at the Memorial Service for Franco Fleming and also stated that it was well attended. Both Lindo and Keane stated that each service delivered a respectful tribute to our passed members.

**Report of Trustees:** We received notice of the passing of the following WOOA members:

**Joseph Cotla:** Joseph Cotla was born in Fairfield, California in 1927. Joseph was listed as "Brinks Guard" prior to joining the San Francisco Police Department. Joe entered the S.F.P.D. on January 18, 1960 and wore star #102. Joe graduated from the Police Academy and was assigned to Central Police Station on April 11, 1960. Joe worked the following units during his career: Potrero Police Station (February 5, 1961), Mission Police Station (February 13, 1962), HQ CP&R (March 2, 1964), Property Clerk (July 1, 1976), and Taraval Police Station (January 18, 1978). Joe retired with a service pension on November 30, 1989 after serving the citizens of San Francisco for nearly 30 years. Joe was awarded a Second Grade Meritorious Medal of Valor for services rendered on October 21, 1961, in the arrest of three suspects who had committed an assault on their two victims. Joe was on foot patrol when he heard the

victims screaming for help. Joe ran to the scene and observed the suspect(s) beating the victim with a tire iron and stabbing at them with a razor. Joe fired one shot over the heads of the suspects stopping the attack. Joe took the suspects into custody.

**Arvo W. Kannisto, age 97:** Arvo Kannisto was born in San Francisco, California. Arvo's listed "Previous Occupation" prior to entering the San Francisco Police Department was "Student." Arvo entered the S.F.P.D. on December 17, 1945. Arvo's listed star number is 'one-two-three-four, or #1234. Arvo graduated from the Police Academy on June 24, 1946 and the following units were his chronological assignments in his career: Potrero Police Station (June 24, 1946), Richmond Police Station (July 16, 1946), Northern Police Station (July 21, 1947), Richmond Police Station (July 20, 1953) Promoted to Sergeant on August 16, 1953), Ingleside Police Station (February 16, 1956), Park Police Station (January 27, 1958), Richmond Police Station (June 13, 1960), Potrero Police Station (November 9, 1964), Supervising Captain's Office (December 1, 1967), Taraval Police Station (February 20, 1969, Promotion to the rank of Lieutenant), Richmond Police Station (April 7, 1971), Ingleside Police Station (July 20, 1971), Mission Police Station (June 1, 1972), Potrero Police Station (June 17, 1973), Personnel (June 1, 1975), Mission Police Station (October 12, 1975), Northern Police Station (September 5, 1976), Taraval Police Station (November 17, 1976), and the Support Services Bureau Communications (January 3, 1977). Arvo retired on August 30, 1977 after more than 30 years of service. Arvo and his partner William Taylor received a Meritorious Award First Grade for services rendered on June 16, 1950 in rescuing a woman from the waters of San Francisco Bay. The Officers went out approximately 150 feet into San Francisco Bay to rescue the woman. Arvo was awarded a Second Grade Meritorious Award for services rendered on November 19, 1958 for the arrest of a suspect who fired several shots at the officers. The officers used "tear gas" to effect the arrest. Other Officers were Robert Marshall, Peter Cappadona, William Mott, and Burton Bishop. Arvo was awarded another Second Grade Meritorious Award for services rendered on October 26, 1959 for the arrest of a suspect who had stabbed and slashed his female companion. The suspect used a large knife and attempted to stab the officers who drew their service revolvers in defense of their lives prior to taking the suspect into custody. Officer Chapman Riese also received a Second Grade Meritorious Award.

**Raymond P. Macaulay, age 84:** Ray Macaulay was born in Jersey City, New Jersey on November 7, 1931. Ray was the youngest of seven children born to John and Delia Macaulay. Ray's father John was a veteran of the Jersey City Police Department. After graduating from High School, Ray joined the United States Army and served in the Korean War. After the War, Ray worked for the Army in Japan as a private contractor. It was during that period that Ray met and married his wife Misayo. Ray returned from Japan with his wife and settled in San Francisco where he was the first member of his family to join and serve San Francisco as a San Francisco Police Officer. Ray was a resident of San Fran-

cisco since 1956, and joined the S.F.P.D. on November 1, 1961. Ray was a Grocery Clerk prior to be San Francisco Police Officer. Ray's star is listed as #1312. Ray worked in the following units during his career: Taraval Police Station (April 9, 1962 after the Police Academy), Potrero Police Station (May 16, 1963), Northern Police Station (August 1, 1971), P&T (July 13, 1977), Park Police Station (July 27, 1977), and Richmond Police Station (April 9, 1980 promoted to the rank of Sergeant). Ray Macaulay retired with a service pension on September 15, 1989 after more than 28 years of service. Ray was followed into the S.F.P.D. by his nephew Sgt. John Macaulay, numerous grandnephews and a grandniece. Ray and Misayo enjoyed traveling to Lake Tahoe, and were able to travel back to Japan as part of a special trip for them. He was an avid poker player and entered several tournaments. Ray was survived by his wife Misayo, and his children Raymond Jr., Kenneth (Pam), and daughter Judith (Dan) and several grandchildren. Ray was also survived by his sister Catherine Macaulay of Convent Station, New Jersey, and sister-in-law Jeanette Macaulay and many nieces and nephews.

**Angela Martin, age 62:** Angela (McClure) Martin was born in Montgomery, Alabama. Prior to entering the San Francisco Police Department, Angela was listed as a "Copywriter/Nursing Assistant". Angela entered the S.F.P.D. on January 7, 1980 at age 26. Angela graduated from the Academy on August 24, 1980 and was assigned to Central Police Station. Angela was assigned to star #1359. Angela worked at the following units during her career: Central Police Station, Co. K (November 28, 1980), Central Police Station (December 28, 1980), Southern Police Station (January 11, 1981), P & T to Records (March 10, 1981), Vice Crimes and back to Southern Police Station (June 17, 1981), FOB (July 27, 1983), Southern Police Station (July 1, 1984), Richmond Police Station (August 5, 1985), Promoted to Sergeant and assigned to Investigations (April 7, 1986), Juvenile Detail (July 12, 1986), Sex Crimes (also promoted to rank of Inspector on May 2, 1987). Angela retired with a service retirement on June 8, 2008.

**Donald W. Matisek, age 80:** Donald W. Matisek was born in San Francisco, California. Don was a "Teamster" prior to entering the San Francisco Police Department on January 9, 1961. Don wore star #883 and graduated from the Police Academy on April 17, 1961. Don worked at the following units during his career: Park Police Station (April 17, 1961), Central Police Station (February 19, 1962), Potrero Police Station (April 16, 1963), Communications (November 9, 1964), Co. K C & PC (May 2, 1966), Co.K Schools (August 8, 1973), and finally at FOB on August 3, 1991. Don retired with a service pension on February 14, 1992 after 30 years of service to the City and County of San Francisco. Don was awarded two Meritorious Third Grade Medals of Valor. Don, for services rendered on March 1, 1963 participated in an arrest of a suspect who had been threatening the occupants of an apartment building with a firearm. Officers had to force their way into an apartment to arrest the armed suspect. Lt. Robert McKiernan Jr., and Officers Martin Bastiani, John J. Coffey, William Daily, and John J. Kennedy were also partici-

pants and were awarded. For services rendered on September 21, 1966 Don was awarded his second Third Grade Meritorious Medal of Valor for the arrest of two Armed Robbery Suspects. The Officers responded to the Bank holdup, located the suspect, grabbed him and disarmed him. His "confederate" who was sitting in the getaway car was then apprehended by the officers.

**John E. McKenna, age 86:** John E. McKenna was born on November 13, 1929 in San Francisco, California. John passed away on January 15, 2016 in Rosville, California due to complications from a stroke. John was the son of late John J. and Alice (Foster) McKenna, and brother to the late Carole Haggmark. John was a graduate of Poly High School and City College of San Francisco where he studied Criminal Justice. John served his country with distinction in the Korean War where he was awarded with a Bronze Star for his actions with the Counter-Intelligence detachment of X Corps. Following his honorable discharge, John worked as a Banker and later joined the San Francisco Police Department on June 16, 1957. John wore star #358 and graduated from the Police Academy on September 23, 1957. John worked at the following units during his S.F.P.D. career: Mission Police Station (September 23, 1957), Richmond Police Station (May 19, 1958), Ingleside Police Station (May 19, 1958), Central Police Station (December 17, 1962), B.S.S. (September 7, 1964), Inspectors Bureau (September 16, 1966), Intelligence (August 3, 1977 and officially promoted to the rank of Full Inspector on January 1, 1975), G.T.F. (September 13, 1977), and finally back to Intelligence (August 9, 1978). John worked Intelligence until his service pension retirement on November 3, 1986 after a career of over 29 years. John was highly decorated and his success in Investigations included successful convictions in the Golden Dragon Massacre. John was awarded a Meritorious Third Grade Medal of Valor for services rendered on November 4, 1963 with his partner Officer John D. Irish. The Officers arrested an armed suspect who had fired several shots at patrons of a tavern. The suspect had locked himself in a room and it was necessary to use Tear Gas to force open the door and make the arrest. John and his partner Robert L. Stone were awarded a Meritorious Third Grade Medal of Valor for services rendered on April 19, 1963. McKenna and Stone prevented a woman from jumping to her death from a roof of a five story apartment building. It was necessary for the Officers to climb out onto a narrow ledge in order to grab the woman and pull her to safety. Inspector John McKenna, with Inspectors Ron Schneider, Albert Podesta, Diarmuid Philpott, George Huegle, and Tim Simmons were awarded the Meritorious Conduct Award for their Investigation and services rendered from Sunday August 12, 1973 to Monday March 17, 1975. During this time, the Inspectors conducted an intense investigation into the execution-type murder of a Chinatown gang leader. For the first time, a Chinese gang was penetrated and its members defeated to the point where they testified against each other which resulted in the suspect being convicted of first degree murder. Upon his retirement from the San Francisco Police Department, John spent the next five

CONTINUED ON NEXT PAGE

# Deaths

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

**GREGORY DARE**  
49, Active SFPD  
Died: February 22, 2016  
Notified by: Vivian Dare

**PAUL HUSBY**  
Age Unknown, Retired SFPD  
Died: December 2015  
Notified by: R. LaPrevotte

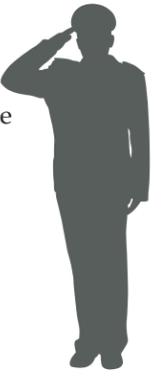
**ROY GIORGI**  
88, Retired SFPD  
Died: February 24, 2016  
Notified by: Steve Thoma

\*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 **March** of ...

