



# JOURNAL

— Official Publication Of The —  
**SAN FRANCISCO POLICE OFFICERS ASSOCIATION**

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VOLUME 51, NUMBER 3

SAN FRANCISCO, MARCH 2019

www.sfpoa.org

Here We Go Again

## How AB 392 Will Endanger Law Enforcement In California



By Tony Montoya  
SFPOA President

Last year, a bill was hastily introduced in Sacramento by Assemblyperson Shirley Weber (D) from San Diego. That bill (AB 931) would have drastically altered our profession as it applies to use of force and would have been in direct conflict with a long established and often challenged United States Supreme Court ruling in *Graham v. Connor*.

That bill was largely introduced based on a single 2018 Officer Involved Shooting (OIS) in Sacramento that was labeled by some as controversial. Sadly, the legislators who introduced this bill and those who signed on as supporters never reached out to us in law enforcement to fully understand the ramifications or impacts of such ill-conceived language.

Law Enforcement Associations throughout the state have always been willing and ready to meet with elected officials to collaborate on bills and policies that will save lives and protect all in our community, including peace officers,

but that just did not happen last year. AB 931 never made it to the floor for a vote mainly due to the efforts of Law Enforcement Associations and Chiefs Associations throughout California that were able to shed light on the flaws of this bill to committee representatives.

Fast forward to February 2019 and here we are again. Assemblyperson Weber along with five other co-sponsors have introduced AB 392. This is nothing more than a resurrection of or a “copy and paste” of AB 931.

AB 392 will change the “objectively reasonable” standard established in *Graham v. Connor* to a “necessary” standard that will be second guessed and “Monday morning quarterbacked” until an officer is either criminally prosecuted for trying to save a life, including his/her own, or dead because they hesitated or failed to react properly. Here are a few alarming stats:

- Violent crime for every 100,000 Californians rose 1.5% from 2016 to 2017.
- Officers assaulted in the line of duty in California increased by 837 from 2016 to 2017.
- Nationwide assaults with firearms on law enforcement officers increased over 25% from 2016 to 2017.

Part of this increase has to do with a pervasive attitude by offenders, which is often promoted by some elected officials, that those who commit crime

should actively resist law enforcement. This has been publicly stated by elected representatives in our own city government. Clearly that is not how our justice system works and it only leads to physical confrontation and injury.

Law enforcement sat down with our legislators at many meetings prior to AB 392 being introduced but it became clear that we could not reach an agreement and we were too far apart on core issues.

“... we cannot  
continue to save  
lives if our own  
lives and safety  
are sacrificed.”

Saving lives has always been our priority in law enforcement. The legislators are certainly with us on that, but we cannot continue to save lives if our own lives and safety are sacrificed.

Law enforcement in California collectively decided to take a more reasonable and logical approach. Working with Assemblyperson Anna Caballero (D) from Salinas, a competing bill (SB 230) has been introduced. This measure has already been endorsed and co-authored by over a dozen legislators. Why? Because it

is practical and can be applied in real life encounters that peace officers deal with every day and not the fantasy world that some politicians are living in.

This measure focuses in on training, de-escalation, time and distance, and mental health issues of those in distress just to name a few. Many things that SFPD officers are already trained to do.

Law enforcement throughout our country have been begging for more training for years but we are often shut down or dismissed. Why? Training cost money and it removes officers from their assignments on the streets. But after a critical incident it often becomes clear that we are doing more with less, we are forced into mandatory overtime to cover the understaffing in our agencies, we have not received the most advanced training, and we are being pushed to our limits.

As these competing measures make their way through hearings and committees in Sacramento the POA, along with our brother and sisters in law enforcement in California, will be following this. When the time comes we may need to rally and make our voice heard in Sacramento much like we did last year. I thank you for that. If that time comes I intend to make that happen again and I will be seeking your help.

United we shall prevail. Until then, stay safe.

## Assemblymember Cooper Issues Statement on California Appellate Court Ruling on Proposition 57



Assemblymember Jim Cooper

February 7, 2019  
Forwarded to the *Journal*  
by Martin Halloran

SACRAMENTO – Assemblymember Jim Cooper (D-Elk Grove) released the following statement regarding a recent ruling made by a California Appellate Judge on the early release of a violent parolee:

“Last Thursday, a California Appellate judge ruled that a man originally sentenced to 35 years to life in state prison is now eligible for early release under

Proposition 57, the California Parole for Non-Violent Criminals and Juvenile Court Trial Requirements Initiative.