- 1946: Officer Phillip Farshman, killed in Solo motorcycle accident.
- 1914: Officer Henry L. Sauer, died from infected gunshot wound.
- 1912: Officer John J. Nolan, died from a fall while in foot pursuit.
- 1896: Lieutenant William L. Burke, shot by a trespasser in a private residence.

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)

## SFPOA Mourns Passing of Lt. Gregory Dare

By Martin Halloran, President  
SFPOA

Recently promoted Lieutenant Gregory Dare passed away suddenly from natural causes while attending a POST Supervisory course in Santa Cruz. He died Monday, February 22, 2016. He was just 49.

A 24-year veteran, Lt. Dare entered the SFPD Academy in 1991, and served most of his career at Ingleside Station.

On behalf of all the members of the San Francisco Police Officers Association, I extend our sympathy and condolences to Lt. Dare's family, friends, and co-workers.

The Bay Area Law Enforcement Assistance Fund (BALEAF) has set up an account at the SFPCU for Gregory Dare's son Christopher. The account number is 1392227(S5). This is a private education fund. Any and all donations can be deposited through this account.



Photo courtesy of Insp. Matt Perez

### Duggan's Serra Mortuary, Daly City

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## Widows' and Orphans' Aid Association

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years working international security for National Semiconductor in Sunnyvale, California. After John's five years with National Semiconductor, he and his wife Marilyn relocated to their home in Folsom, California. John was predeceased in 1983 by his first wife Juliana (O'Brien) of San Francisco. John is survived by his five children John (Melanie), Joyce (Robert), Jaqueline (Frank), William (Edna), and Michael (Tammie). John's blended family with Marilyn welcomed James (Virginia), Stephanie (Charles), and Derrick (Maria) to the family. John is also survived by several grandchildren and great-grandchildren.

**Report of Special Committee:** Our Special Committee for the WOOA Constitution and By-Laws 'rewrite' will now go forward. We suspended the committee's actions until we received the results from our Actuarial Study that was printed in last month's minutes in the *POA Journal*. Next month we will continue our task of updating and re-writing sections of our Constitution and By-Laws to reflect the current changes of our era.

**Unfinished Business:** Trustee Ray Kane will compose a cover letter that will be sent to members with payroll authorization forms for the ensuing dues increases of 2017-2018.

**New Business:** No new business at this time.

**Adjournment:** President Sally Foster led our Board Members in a 'moment of silence' for all our fallen members and their families. President Foster scheduled our next monthly meeting

for Tuesday March 8, 2016. The meeting is scheduled for 1:45 pm in room #150 at the Hall of Justice 850 Bryant Street in San Francisco, California.

**To All Members:** Please visit our website at [sfwidowsandorphans.org](http://sfwidowsandorphans.org). For beneficiary forms, please click on the RESOURCES BOX, which is located on the upper right side of the tool bar on our face page. Please use a desktop computer. The RESOURCES BOX will open and the forms are accessible. Please print and complete the form. A change of beneficiary requires a signature from 1.) a WOOA board member, or 2.) Notary. Please use this form for change of address or contact information. A change of address or contact information DOES NOT require a signature. Please mail the completed forms to WOOA, P.O. Box 880034, San Francisco, California, 94188. I can be contacted by telephone at 415 681-3660, and by email [markmac825@comcast.net](mailto:markmac825@comcast.net). A copy of the 2015 Summary Annual Report can be accessed on our website. Continued thanks and gratitude go out to Retired Captain Paul Chignell of the POA who assists on a regular basis with membership communication and location. Captain Nick Rainsford and David Ng of Personnel assist us with employee service information for our obituary section. Sergeant Rachael Kilshaw and Risa Tom of the Police Commission support our obituary column with Department Awards information on our fallen members. And finally, Ray Shine, POA Editor, edits and completes this report for presentation in the *POA Journal* and to TRAFFIC COMPANY for their generosity of space and time for our monthly meetings.

Submitted by  
Mark J. McDonough  
WOOA Secretary



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# Book Reviews

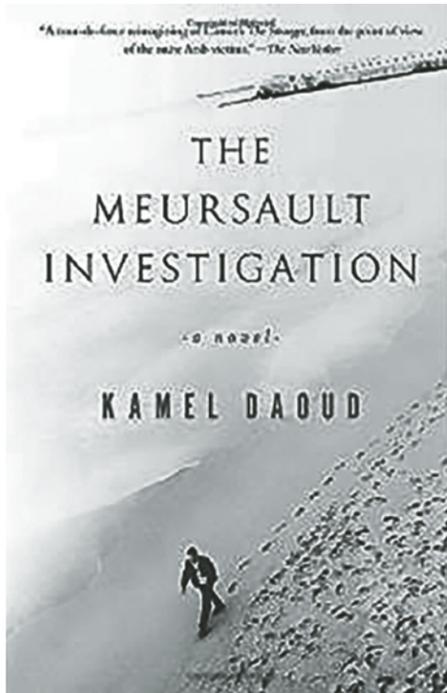
## The Mersault Investigation

By Kanel Daoud

(Translated by John Cullen)

Reviewed by Dennis Bianchi

In 1942 Albert Camus published *The Stranger*, a novel that quickly gained notoriety. The book was not translated into English until 1946 when it gained an even larger group of readers. Camus used this novel to explain an existential view of life. An unidentified man is shot and killed while taking the sun on a beach. The murderer is a young Algerian named Meursault. The book opens with the death announcement of Meursault's mother, but it is not clear what prompted Meursault to murder an unnamed Arab, a man he had never met. Over the years *The Stranger* has become a fixture on reading lists for college students of literature or philosophy. As I reached my late sixties I realized that I had never read it, although I had owned it for some time. It is a very short book; approximately 123 pages and I recommend that you read it before you read *The Meursault Investigation*. I suppose *The Meursault Investiga-*



tion could be read and, to some degree, understood if read without reading *The Stranger*, but it would be incomplete.

Throughout *The Stranger* the victim is identified only as the Arab. As the book progresses the Arab becomes less and less a human being. Meursault's trial is absurd and he never tries to mount a defense. But the new book poses a response and the identity of the victim.

The story is told by the victim's brother, Harun (Aaron), who finally gives us the name of the victim: Musa (Moses). The majority of the tale is told inside a bar in Oran, Algeria. Harun gives his brother a life, a family and gives the reader a perspective of the life of an Arab who has seen his culture change as a result of colonization. Harun makes it clear that being a Muslim is not that important to him. (As a matter of fact, in the real world an insignificant Islamist preacher has called for the author Daoud to be executed. Daoud has been unmoved by the threat). Importance, instead lies in Harun's desire to reclaim Musa's humanity. But Harun succumbs to violence as well, and kills a French citizen. He is taken into custody and interrogated by Algerian soldiers. Algeria had secured



its autonomy days before the murder and this creates another question: If Harun had killed his victim only a few days earlier, would he have been considered a national hero?

The book is a short read: 160 pages in paperback. Mr. Daoud has been a journalist based in Oran and this is his first novel. Not only has it won awards, a feature film has been scheduled for release in 2017. It was a *New York Times* bestseller and was considered a Most Notable Book of 2015 by *The New York Times* and *The Financial Times* listed it among the Best Books of 2015, among other English language awards.

## The Crossing

By Michael Connelly

Reviewed by Dennis Bianchi

Each time Michael Connelly releases a new crime novel, I begin believing that he is going to retire his protagonist of many years, Hieronymus "Harry" Bosch. I'm still waiting, although with this new novel Bosh has finally retired from the Los Angeles Police Department. Readers of Mr. Connelly know that, a few years ago, a new character appeared, Bosch's half-brother, the Lincoln Lawyer, Mickey Haller. What could be more natural than for the two men to go into business with each other? It turns out, there is one major problem. Harry's conscience won't let him cross to the side of the defense in any criminal trial, and

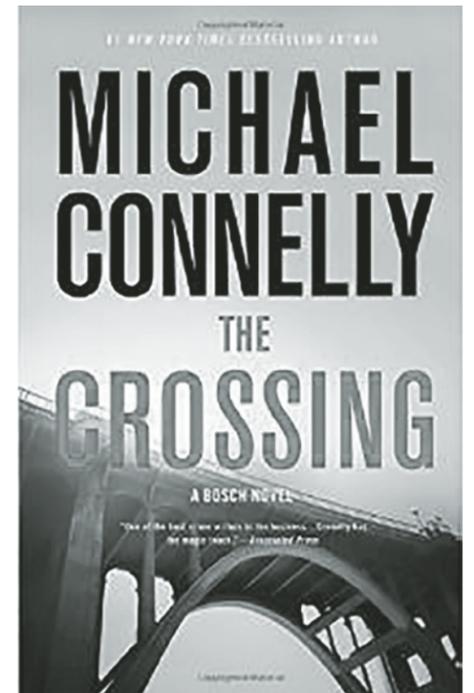
particularly, a homicide. But Mickey has a very difficult case that he feels strongly about and appeals to Harry to help him out, to cross-over the aisle. Harry can't stop worrying about how helping a suspect under arrest will undo his previous thirty years of tracking down and arresting homicide suspects.

It takes Mickey more than a couple of attempts to get Harry to read the "murder book" of the investigation, but after reading it Harry gives in and joins his brother in trying to demonstrate that the police have arrested and innocent man.

The plot has a few twists that make the suspect very interesting. In addition, Harry's investigation points to a suspect within the Los Angeles Police

Department, who also happens to be tracking Harry. On the other hand, I just had the feeling the author is running out of steam with Harry Bosch. Or, perhaps, because Bosch no longer has the authority attached to active Los Angeles Police detectives, and must resort to new methods of detection, he has lost some spirit or glamor.

Buyer Beware: The e-reader version is deceptive. The book is short, and 50% is absorbed by an older Connelly book, *The Brass Verdict*. That book was published in 2008 and the author first presented the information that Harry Bosch and Mickey Haller are half-brothers. That being said, Mr. Connelly can still write a good detective story.



## Retired Members— Join the SFPOA

By Paul Chignell,  
Legal Defense Administrator,  
Retired SFPD

There are currently one thousand five hundred (1500) retired members of the San Francisco Police Officers' Association.

The privilege of being a retired member of the POA only costs the \$25.00 annually, and is the best deal in town.