The felon was convicted of stabbing his girlfriend with a butcher knife, forcibly molesting his 11-year-old niece and gang raping a 17-year-old pregnant teenager.

It pains me to describe these offenses but it's imperative that I do — because there is something grossly wrong with current law pertaining to these offenses. Under Proposition 57, the courts have ruled that violent sexual offenders and even a felon that stabbed his girlfriend is considered a non-violent criminal.

This ruling marks the second time in the past year that a court has ruled that pedophiles and rapists will be considered for early release from prison (proponents promised voters this would never happen) under the highly misrepresented Proposition 57.

While Proposition 57 promised to keep violent offenders in prison, the list of crimes considered as non-violent is unimaginable. The list includes pimping a child, beating a spouse and raping an unconscious or disabled person.

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Victims' rights groups and legal experts all warned the initiative was too risky and would likely lead to the early release of some of society's worst criminals. The electorate was misled and they will ultimately be the ones to pay the price if we don't start an honest conversation about the realities of the impacts of Proposition 57.

This conversation is long overdue. It's time for legislative leaders, criminal justice reform groups and public safety experts to come together to address this issue.”



*\*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.*



# Chris Canning for Health Service Board

To: Active & Retired Members  
From: President Tony Montoya

Two Health Service Board seats will become vacant on May 15, 2019, at the end of the term of two of the three elected members. Pursuant to the Charter and Sections 16.550-16.554 of the San Francisco Administrative Code, whenever the term of office of an elected member expires, an election must be held to fill the vacancy. The Health Service Board announced this vacancy at its January 10, 2019, meeting. The Department of Elections shall conduct the election from Friday May 10, 2019 through Wednesday, May 29, 2019.



This is a very important position to fill. Our active and retired members depend on HSS for accurate information regarding our health benefits. Therefore, the SFPOA has asked former POA Board Director Chris Canning to run for one of these open seats. Chris' tenure within the SFPD and the SFPOA has proven to be invaluable to our membership. The POA has already gathered the required amount of signatures to enter Chris' name into nomination. We hope that when the time comes to vote that you will vote for Chris Canning. He is the right candidate at the right time.



## SFPOA Mobile App

To: Active Members  
From: President Tony Montoya

In an ongoing effort to communicate with our members the POA is pleased to announce that we have secured a SFPOA App and it is now available for download to your mobile device. We hope this app will provide you with necessary and vital information needed in our profession. This app will also allow the POA to push out critical information to you quickly so that we can better serve you.

There are a number of categories on the SFPOA App including, News & Updates, a quick link to the website Members Only Center, and Upcoming Events. The app can be downloaded directly from your mobile device from either one of the below links. It's free so take a look, give it a try, and let us know how we can improve it.

Download the App today!

Available for iOS Devices Apple and Google Play Android

## Board of Directors Meeting Roll Call Wednesday, February 20, 2019

President	Tony Montoya	P
Vice President	Rick Andreotti	P
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Treasurer	Sean Perdomo	P
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Co. G	Anthony Garrett Chris Mansfield	E E
Co. H	Matt Inocencio David Lee	P P
Co. I	Michael Ferraresi Pavel Khmarskiy	P P
Co. J	Kevin Lyons Bassey Obot	P P
Co. K	Crispin Jones Rob Vernengo	P P
Hdqtr.	Patrick Macchi Patrick Woods	P P
Tactical	Dan Laval Steve Needham	P E
Invest.	Ed Carew Rich Hunt	E P
Airport	Kevin Lee Jim Trail	P P
Retired	Val Kirwan	P

## Get Ready to Celebrate Women's History Month

By Tracy McCray  
POA Sergeant-At-Arms

March 1st kicks-off Women's History Month. The Women's Action Committee of the SFPOA and the SFPD are working together to highlight the phenomenal achievements of our members throughout our department's history.

Through various mediums we will celebrate the fantastic women of the SFPD — past and present.



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

Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites. The deadline for the April issue is Monday, March 25, 2019. Contact [journal@sfpoa.org](mailto:journal@sfpoa.org) or phone 415-861-5060 for more info.



# Freeway Transfers, Freeway Therapy and Other Abuses



By Paul Chignell,  
Former President and Current Legal  
Defense Administrator

The Left enjoys talking and writing about the alleged abuses by police officers, the need to micromanage police misconduct, and their need to excoriate with their diatribes on police officers. But when police officers are abused by their politically appointed managers in positions of power, the Left is uncharacteristically silent. There is not a peep from the ACLU. There are crickets from the National Lawyers Guild. The Department of Police Accountability is silent, and most politicians have their heads in the sand.