Remaining connected to our union as a retired member after normally spending two or three or four decades as a San Francisco police officer is beneficial in so many ways:

- The *POA Journal* newspaper is mailed to the member's address each and every month. This publication informs the readers of a multitude of social events, retirement information, department news, and current status of issues important to retired police officers and their families.
- If a retired member is in need of an industrial disability claim or assistance arising out of his/her employment, the POA has an in-house counsel to handle those without a legal fee.

- The POA often receives large discounts and free tickets for sporting and other events that are available to the retired member.
  - With advance notice there is a 20% discount for retired POA members holding events at the Paragon restaurant in San Francisco.
  - The POA building at 800 Bryant Street is available for social events with advance notice consistent with regular scheduling for our retired members.
  - The POA building has a comfortable down room for retired members who are visiting the Hall of Justice or the nearby credit union.
  - Notary Public service is available for retired members at no cost.
  - The POA Executive Board and staff are available during business hours to assist retired members with questions or assistance related to their previous employment.
- Most retired officers are members of the POA. But if you are not, consider joining. We respect our retired members. You are always part of the SFPD-SFPOA family!



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# News from the Credit Union

By Al Casciato  
SFPD Retired

**Q:** With home values rising, I've noticed that the equity in my home has increased significantly. I know that you can use your home's equity as a source of cash and that the interest you pay may be tax deductible. But what is the difference between a Home Equity Line of Credit and a Home Equity loan—and when should you choose either of these options?

**A:** Since a home equity line of credit and a home equity loan (or second mortgage as it is also known), are both liens that are attached to your home, many people aren't sure how to tell the two loans apart. While both are additional mortgages on your home, the difference between the two is how the loans are paid out and handled by your lender.

A Home Equity Line of Credit is a revolving line of credit, similar to a credit card. The lender opens the credit line, with the amount depending on how much equity you have in your home. A revolving line of credit means that you can borrow up to the full amount of your credit line, and make monthly payments (typically interest only), throughout the "draw" period. Once the draw period is over, the principal is converted to a close-ended loan, so the balance is paid off over a specified term or number of months. The benefit to this type of loan is that you take advances as you need them, and only owe a payment on the amount you have drawn. Home Equity Lines of Credit are usually variable rate, and some offer an introductory rate for a specified period.

In contrast, a home equity loan (or second mortgage) while also secured by the equity in your home, operates differently. The full loan amount is taken out as one lump sum at the beginning of the loan. The payment amount and the term (length) of the loan are fixed. Once the loan is paid off, you would need to open a new loan to borrow against the equity in your home again. This type of loan is best used to pay a debt that is due in full, such as school tuition, a medical expense, or if you have a home improvement where you know the full cost up-front.

SFPCU offers both of these home equity loan options, so if you are interested, or have questions, please call us at 800.222-1391 or visit us at [www.sfpcu.org](http://www.sfpcu.org).

**Current Promotions:**  
**Cruise into Savings**  
**Personal Loan promotion**

Now that a new year has started, it's a great time to consolidate your debt, simplify repayment and for a limited time, enjoy a cruise adventure! Open an SFPCU Personal Loan for \$10,000

or more and receive a 5-day/4-night cruise certificate for two to Mexico, the Bahamas or Western Caribbean. This is a limited time offer. Terms and conditions apply. For details and restrictions, visit the website at [www.sfpcu.org](http://www.sfpcu.org).

**Upcoming Event:**  
**Estate Planning Seminar —**  
**Protect The People You Love and**  
**The Assets You've Earned**

*Featuring Janet L. Dobrovolny, Suze Orman's personal trust attorney!*

**Tuesday, March 29, 2016, 3:30- 5:00 pm,**  
San Mateo Deputy Sheriff's Association

Protect the people you love and the assets you've earned by attending this FREE Estate Planning Seminar featuring one of the industry's best estate and trust attorneys. Two hours with Janet would normally cost \$990 and you'll be receiving it for FREE! Topics will include wills and living trusts, probate, power of attorney, advanced medical directive, new tax laws, and using charitable gift planning to maximize your income and minimize your income taxes. This seminar will be interactive, fun, and productive as Janet shares personal examples and a wealth of experience. We will also give plenty of time for open discussion and Q&A. For more information or to RSVP for the event please visit [www.sfpcu.org/seminar](http://www.sfpcu.org/seminar).

**Give Us Your Feedback:**

If you have feedback about any matter at the Credit Union, please send a note by going to [www.sfpcu.org/contact-form](http://www.sfpcu.org/contact-form). If you have a specific concern, the credit union encourages you to work with branch or call center staff who can answer questions and 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/>. **Have something you'd like to see in this column?** You can contact me at [alcasciato@stisia.com](mailto:alcasciato@stisia.com).

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

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



Dear members,

We are incredibly grateful to the dozens of high-quality organizations that applied for the third quarter Police Officers Association Community Investment Grant. After carefully reviewing the applications, we are pleased to announce that we have selected Tenderloin Safe Passage, a community effort to build a culture of safety. Our \$5,000 grant will help sponsor Roaming Teams that escort seniors through the Tenderloin to help them access various services, activities, and events in the neighborhood safely. The POA believes that it takes the entire community to provide effectively for public safety. By engaging the community and building meaningful relationships, Tenderloin Safe Passage is making the neighborhood a more welcoming place for all its residents.



We launched our Community Investment Grant program last year to empower local neighborhood leaders and organizations to improve their community through financial support. Our fourth quarter grant was released on March 1, and we encourage all neighborhood-based 501c3 organizations to apply.

Martin Halloran  
SFPOA President



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blue (s-m-l-xl-2x) \$35.00
- T-shirts – women and men**  
navy, black, grey, light blue  
(s-m-l-xl-2x) \$20.00
- Kids' t-shirts (navy)** \$15.00



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

By Martin Halloran, President

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

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

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

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## Long-Term Investing

# American Workers Job Insecurity: The Rise of Intelligent Robots and the New American Worker

*The old order changeth, yielding place to new. Lord Tennyson*

— The Passing of Arthur

*God hath made man upright: but they have sought out many inventions.*

— Ecclesiastes. VII. 29

Will Americans be able to save and invest money in their future retirements if their jobs are being replaced by Robots?

**Answer: Probably not.**

### Is Artificial Intelligence Overtaking Human Jobs?

On 9/15/15, Billionaire entrepreneur Reid Hoffman, CEO and co-founder of LinkedIn wrote an essay explaining that Robots will take our jobs — but humans will adapt.

Mr. Reid Hoffman stated that machines have been taking jobs from people (and horses and carrier pigeons) for hundreds of years now. Robots and artificial intelligence technologies (AI) will simply continue this trend. He noted that in the past, when major technology shifts occurred, the new machines made many jobs obsolete — but they created even more new ones. And, as economists Tyler Cowen points out in his book **Average is Over**, an F-16 fighter aircraft requires the support of around 100 people, including the pilot, to fly a single mission. A Global Hawk surveillance drone requires 300.

However, the patterns of disruption happen faster now, within lifetimes. Mr. Hoffman states that in addition, today's machines are not just providing new sources of physical labor — they are providing brainpower too. Artificial intelligence systems will increasingly perform functions that were once



handled by lawyers, doctors, journalists, and virtually every other kind of knowledge worker, along with factory workers, truck drivers and taxi drivers, retail personnel and more.

The shift in technology will continue to create broad benefits to consumers, as AI systems simultaneously improve performance and drive down prices so that more people can access a broader range of services.

### Advanced Robots May Increase Unemployment

On 1/23/14, Mr. Derek Thompson wrote in The Atlantic magazine that nearly **half of American jobs today** could be automated in "a decade or two" according to new research.

Mr. Thompson stated that we might be on the edge of a breakthrough mo-

ment in robotics and artificial intelligence. Although the past 30 years have hollowed out the middle, high — and low — skill jobs have actually increased, as if protected from the invading armies of robots by their own moats. Higher — skill workers have been protected by a kind of social-intelligence moat. Computers are historically good at executing routines, but they are bad at finding patterns, communicating with people, and making decisions, which is what managers are paid to do. This is why people think managers are, for the moment, one of the largest categories immune to the rushing wave of artificial intelligence.

Hans Moravec was a futurist who pointed out that machine technology mimicked a savant infant: Machines could do long math equations instantly and beat anybody in chess, but they cannot answer a simple question or walk up a flight of stairs. As a result, menial work done by people without much education (like home health care workers, or fast-food attendants) have been spared, too. Meanwhile, lower — skill workers have been protected by the Moravec moat.

Erik Brynjolfsson and Andrew McAfee pointed out in their book **Race Against the Machine** (and in their new book **The Second Machine Age**), robots are finally crossing these moats by moving and thinking like people.

Amazon has brought robots to work its warehouses. Narrative Science can write earnings summaries that are indistinguishable from wire reports. We can say to our phones, I am lost, help and our phones can tell us how to get home. Computers that can drive cars,

in particular, were never supposed to happen. Even ten years ago, many engineers said that it was impossible. Google has invented a self-driving car that is the most over-covered stories in technology today.

### Global Workers and the New Technology

On 9/12/15, Mr. Rohan Silva as a part of BBC Panorama investigation discovered thousands of British jobs have already been replaced by machines and millions more middle class roles are at risk. Mr. Silva noted that we are used to the idea of technology largely taking over blue collar jobs.

The Nissan car plant in Sunderland is a classic example: it produces over 500,000 vehicles each year — more than any other factory in Europe — any yet it employs just 6,000 people, a fraction of the number of human workers that would have been needed before advanced robotics transformed the manufacturing process. As the old joke goes, the factory of the future might only need a human and a dog to keep it running: a dog to make sure that no-one tampers with the machines, and a human to feed the dog.

The new global worker must be both skilled and educated. Technology will in fact transform the working landscape. But, technology alone will not totally supplant well trained humans from securing work.

*For more investment advice visit Edwin Stephens' web site at [www.policeone.com/columnists/Edwin-Stephens/](http://www.policeone.com/columnists/Edwin-Stephens/). Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.*

## Deferred Sales Trust: A Way to Avoid Capital Gains Taxes

By Keith Rockmael

With real estate values soaring here in the Bay Area, many property owners find themselves in a quandary: what to do if you have substantial equity in your home (or investment property) and you would like to downsize or simply sell. If the home is a primary residence then homeowners can normally qualify for the \$250,000 (if single)/\$500,000 (if married) capital gains exclusion. But what options exist for those single owners with more than \$300,000 in equity?

One little known strategy to avoid getting pummeled by the tax man would be to create a Deferred Sales Trust.

Deferring taxes is not a new concept. For many years, commercial and investment property owners have used tools such as 1031 exchanges to defer taxes, as well as charitable trusts and traditional seller carry-back installment sales.

Creating a deferred sales trust can be a complicated process and requires the skills of a tax attorney, real estate professional, as well as a CPA and a skilled title and escrow officer. The process works with the property owner selling ownership of the property asset to a dedicated trust that is set up specially for the seller.

The pre-determined trustee of the trust pays the seller for the property. The payment doesn't come in cash but rather with a special payment contract called an "installment sales contract". It represents a private arrangement between

the trust and the seller. The trust then sells the property. A minimal amount of capital gains taxes will be due from the trust on the sale of the property. The sellers are not taxed on the sale because they have not received any cash for the sale.

The payments that the seller receives works just like a note in that the trust will pay the seller a certain amount each year based on the terms (usually between 4-8 percent) agreed to by both parties. Many sellers choose to defer the payments because they have other sources of income. Other sellers may wish to keep some of the cash from the sale.

The deferred sales trust can be a solid option for investors who are running short of time on a 1031 exchange. Investors who have not identified a like-kind replacement property and are coming up on the 45 day limit may choose the deferred sales trust as a possible alternative.

No matter the situation, entering into a deferred sales trust requires extreme due diligence and professional advice. Consult with your professional tax advisor to determine the potential benefits of this option.

For referrals and questions feel free to contact me at the email address below.

*Editor's Note: Keith Rockmael is not a tax expert. He is a POA and real estate advocate and agent. He can be reached by email at [keith@resourcerock.com](mailto:keith@resourcerock.com)*

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# With Scaled-Back Staff, Dallas Police DWI Arrests Plummet

On Feb 09, 2016

DALLAS, TX – For years, the members of the Dallas police DWI squad were the guardians of the night, protecting the city against drunk and intoxicated drivers and helping prevent deadly accidents.

The squad once numbered nine or 10 officers strong.

These days, it's a squad of one officer. "It's pretty shocking that a police department the size of Dallas would be down to one DWI officer," says attorney Deandra Grant, who defends those accused of drunken driving for a living.

Not only that but the numbers of overall DWI arrests for the entire department have plummeted by more than 50 percent – from 3,481 in 2009 to 1,598 in 2015.

Dallas Police Association president Ron Pinkston met with representatives of Mothers Against Drunk Driving Thursday morning to talk about his concerns about the situation.

"Our concern is that the Dallas Police Department is not being proactive," Pinkston told News 8. "They're going to wait until they have another victim before they react and it'll be too late. We haven't heard any explanation as to why this has happened.

"We just sat and watched the erosion of the DWI squad from 10 down to one," he continued. "(It's) amazing that it's not a priority for the Dallas Police Depart-

ment to make sure citizens are safe on the roads."

MADD officials say they've reached out to the department to request a meeting. Their statement noted that Texas led the nation in drunk-driving fatalities with more than 1,400 deaths in 2014.

**She said she would rather face a regular patrol officer in court than a seasoned DWI squad officer, who "were really tough witnesses to crack in a DWI trial."**

"Law enforcement officers are our first line of defense against drunk driving and we support the need for strong DWI enforcement in Dallas-Fort Worth, as well as support the necessary funding needed for them to effectively fulfill their DWI enforcement," said Jason Derscheid, executive director of the MADD North Texas affiliate.

Police Chief David Brown did not respond to a request from News 8 for comment. Deputy Chief Scott Walton, who oversees the traffic division, did not return a phone call.

Since Brown assumed command in 2010, the size of the squad and the corresponding number of DWI arrests has been on a steadily decline. In 2011, the squad made in excess of 800 arrests. The

numbers dipped to below 300 in 2015.

"Sometimes you have to shift resources, but I would equate that with ... having someone walking around with a loaded shotgun blindfolded. They trip and fall and the gun goes off and you have serious injury or death," says

tough witnesses to crack in a DWI trial."

A patrol officer is going to make a lot more mistakes in large measure because they don't often testify in DWI cases, she said. They also are more likely to make mistakes when conducting standardized field sobriety testing.

The key word is "standardized."

"There are very specific ways you have to administer those tests on the roadside and often if officers aren't doing it open, they forget what all the steps are and what the instructions are and how to even grade them," Grant said. "If you're not doing it every day, it's easy to forget."

Grant said the numbers reveal that drunken driving doesn't rank as a high priority for the chief or his department.

"I think that it might take a really tragic incident in Dallas before DWI enforcement becomes a priority for DPD again, and that's unfortunate," she said. "Certainly no one that does what I do for a living thinks we need to have more drunk drivers on the road."

Last year, 15 men and women died in Dallas in drunken driving accidents. Tell it to them and their families that drunk driving enforcement isn't a priority.

*From WFAA.com  
The post With Scaled-Back Staff, Dallas Police DWI Arrests Plummet appeared first on Labor Relations Information System.*

# Report Finds Record Number of US Exonerations in 2015

JUAN A. LOZANO, The Associated Press  
Posted: Wednesday, February 3, 2016

HOUSTON (AP) — The U.S. saw a record number of exonerations in 2015, with nearly 40 percent of the cases involving individuals who were exonerated in homicides, a new report shows.

The National Registry of Exonerations said in its report Wednesday that 149 people falsely convicted of crimes were exonerated last year. That's 10 more than in 2014, the year with the previous highest total since the group began keeping records in 1989. The registry is a project of the University of Michigan Law School and has documented more than 1,730 such cases in the U.S.

Since 2011, the annual number of exonerations has more than doubled and there are now an average of nearly three exonerations a week, said Samuel Gross, a University of Michigan law professor and registry editor.

"What's driving it? Continuing increased interest and sensitivity and concern about the problem but also a focus on increasing activity by conviction integrity units," Gross said. The integrity

units are divisions in various district attorney offices around the country that identify and correct false convictions.

Texas, the second-most populous state, had the most exonerations with 54. New York, the fourth-most populous, was second with 17.

Homicides and sex crimes made up nearly half of all exonerations in the U.S. According to the registry, a record 58 defendants who were exonerated in 2015 had been convicted of homicide, with five having received death sentences and 19 having been sentenced to life in prison.

There were homicide exonerations in 25 states and the District of Columbia, with Illinois having the most (11 exonerations), followed by New York (9 exonerations) and Alaska (4 exonerations).

The registry's report also said there was a record 27 exonerations in 2015 for convictions based on false confessions, with 22 of those in homicide cases. Also, 44 of the 58 homicide case exonerations involved cases in which there was official misconduct by authorities.

"The thing that is most troubling to me about these cases is it's clear that for

every innocent defendant who is convicted and later exonerated, there are several others who are convicted who are not exonerated because almost all the exonerations depend on a great extent on good fortune, on Lady Luck," Gross said.

Brooklyn District Attorney Ken Thompson, whose conviction integrity unit has had 17 exonerations in the last two years, said his unit has a clear philosophy: ensuring that justice is done.

Three of the exonerations Thompson's office helped obtain in 2015 were connected to a deadly 1980 fire that killed a mother and her five children. The three men who were convicted had their arson and murder convictions overturned in December after Thompson's office was able to cast doubt on the fire science that helped convict the men. The office also discovered the only eyewitness who had tied the men to the fire recanted the identification on her death bed. One of the men whose conviction was overturned had died in prison in 1989.

"This case is indicative of our determination here in Brooklyn to get to the bottom of our cases, to get to the truth," Thompson said.

For the second year in a row, the large number of exonerations in Texas was due in part to individuals who had their drug convictions dismissed after lab tests determined they never had illegal substances. In 2015, there were 42 drug case exonerations in Harris County, where Houston is located - up from 31 in 2014. In these cases, individuals pleaded guilty before a lab test was completed.

Inger Chandler, chief of the conviction review section with the Harris County District Attorney's Office, said her office has since changed its policies and no longer allows pleas in drug cases until a lab report is completed. There are probably about 200 of these cases still pending in the DA's office, she said.

"That's what I'm tasked with as a prosecutor, to seek justice, not to seek convictions. Justice is making sure the wrong person doesn't go to prison just as much as it's making sure the right person does," Chandler said.

*Read more at [http://www.philly.com/philly/news/nation\\_world/20160203\\_ap\\_a7299d119a7449308897a66788077192.html#iHZbkurMMhxtIs38.99](http://www.philly.com/philly/news/nation_world/20160203_ap_a7299d119a7449308897a66788077192.html#iHZbkurMMhxtIs38.99)*



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# Bill On Police Shootings Draws Mixed Reaction

By Walker Orenstein  
Of The Associated Press  
February 4, 2016  
Forwarded to the Journal by Thomas O'Neill, Retired SFPD

OLYMPIA — A bill that would make it easier to charge police officers with crimes for improper use of deadly force received its first public hearing Wednesday, drawing testimony from many who argued that it's too difficult to prosecute law enforcement for shooting people in Washington.

Sponsored by Rep. Luis Moscoso, D-Bothell, and a group of other Democrats, House Bill 2907 notably removes a portion of existing law that says police can't be held criminally liable for using deadly force if they acted in good faith and without malice.

Proving an officer did not act in good faith, but with malice makes it "virtually impossible to hold law enforcement officers accountable for unjustified use of force," said Doug Honig, communications director for the American Civil Liberties Union of Washington, in a phone

Washington is one the hardest states in the nation to charge an officer for use of deadly force, Honig said.

"If we are that much of an outlier, we have to ask ourselves, 'Is that where we want to be?'" Moscoso said in a phone interview on Tuesday.

Prosecuting more police shouldn't be the focus of legislation, testified Mitch Barker, executive director of the Washington Association of Sheriffs and Police. Instead, focus should be on reducing improper police shootings, he said.

Tom McBride, executive secretary of the Washington Association of Prosecuting Attorneys, testified that eliminating the language protecting officers acting in good faith would make it too easy to unfairly second guess police after an incident.

"We don't think this standard is fair given the role we ask officers to do," he

said.

The bill would also modify when police can use deadly force, saying it's justifiable when deadly force is necessary to prevent an "an imminent threat of death or serious bodily injury" to them or others.

Moscoso said conversation about a bill started in March of 2015, and was influenced by police shootings in Pasco and Olympia, as well as protests of police killings and militarization of police departments around the nation.

A prosecutor declined to charge three police officers who fatally shot 35-year-old Antonio Zambrano-Montes in February 2015, saying there wasn't evidence the officers acted with malice. Zambrano-Montes, an immigrant from Mexico, threw rocks at officers and told them to kill him before he was shot to death.

In Olympia, a police officer who shot and wounded Bryson Chaplin and Andre Thompson, accused of repeatedly threatening the officer, wasn't charged because the county prosecutor said officer Ryan Donald acted without malicious intent.

Changing existing law is "a righteous cause dealing with the sanctity of human life," said Karen Johnson, co-founder of the Black Alliance of Thurston County, who requested the bill. Passing the bill would help build trust between law enforcement and their communities, she said.

Moscoso said he didn't expect the bill to gain much traction in the Legislature this year, but said he wants to continue discussing the issue with prosecutors, law enforcement and others to figure out compromise legislation that can be introduced next session.

The committee also heard House Bill 2882 that requires law enforcement to collect data on incidents where officers use deadly force and House Bill 2908 that would create a legislative task force on policing standards.

# PAL Corner

Your SFPAL is shaking off the winter's chill and getting ready to bloom once again this spring with not only great programs and events, but with new faces on our Board of Directors! Here's the new lineup:

Deputy Chief Lyn Tomioka, (Ret.) is currently PAL's Executive Director while Captain David Lazar serves as Board President. Rick Bruce remains as Board Secretary as does Treasurer, Arlene Doyle. The Board is rounded out by Manny Flores, Brian Gigliotti, Martin Halloran, Janie Kass, Bob Knighton, Audrey Magnusen, Ann Mannix, Bob Moser, Mike Redmond, Jo-Ellen Radetich, John Sanford, Mike Stasko and Teanna Tillery.

PAL would like to thank all the returning board members and welcome the new directors to the ranks. Everyone is looking forward to a great spring and summer engaging our youth and community.

With springtime approaching it's time to start thinking about SFPAL's major fund raising events. The 2016 Annual SFPAL Golf Tournament is accepting player registration for the June 2 tourney



being held at Sharp Park Golf Course in Pacifica. We'd love to see the various stations field a foursome (or two!) to compete for The Trophy (and, of course, bragging rights) while at the same time raising money for SFPAL's continued operation. You can expect other fun and prizes to accompany the golf, so make your plans to hit the links for PAL. You can get more information by calling the SFPAL Office at 1-415-401-4666 or by visiting us at 350 Amber Drive, Room 201 (check for hours).

Believe it or not, it's already time to start recruiting for the Summer SFPAL Law Enforcement Cadet Program! If you know of any young persons who might benefit from our flagship program, please encourage them to contact us at 1-415-401-4666 or by applying online at [sfpal.org](http://sfpal.org).



## Attention!

# The SFPOA Is Looking For Members Who Are Also Us Military Veterans

Sgt. Sean O'Brien, Chair of the SFPOA U.S. Armed Service Committee is trying to get together a list of active SFPD members who served in the military and now qualify as a Veteran.

If you served our country as a former member of the Armed Forces of the United States (Army, Navy, Air Force, Marine Corps, and Coast Guard), and who served on active duty and was discharged under conditions, which were other than dishonorable, we want to honor your service. Please contact Val Kirwan at the SFPOA at 415-861-5060, or email Val at: [VKirwan@sfpoa.org](mailto:VKirwan@sfpoa.org)

(Former or current members of the National Guard or Reserves are not considered to be veterans unless they had prior or subsequent service with an active component of the Armed Forces. Reservists called to active duty by Executive Order qualify as veterans.)

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**CONFERENCE SCHEDULE**

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

**TENTATIVE WORKSHOPS**

- >• Alien Smuggling
- >• Asian Gangs - Asian Organized Crime
- >• Bio-Terrorism
- >• Boston Marathon Bombing
- >• Casino Cheats - Gaming Violations
- >• Chinese Organized Crime Groups
- >• Counterfeit Products
- >• Credit Card Fraud
- >• Cyber Crimes - Computer/ Email Forensics, etc...
- >• Domestic & International Terrorism
- >• Eurasian Organized Crime groups
- >• Human Trafficking
- >• Identity Theft
- >• Israeli Organized Crime Group
- >• International Sports Doping
- >• Japanese Organized Crime Group - Yakuza
- >• JTTF - Joint Terrorism Task Force Investigations
- >• Money Laundering
- >• Narcotics Trends
- >• Networking, Regional Trends
- >• Outlaw Motorcycle gangs
- >• Social Networking
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The Special Conference Discounted Hotel room rate is offered with limited availability for ICTOCT conference attendees 3 days prior and 3 days after the week of the conference. The Special Conference Discounted Hotel room rate is available until the room block is filled or until the cut-off date of Friday, April 1, 2016. After the cut-off date, hotel accommodations will be subject to availability at the prevailing room rate.

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# Why Are There PAL's?

Submitted by  
Rick Bruce, SFPAL Board of Directors

**Why should we make a commitment to kids?** I was fortunate throughout my career to be mentored by some of the finest men to ever wear the uniform of the SFPD. One of these men, Diarmuid Philpott, invited me in 1997 to become a member of the Board of Directors of the San Francisco Police Activities League, and I'm grateful to Diarmuid all these years later for that invitation. But over the years, I've been asked more times than I care to remember why we really need a PAL. Why should we focus on children's activities when there are serious issues of crime and social disorder that require our attention? Like so many other issues, the answers to these questions can be found through a review of history.

**No place to play.** In the early years of the twentieth century, millions of immigrants were fleeing Europe for the freedoms and opportunity of America. After being funneled through Ellis Island, they soon found themselves living in the crowded tenements of New York City. It's a bit of an understatement to say that these immigrants had very little in terms of the creature comforts that we take for granted today. And for the parents living under these conditions, the idea that their children might have a safe place to play every day must have seemed beyond reach.

**Early advocate for the poor.** Enter New York Police Commissioner Arthur Woods. It was 1914, and Commissioner Woods was so concerned about the lack of a safe place for these children to play that he directed his officers to scour the city for vacant lots which he could use as playgrounds. When he couldn't find



enough vacant lots, he decided to set aside 29 city blocks, and he stationed a uniformed police officer at each of these blocks, cordoned them off from traffic, and established the *playstreets* program.

**An added benefit.** The residents of New York City were so supportive of the efforts of Commissioner Woods that, whenever he would inspect the playstreets, mothers would rush to him to thank and embrace him, and the children would cheer his presence, knowing what he had done for them. But there was an added benefit to the playstreets program that its founder would later extol. The presence of a uniformed police officer at every playstreets block meant that every child growing up in New York City in this era knew at least one police officer quite well, and furthermore, these children grew to both trust and respect these officers, and as adults, many would tell of the positive influence these officers had had on their lives.

**Widespread support for program.** By 1924, the playstreets program added

fifty additional blocks and had spread throughout Manhattan, Brooklyn, the Bronx and Queens, and in 1932, the Junior Police Athletic League was formed. Many influential business and political leaders became strong boosters for the NYPAL. A committee formed to oversee this new league was headed by a local baseball player by the name of George Herman Ruth, better known as *The Babe*.

**Louisville cop mentors young boxer.** This new concept of police mentoring and interacting with children began to spread across the country. Many of the large east coast police departments began to form their own PAL's. But far from the big east coast cities, officers in smaller American cities were also mentoring kids, and in 1954, a twelve year old boy approached Officer Joe Woods in Louisville, Kentucky, to tell him that some bullies had just stolen his bicycle. The young boy told Officer Woods that he wanted to "whup" the bike thieves,

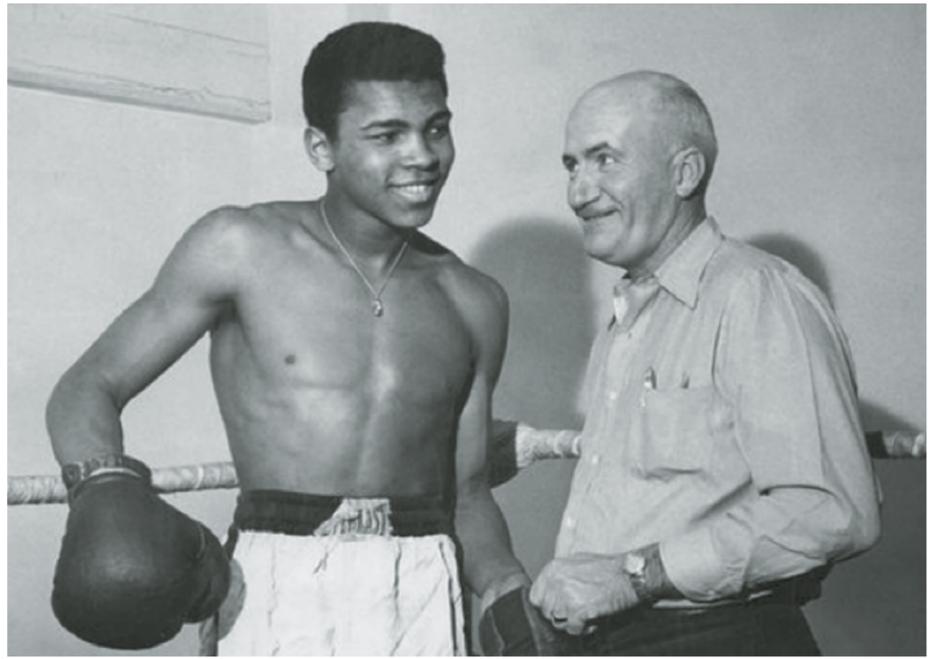


but Officer Martin settled him down and told him that if he would start coming to his downtown gym every day, he would teach the boy to box.

**Striking gold in Rome.** Officer Martin did teach the boy how to box, and between 1954 and 1960, the boy won six consecutive Kentucky state boxing titles. In 1960, as an 18 year old, the boy qualified for the U.S. Olympic boxing team, and travelled to Rome to compete in the Olympics as a light heavyweight. He went on to win the gold medal, and present in his corner for every bout was old Officer Joe Martin, his mentor from the Louisville Police Department. The boy was known at the time as Cassius Clay, but even as he gained worldwide fame as Muhammad Ali, he maintained a close friendship with his old mentor, the police officer he had met years earlier on the streets of Louisville. To this day, Muhammad Ali remains an honorary member of the Louisville PAL.

**PAL moves west.** By 1959, the San Francisco Police Officers Association decided to form their own PAL, and a group of now legendary officers took out a small loan from the Police Credit Union and formed the San Francisco Police Athletic League (later changed to *Activities League*.) There were far fewer opportunities for organized sports activities in 1960's San Francisco than exist today, and the SFPAL filled this vacuum by providing highly competitive baseball, basketball, boxing, judo, soccer and football programs for boys (the SFPAL would eventually expand to include programs for girls also).

**Support from the Yankee Clipper.**



If you were a boy growing up in San Francisco in the 1960's, it is very likely that you played one of more sports for the SFPAL. As the New York PAL had the support of the Babe all those years earlier, the SFPAL had the support of another former Yankee, the great Joe DiMaggio. Joe was friends with numerous San Francisco cops, and agreed to be on the board of directors of the SFPAL. In the mid-sixties, the Joe DiMaggio baseball league was born, with only a few teams vying for the California state title. These early tournaments featured strong teams from the SFPAL squaring off against strong teams from the Los Angeles PAL. Many of the players on these PAL tournament teams went on to successful careers in the San Francisco Police Department.

**Returning to the sandlots.** Over the years the SFPAL has changed with the times, and its current focus is on returning to its roots by ensuring that every program involves both kids and cops. The *Sandlot Program* was formed in 2015 to provide opportunities at all ten district stations for neighborhood kids and district officers to come together for pick-up games of baseball, soccer, kick ball, or *anything else* that involves kids interacting with their police officers in positive and healthy ways.

**History repeats itself.** I've heard many people comment in the past year that the public scrutiny our officers are facing today is unprecedented. But students of history know better. Anyone who wore a blue uniform in a big city department in the 1970's has seen this before. And the current (seeming) national antipathy toward our police will pass. But rather than wait it out, one of the most effective means of demonstrating our professionalism is by guiding and mentoring children. The SFPAL is there to help with this. Officers who would like to make a difference in their districts by participating in their own Sandlot Program are encouraged to speak with their captain about the opportunities available. The SFPAL is there to provide equipment, or anything else that is needed to make these programs work!

Next month: the story of how the officers of the Bayview District established a safe haven for the kids of Hunter's Point at the Old Milton Meyers Recreation Facility on Kiska Road, and how their efforts led to the establishment in 2008 of the Willie Mays Clubhouse on Hunter's Point Hill.

## Old Wine and Food Stories

# The Case of "Handsome" Handly's Case of Wine

Daniel J. Demers  
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Halcyon days gone by—a bunch of fumbling SF Irish cops at the turn of the 20th Century—a dispute over a case of wine. These were the days when a good pair of women's shoes cost \$2, ham sold for 13¢ a pound, and a quart of *Eclipse Champagne* went for 50¢. A gallon of *American Club Whiskey* sold for \$1.75 while an Irish dentist, Dr. R. L. Walsh, advertised new dentures (upper and lowers) for \$5. Bread could only be had at local bakeries and was sold unsliced. Prepackaged sliced bread wouldn't be introduced to the American public until 1928.

These were the days before police cars. The first police cruiser was actually an electric wagon introduced in Akron in 1899 and its "first assignment was to pick up a drunken man." Policemen for the most part were on foot patrol — just a uniform, a badge, a gun and a Billy club to maintain order. There were no two-way radios. Officers communicated with precinct headquarters by means of a private telephone call-box system spread throughout the city which the officer periodically used as he walked his beat.

One such foot patrolman was Officer T. W. Handly. According to a 1900 edition of the *San Francisco Call*, he was "recognized as being the handsomest [police officer]" in San Francisco. His good looks won him a "gate prize — a case of wine" at a local picnic. He was given a ticket to present to Bendy Hay, a local grocer of Irish descent, who had donated the prize for the event.

Officer Handly was described as a modest, shy, introverted man who was reluctant to claim his prize for his good looks. But a case of wine was a case of wine, and the Irishman decided to give "the card calling for the liquid" to his friend, Detective Jack Fitzgerald (another man of Irish descent), asking that he claim the prize for him. Fitzgerald, in turn, handed the card off to another police colleague asking that he have the wine sent to Handly's house on Twentieth Street. Bendy "recognized the order and at once dispatched the case of wine to the residence," reported the *Call*. When Bendy's deliveryman arrived at Handly's residence, he found no one at home—Handly was on duty. The deliveryman, in turn, left the case at the corner bakery with instructions to give it to the police officer when he called for it.

Later that day, Officer J. H. Crowley who lived just a few houses from Handly on Twentieth Street stopped by the bakery to pick up "his daily bread and the man who mixes the dough told him there was a case of wine for him." The *Call* reported "this unexpected news



filled [Crowley] with joy." He picked up the case and carried it to his home. The Irish cop, acting with great responsibility, "at once...reported to his superiors that he wished to be excused for a week on very important special business," the newspaper related. The article didn't say but it certainly implied that Crowley spent the week pickling himself in his case of good fortune.

Meanwhile "Handsome" Handly wondered what happened to his wine. He looked up his colleague Fitzgerald asking for an explanation. Jack Fitzgerald who was "at all times ready to explain...told the handsome man of what he had done," reported the *Call*. Handly backtracked the skein of events and within short time "Handsome" figured out what had happened and who was the culprit.

Crowley, of course, feigned any knowledge that the case of wine was intended for Handly. All he knew was he was given the case of wine by the baker. Thereafter "Handsome" took a dislike to Crowley and there "was a Klondike chill" when the two cops passed each other. And, we are told, "poor Fitzgerald blushes at his blunder in beating "Handsome" out of the wine and sending it to [Crowley] who took a week off to consume it."

The story offers some credence to the old saying: "God invented liquor to prevent the Irish from conquering the world."

Read more history and commentary from Daniel Demers at [www.danielderms.com](http://www.danielderms.com).

### Sources

Officer Crowley Got "Handsome" Handly's Case of Wine, *San Francisco Call*, June 27, 1900, page 12 <http://chronicling-america.loc.gov/lccn/sn85066387/1900-06-27/ed-1/seq-12/#date1=1836&sort=&date2=1922&words=wine+WINE+Wine+wines&sequence=0&lccn=&index=7&state=&rows=20&ortext=&proxtext=Wine&y ear=&phrasertext=&andtext=&proxValue=&dateFilterType=yearRange&page=566> (Accessed November 26, 2014)

### Websites

Sliced Bread, [http://en.wikipedia.org/wiki/Sliced\\_bread](http://en.wikipedia.org/wiki/Sliced_bread) (Accessed November 26, 2014)

Police Car, [http://en.wikipedia.org/wiki/Police\\_car](http://en.wikipedia.org/wiki/Police_car) (Accessed November 27, 2014)

### Dear Golfer,

Detachment #686 invites you to attend the Annual Marine Corps League Golf Tournament hosted at the Oakmont West Golf Course in Santa Rosa on Sunday, 29 May 2016. This popular Ted Robinson designed 6,300 yard, 18-hole, par 72 course is one of the most enjoyable courses in all of Sonoma County.

Your local Marine Corps League needs your help in order to raise funds for its charitable efforts. Each year the local detachment fulfills its mission of "Marines Helping Other Marines" by providing academic college scholarships and lap top computers for our former Marine and FMF Corpsmen who wish to further their education and employment opportunities. We also support the "Bergin University for Canine Studies" of Rohnert Park, CA, which provides highly valued and specially trained comfort dogs which assist our Marine warriors suffering from the effects of traumatic brain injuries or PTSD. In addition, the detachment provides much needed aid relief for Marine families suffering temporary financial setbacks.

Sincerely, James Jones Charity Golf Tournament Committee  
Tournament & Event Chairman Vern Harmier, Marketing Coordinator  
Daniel Mercado, Registration Coordinator; Cindy Love, Event Coordinator;  
Ted Draper, Volunteer Coordinator; Joan Acquistapace, Luncheon Coordinator



## Marine Corps League Detachment #686, Santa Rosa, California Annual Charity Golf Tournament Memorial Day Weekend Sunday, May 29, 2016 Oakmont West GC - Santa Rosa \$100.00 Per Player

Entry Fee Includes: Green Fees, ½ Cart, Souvenir, Lunch and Prizes for Multi-Flight Low Nets (Individual Stroke Play), Prizes for Additional Charitable Contributions Include: Closest to the Pin Contest, Hole-In-One Contest, Longest Drive Contest (Men and Women), Charity Activities Include: Silent Auctions, Raffles, Sponsorships & Donations

Mission: Marines Supporting Marines

Contact: James Jones, phone: (707) 539-2027 - email: [j\\_rjones@att.net](mailto:j_rjones@att.net)

### Marine Corps League, Detachment #686 May 29, 2016 Golf Tournament Entry Form

Oakmont West Golf Course, 7025 Oakmont Drive, Santa Rosa

6:45 am to 7:30 am — Check-In, Driving Range and Putting Warm-up

7:30 am to 7:45 am — Tournament Announcements

7:45 am to 8:00 am — Travel to Starting Hole Assignment

8:00 am — Shotgun Start

1:00 pm to 3:00 pm — Lunch & Awards Ceremony (Follows Golf)

**ENTRY DEADLINE: SUNDAY, MAY 22, 2016 COST PER PLAYER: \$100.00**

### Entry Information:

Mr. [ ] Ms. [ ] \_\_\_\_\_  
(First Name) (MI) (Last Name)

\_\_\_\_\_  
(Street Address) (City) (State) (Zip Code)

\_\_\_\_\_  
(Home Phone Number) (Cell Phone Number)

\_\_\_\_\_  
(Email Address)

(Verifiable GHIN Number) NCGA [ ], PGA [ ] or Other [ ] (Please Specify)

### Special Handling:

[ ] I wish to participate in the Marine Corps League #686 2016 Golf Tournament with the following players

Note the Following:

(1) Each player must fill out a Tournament Entry Form;

(2) All Team Entry Forms & Total Team Payments must be submitted together & mailed in the same envelope. Please submit with sufficient postage.

\_\_\_\_\_  
(Team Member #1 Full Name, Applicant Above) (Team Member #1 GHIN No.)

\_\_\_\_\_  
(Team Member #2 Full Name) (Team Member #2 GHIN No.)

\_\_\_\_\_  
(Team Member #3 Full Name) (Team Member #3 GHIN No.)

\_\_\_\_\_  
(Team Member #4 - Full Name) (Team Member #4 GHIN No.)

### Payment and Mailing Information:

Please Make Checks Payable to: MARINE CORPS LEAGUE #686 GOLF

Please Mail This Form and Check to: Daniel Mercado  
4169 Lakeside Road, Glen Ellen, CA 95442, (707)-536-7860

Please Note: Payment by CHECK ONLY. CASH or CREDIT CARD PAYMENT WILL NOT BE ACCEPTED.

Cancellations 30 days prior to Tournament will receive full refund (minus \$10.00 processing fee).

Cancellations 15 days prior to Tournament will receive 50% refund (minus \$10.00 processing fee).

Cancellations less than 15 days prior to Tournament will not receive a refund.

## Behavioral Science Unit (BSU)

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

Stress Unit Alcohol/Substance Abuse Support  
Off. Art Howard (415) 378-5082  
24 hours answering service (415) 933-6038

Critical Incident Response Team (CIRT)

Contact DOC for 24 hour response (415) 553-1071

MHN: Your free outpatient mental health benefit • (800) 535-4985

Confidential e-mail: [members.mhn.com](mailto:members.mhn.com) (company code SFPD)

# Sports



By Nick Shihadeh,  
Journal Sports Editor

## Super Bowl Events

**CHECK IT OUT:** Take a look at the picture that goes with my column of New England Patriot Rob Gronkowski posing with some of our finest at the NFL Experience that took place at Moscone Center the week leading up to the Super Bowl. In the pic along with "Gronk" (who requested the photo be taken by the way) are: **Mike Grande, Carlos Castro, John Fergus, Dave O'Keefe, Ian Glynn, Kevin Horan, Joe Toomey, and Dustin Tsang.** It's a nice "PR" photo in my opinion to show that our cops can do their jobs keeping people safe at whatever site and agreeing to photos with the public at the same time.



and didn't SP or suddenly go DP because it wasn't convenient for them to stand a post on their day off etc.

As far as Gronkowski, when a public figure like that shows appreciation for the "men in blue" in a particular city, along with just the regular public who wants a picture to be taken by us or with us as well, it feels good. It felt great to me when many "out of towners" approached me at one of the entry gates to SB City thanked me and the rest of us for being there keeping them safe. The Specs and



TAC guys were also there in their "full battle rattle" standing posts every single day and that was impressive — again it was appreciated more by visitors to The City, rather than by many locals who are opposed to cops out in full force. In the center spread of this issue, note other photos of the Super Bowl experience from the law enforcement perspective.

Getting off my soap box, I wanted to share a nice experience I had while on bicycle patrol at and around the Moscone Center NFL Experience eight days before the Super Bowl. It was put out over pic radio that Joe and Jennifer Montana were on foot on 4th St near Howard and needed a one block escort to the media center at Moscone West to avoid any crowds that may form because of their popularity. I showed up at the scene along with other bike cops: **Rob Ziegler, Bill Toomey, Brian Rodriguez, Rob Forneris,** and yes, **Dave O'Keefe and Ian Glynn** were involved in this too. We lined up our bikes up in such a way where Joe and Jennifer could walk in between us safely away from the crowds to get where they needed to go. They were very gracious and appreciative of our efforts by thanking us numerous times

throughout the escort and also when they reached the media center — it was great to meet Joe Montana and see that he and Jennifer are very nice down to earth people.

## Department Softball

Talking to Softball Commish **Kevin Worrell**, the SF Police Softball League is scheduled to start on Wed. March 23rd at the usual fields that have been used in the past. It will be a ten game season with a total of 15 teams scheduled to participate. These teams are: the Central Diners, Southern Station, the Bayview Pit Bulls, Bayview Housing, the Mission Diablos, the Northern Bulldogs, the Park/Taraval Combo team, Richmond Station, Ingleside Station, the Tenderloin Rats, Investigations (CIU/GTF/Narcotics), SF CHP, the Airport Checkers, the SF Sheriffs, and TAC/Hondas. Three playoff brackets will consist of the top teams in the A Division Championship, B Division Championship and the C Division Championship just like last season. Get a hold of your managers as things should start getting set up...

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

## Hoops Wrap-Up

By Steve Coleman

It's almost March around the SFPOA basketball league, which means it's almost playoff time. We're looking forward to many of the intriguing games that will be played over the next few weeks.

The Mission Diablos enter this seasons playoffs with an undefeated record as the number one seed. Getting the number one seed usually means a first round "bye" or an easy first round matchup, but not this year. The Diablos will match up against the defending SFPOA Champions, the Taraval Titans. This will be one of the most entertaining and anticipated eight vs one seed matchup we've seen in a long time.

Both teams are led by young stars and the game will definitely be worth the price of admission. Mission scored 104 points a couple of weeks back, and the game was stopped with two minutes remaining. After talking with SFPOA basketball historians, the most points scored by one team in a single game was 115.

Daly City PD and the Northern Bulldogs missed the playoffs. The Bulldogs filed a protest with the league office after being eliminated. All games were cancelled during Super Bowl week, which left only two weeks to make up those games. Northern was able to make up their game and finished their season with a record of 3-6 while the Bayview Pit Bulls were not able to make up their game. The Pit Bulls finished with a record of 3-5. Northern beat Bayview during their head to head regular season game, so Northern would have gotten the nod if both teams finished with the same record of 3-6. Since Bayview finished 3-5, they finished percentage points above Northern, thus eliminating the Bulldogs from the playoffs. Good

## SFPD Basketball League Standings

Through 1-25-16

TEAMS	RECORD	GB
Mission	8-0	-
Central	6-2	2
Ingleside	5-3	3
Southern	5-3	3
Major Crimes	5-4	3.5
Tenderloin	4-4	4
Bayview	3-5	5
Taraval	3-6	4.5
Out-Northern	3-6	5.5
Out-Daly City	0-9	8.5

luck next year guys!

In another first round matchup, the Central Diners and Bayview Pit Bulls will square off with one another again in back to back weeks. The Diners edged the Pit Bulls by three points during the final week of the regulat season. It's always tough beating a team during back to back weeks though.

Southern Station and Major Crimes, both finishing with the respectable record of 5-3, face each other in the first round. Head referee Marty Arenas is expecting a tightly contested game. The winner of this game will play the winner of the Taraval/Mission game. Major Crimes handed Taraval a last week loss.

The Ingleside Iguanas and the Tenderloin Rats will battle each other in their first round game. Ingleside put together a nice season, finishing third with a 5-3 record. When you take a look at the Iguanas, they don't scare you; but, don't be fooled. Ingleside has snuck up and solidly beat some tough opponents. The Rats have put on some scoring exhibitions themselves this season, reaching 94 points during one of their games. It will be a good show-down...Good luck to all the teams in this years playoff tournament!

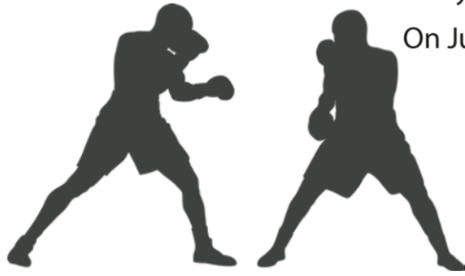
## 2015-2016 POA Basketball



# Attention: San Francisco Police Officer Boxers and Boxing Enthusiasts:

You are invited to compete — or volunteer to facilitate — in one of the largest Public Safety Athletic Events to be held in San Francisco in 2016.

The rules any regulations for the bouts are on our website at [unitedcombatassociation.com](http://unitedcombatassociation.com).



On July 30, 2016, the United Combat Association is hosting the best fighters in public safety from the following agencies:

- New York Police Department**
- Los Angeles Police Department**
- California Highway Patrol**
- Santa Clara Sheriff's Department**
- California Department of Corrections and Rehabilitation**

We want to show the boxers a great time while they are in San Francisco. Here are some suggestions on how you may be able to assist:

Volunteers that can be assigned to the out of state teams? The volunteers would be picking up and dropping off the boxers from the airport and the hotel. The volunteers would also be providing them with transportation to entertainment venues, a Giants game, dinner, and a tour of the city.

Do you know anyone who can volunteer his or her time for the event itself?

*A portion of the proceeds will benefit the Widows' and Orphans' Aid Association of the San Francisco Police Department.*

To volunteer, participate, or get more information, phone East Bay Regional Parks Officer David Bermudez at 925-848-4518

## 2016 Ironman/Ironwoman Competition

### Wednesday, May 11, 2016 — 850 Bryant (HOJ), Gym 5th Floor. 0900HRS

Contact: Sgt. M. Anderson @Ingleside (415) 404-4041  
Competition to be completed at the San Francisco police pistol range located at Lake Merced and Skyline Blvd. Awards luncheon to follow the competition.

**CLASSES OF COMPETITION:** A person may compete in several categories, Note: There may not be persons participating in each category and categories may be eliminated if no entrants.

**TEAM OPEN** (5 persons, either sex, from the same unit) **TEAM SENIOR** (5 persons, either sex, 40 and over, from the same unit)

1. MIXED DOUBLES  
(male/female, split the events. One does 2, partner does remaining 3)
2. IRONMAN OPEN (any age. All five events)
3. IRONMAN SENIOR (40 and over)
4. IRONMAN MASTERS (50 and over)
5. IRONWOMAN OPEN (any age. All five events)
6. IRONWOMAN SENIOR (40 and over)
7. IRONMAN 200 LB. AND OVER OPEN (Clydesdale) (any age, all five events)
8. IRONMAN TWO MAN TEAM. One does 2, partner does remaining 3)

**1st EVENT: BENCH PRESS 1000+ POINTS**  
10 points per repetition to 100. The bar must touch the chest and be raised to full arm extension. The weight lifted will be 100 pounds for men and 60 pounds for women. Three, five second pauses in the lockout position will be permitted; or  
Ironman competitor may choose to lift 225 pounds, 40 points per repetition.

Max points=25 reps x 40 points=1000 points. The bar must touch the chest and be raised to full arm extension

**2nd EVENT: PULL-UPS 1000+ POINTS** (WOMEN HAVE THE OPTION OF DOING THE BAR HANG or PULL-UPS – 1000+POINTS). 20 pts. per pull-up to 49. A pull-up consists of a participant gripping the bar with the hands facing outward at shoulder width; feet shall be together; arms extended fully; the body will rise until the chin is touching the bar; the body will then descend and the arms will lock out, feet shall not touch the floor. (Kipping is allowed) Women: hang from the bar, with hands facing outward; 3 points per second. Last year several women did pull-ups, max reps 40 reps for 1000 points, 25 points per rep (TENTATIVE SCORING).

**3rd EVENT: SIT-UPS 1000+ POINTS**  
5 points per sit-up in a 3 minute period. A sit-up consists of lying supine, legs bent, hands touching behind the head. Raise body and touch both elbows to both knees then lower body until back touches the mat.

**4TH EVENT: PISTOL SHOOT 1000 POINTS**  
From the 50 yard line; 20 shots (10 right handed and 10 left-handed). The participant may use the barricade for support. Department issued handguns only (.40 cal Sig Sauer). 10 minute time limit for all 20 rounds.

**5th EVENT: 4.7 MILE LAKE MERCED RACE 1000+POINTS**  
Start/Finish at the Lake Merced Range parking lot. 27 minutes- 1 000 points. Subtract 1 point for each second over 27 minutes for men and 30 minutes for women.

## 2016 Ironman/Ironwoman Entry Form

Name: \_\_\_\_\_ Unit/Agency: \_\_\_\_\_

Class(es) Competing in: \_\_\_\_\_

Team Name, if applicable: \_\_\_\_\_

Team Members \_\_\_\_\_ Event \_\_\_\_\_ T-Shirt Size \_\_\_\_\_

1. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 4. \_\_\_\_\_

5. \_\_\_\_\_

Entry fees: \$20.00 per participant regardless of number of categories. (This includes your 2016 ironman t-shirt, catered lunch, and awards.)  
Make checks payable to Ingleside Floral Fund.

Please complete the above information and send it to Sgt. Malcolm Anderson at Ingleside station. For additional information, contact Sgt. Anderson wk (415) 404-4041.

# Classified Ads

## Automobile For Sale

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

**2008 BMW 128I IS STILL FOR SALE.** However, the car is obviously a classic, a collector item and is sought after by many well heeled buyers. The price is now \$1.5 million, or a negotiated portion of your pension. Contact Rob Kobold at the Academy".

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

## Boat For Sale

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

## For Sale

**SUMER/VACATION HOME AT CLEARLAKE.** 2 bedroom, 1 bath single wide mobile home in lake front mobile park. Large deck with great lake views, boat slip, part ownership in mobile park. Pay no rent. Best location on the Lake. \$59,999. Call: 415-706-6135 for more information.

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

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

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

## For Sale

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

## Motorcycle For Sale

**2008 APRILIA SHIVER 750,** silver in color. 4200 miles, recently serviced and a new battery installed. Always garaged and never driven in the rain. No mods. \$5,000 obo. Please call or text me for more details or questions. 415-209-3612 Fernando

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

## Vacation Rental

**VACATION RENTAL HOME ANCHOR BAY, CA** three miles north of Gualala, CA approximately 3.5 hrs northwest of SF. It was recently upgraded to a four- bedroom three- bath with a thousand sq ft of decking overlooking the redwoods and Pacific Ocean. \$200 per night for members. Walking distance to grocery store, restaurants and coffee shop, as well as majestic Anchor Bay beach and campground facilities. Great fishing, diving, hiking and relaxing. Gualala River for paddleboarding, canoeing, kayaking, in Anchor Bay and coastal Sea Ranch golf seven- minute drive. VRBO listing 473977 (Valhalla Basecamp) for pictures or e-mail john.webb1@hotmail.com 650-576-6108

**SKI RENTAL** close to both Heavenly Ski Resort's Nevada Lodges located off Kingsbury Grade/207. One bedroom, one bath condo, with full size sofa bed and chair that opens to a twin bed, can sleep 4-5. Wifi, cable, DVD blu-ray and full kitchen. Contact David Gin via email: rentals@sfspectrum.com for availability and rates.

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

**\$1275 / 1BR - LAKE TAHOE**-4th of July 2016 July 1st to 8th- 7 nights one bedroom unit sleeps four. Property right is on the lake and includes a pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club has a 240 foot sandy beach. Price \$1275.00 For more info Contact: Mike at: mike2200@hotmail.com

## Vacation Rental

**\$1200 / 2BR - LAKE TAHOE-2016** One week starting Friday Aug. 5th to Aug. 12th a two bedroom two bath unit on the Lake with pool and spa. The Tahoe Edgelake Beach Club overlooks 240 feet of sandy beach and the clear blue water of Lake Tahoe, California. Contact us for additional information. PRICE: \$1250.00 Contact: Mike at: mike2200@hotmail.com

**\$1275 / 3BR - LAKE TAHOE-2016** Seven night rental beginning August 13th to 20th, three bedroom two bath unit. Property is on the lake and includes a pool, spa, picnic area and pier. The Tahoe Edgelake Beach Club has a 240foot sandy beach. Price \$1275.00 Contact: Mike at: mike2200@hotmail.com

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

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

## Vacation Rental

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

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

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

## Wanted

**HOTWHEELS** die-cast cars from 60's-70's w/redline tires. Collector (any size collection). Contact Rene 415-913-9161. [renerg301@sbcglobal.net](mailto:renerg301@sbcglobal.net)

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

## Free Classified Advertising Available for POA Members

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

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

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

# Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

Find words associated with March. March can be thought of as a noun or a verb...."

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

PARADE	TRIO
MARCH	EASTER
EXHIBIT	HIKE
SAINT	JASPER
JOSEPH	LION
TROOP	OSCAR
EQUINOX	PIPER
HARE	PROGRESS
LAMB	FORGE
PROTEST	GLIDE
SPRING	GREEN
STEP	HALT

## POA Makes Splash with Special Olympics



On Saturday, February 20, 2016, hearty participants gathered at Aquatic Park in San Francisco to participate in the *5K Dash & Splash*, an enjoyable event that benefitted the Special Olympics. In the photo above, Chief Greg Suhr (left) and SFPOA President Martin Halloran (right) flank Northern California Special Olympics President, David Solo, who had just accepted a \$3,000 donation from the SFPOA.

## Co. B sets new high mark @\$460

# Southern Station Sets New High Bar for SFO Donations

By Val Kirwan  
Sgt. at Arms

The SFPOA sponsors a hot shower program at SFO for members of the military who are in transit and use the USO facilities. USO SFO is open 24 hours a day, 365 days a year. The USO also provides many other amenities including a nursery, snack and beverage station, Internet café, Xbox gaming station, Wi-Fi throughout the center, free phone calls, TV lounge with leather recliners, fax, luggage storage for in-center visitors and information for local attractions. The SFPOA also purchases snacks and beverages for the facility.

To ensure that we have a constant flow of money each month to purchase the showers, snacks and beverages, each Station/Bureau will be designated a specific month in which the POA representative will make a collection. The money will be sent to Sgt. Sean O'Brien, Airport Bureau, the coordinator of the program. The amount collected each month will be posted in the *Journal*.

January	Central	\$367.67
February	Southern	\$460
March	Bayview	
April	Mission	
May	Northern	
June	Park	
July	Richmond	



SFPOA President Martin Halloran, right, accepts a \$500 check from Board member, Ray Allen, Retired, on behalf of the Veterans Police Officers Association for the USO shower program at San Francisco International Airport. The members of Southern Station also donated \$460 cash in February. With just two months gone in the year we have collected \$1,327.67 for this very worthy cause. Thank you for your generous support.

August	Ingleside
September	Taraval
October	TTF
November	Airport
December	Traffic - Investigations- TAC- Headquarters

Retirees feel free to make a collection or donation at any time.

Southern Station has set bar high by collecting **\$460.00** for the month of February, good job Co. B!

## Robin Matthews

# BALEAF Board Member Highlight

By Matthews, Robin  
Member, BALEAF Board

Greetings! This is the eleventh article that I've been doing for you over the past year to introduce you to the BALEAF Board of Directors so that you can learn a little bit more about us. The Bay Area Law Enforcement Assistance Fund (BALEAF) is a non-profit organization that was formed in 1999, and provides support to law enforcement officers and their families, as well as to law enforcement civilians, throughout the Bay Area, who have either been killed in the line of duty, have suffered a serious injury, or who have suffered a catastrophic event.

I have been asked more than once, as the writer of these articles, when I was going to do the Board Member Highlight on myself, so I decided not to hold out any longer and go ahead and do this month's article on me! I was born and raised on the South Side of Chicago, attending George Washington High School (yes, there's one there, too), before moving to San Francisco in 1979. I knew from a very young age that I wanted to become a police officer, and I also knew from a very young age, from all of the cross country trips to Albuquerque to visit my grandparents every summer from the time I was 7 years old through high school, that as soon as I was able to do so, I'd be moving "out West" and knew that there was most definitely life outside of Chicago! When the opportunity came to move to San Francisco, I jumped at it, and I knew immediately once I arrived there, that I wanted to serve and protect as a member of the San Francisco Police Department.

I worked as a word processor before entering the Department in 1982 in the

152nd recruit class. I trained at Mission Station, then went to the old Potrero (now Bayview) Station, where I worked for 7 years, before transferring to Ingleside Station, where I worked for 8 years. While at Ingleside, I became an FTO, and later, transferred to the FTO Office, where I worked for a few years and was able to be even more involved with the training of the new officers coming into the Department. (For those considering being an FTO, I highly recommend it; for me, it was a very rewarding experience). I was promoted to Inspector in 2003, and worked at General Work, Burglary, and was eventually asked to come and work at the EEO Office, where I worked as an investigator, and later as the Liaison for the Department with the Department of Human Resources. I retired in 2011 after 29 years of service.

While serving in the Department, I became involved in the Peer Support Program, followed by joining the Critical Incident Response Team (CIRT), and later becoming a team leader. During that time, discussions at the Behavioral Science Unit, and the Grief Support Network, that was in existence, at the time, were in full swing about developing a non-profit organization to assist survivors of officers who had died, and needed financial assistance to carry them over until the death benefits began. Those discussions resulted in the formation of BALEAF in 1999. I was honored to be involved in that process, and served as their first Treasurer, and continued to serve, in that capacity, for a number of years, before serving as Secretary for a few years. I stepped down as Secretary at the start of this year, becoming a "regular" Board member now.

I love being involved in an organiza-



Robin Matthews and Lynette Hogue

tion that helps law enforcement officers and their families when they are in need. I especially love the fact that the Board, through their own annual donations to the organization, pays for all administrative costs incurred throughout the year, so that 100% of all donations made to BALEAF go directly to helping those law enforcement officers and their families who need assistance. As we say at BALEAF, we hope that you never need us, but we're here if you do!

When not involved with BALEAF, I love to travel, whether in our R.V., or by plane, train, or automobile, and have been blessed to have been able to travel throughout the U.S., Canada, and around the world. I love to read, listen to music, go to plays, spend time with

family, friends, and our 2 cats and 1 dog, and just enjoy living my retirement to the fullest! I'm also a life member of the International Association of Women Police (IAWP), which has kept me busy, and up until this year, I had been on their Executive Board for over 12 years, and involved peripherally on the Board for several years prior to that. I'm looking forward to our next trip in May, which will be a 12 day Mediterranean cruise out of Barcelona, ending in Venice, followed by an additional week in Italy!

For more information about BALEAF, please check out our website at [www.baleaf.org](http://www.baleaf.org). We can also be reached by mail at P.O. Box 31764, San Francisco, CA 94131, by email at [baleaf1025@gmail.com](mailto:baleaf1025@gmail.com), or on Facebook.