### Los Angeles Police Department

Back in the 1970s, police unions had enough of internal affairs and administrative investigations being conducted in police departments around the state with little due process protections. The rampant inappropriate interrogations, threatening sessions, unrestricted polygraph examinations, and lack of a modicum of representation led to police union leaders saying enough is enough. Stalwart in working with the SFPOA and many other police unions was the Los Angeles Police Protective League, a union representing Los Angeles police officers. In many instances, the LAPD was the poster child for management abuse of the basic rights of police officers. Assemblyman Jim Keysor, a Democrat from the San Fernando Valley, authored the Public Safety Officers’ Procedural Bill of Rights Act. Virtually every Police Chief in California and every elected Sheriff opposed the legislation with many of them proclaiming

that police officers and deputy sheriffs would never be able to be disciplined if the legislation passed. Balderdash. After lengthy hearings and discourse about management abuses, particularly in southern California cities, Assembly Bill 301 was passed, and signed into law by Governor Edmund G. Brown, Jr. Subsequent amendments over the years were also passed and many court decisions strengthened the “Police Bill of Rights”.

### Tricks Up Their Sleeves— The Infamous Freeway Transfers

Other protections for rank and file police officers can be found in labor contracts, statutes, and local regulations. Administrative abuse can be found in many forms despite the modest protections afforded by the Bill of Rights and contract protections. But don’t ever think that police managers do not have special tricks up their respective sleeves to maneuver around whatever due process rights are afforded their subordinates. One of the most blatant techniques is the “freeway transfer.” It is also derisively called by Los Angeles officers who are quite conversant with the technique, the “freeway therapy.” When a police officer, especially those with a high rank such as Captain, displease the reigning Chief, and the Chief

does not have enough evidence to discipline the officer, it is time for extralegal retribution—the “freeway transfer.” Here is how it works—you displease management and you happen to live in a particular part of the jurisdiction or an adjoining county. Management transfers you to another work location so you can spend two or three hours on a one-way commute when before that action you may have had a twenty or thirty-minute commute. “Freeway therapy” is the same concept, but the therapy is based upon the officer correcting their behavior due to the draconian transfer. Freeway Therapy in Action In 2017, two LAPD officers, Lieutenant Loren Farrell and Detective Juan Baello, were allegedly retaliated against by LAPD administration when they reported issues of misconduct, and won significant financial judgements by a jury after a trial. Farrell won \$308,000, and Baello \$723,500 after they complained of “freeway therapy” for being transferred far from their homes to inferior positions in the Police Department, according to the Los Angeles Daily News. Another technique that is utilized according to a lawsuit filed by retired LAPD Captain Joel Justice is to assign officers who received lesser punishment to work for one of the superior officers who decided lesser punishment is warranted.

In LAPD a Board of Rights composed of Captains and above receive recommendations of punishment for misconduct from the Chief of Police. On many occasions according to the Board’s members, the Chief has been quite displeased after his recommendations have been disregarded. “Freeway transfers” and changes in assigning the recipients of misconduct decisions are alleged. SFPD Follows the LAPD Model It has been a fact that the San Francisco Police Department in the past has initiated “freeway” transfers and the perfect target for a landing spot has been the San Francisco International Airport. The therapy didn’t work too well for one SFPD Captain, who had never been disciplined in decades of service. He must have done something to rouse the ire of the police administration. His home many miles north of the Golden Gate Bridge was perfect fodder for a “freeway transfer.” He was transferred to the Airport for a three (3) hour roundtrip commute. After a few months of travelling the circuit back and forth he was rescued and sent back to the city to a station command. The “freeway therapy” didn’t take. There are many more examples of “freeway transfers”. Maybe you know some?



Left: San Francisco Police Department Headquarters.

Below: Los Angeles Police Department Headquarters.





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# Long, Strange Trip Keeps On Truckin’ At DPA

By Kevin Martin  
POA Assistant Legal Defense Coordinator

One might consider it a “long strange trip” when the parallel universes of the Grateful Dead and the San Francisco Police Department intersect with each other, but an iconic song and recent events within the Department have brought these two seemingly divergent cultures together.

In arguably their most popular anthem, “Truckin’,” Jerry Garcia and Robert Hunter combine forces to illustrate the hardships of Rock n’ Roll life on the road. The particular lyric in the song that brings the Dead and the cops together is as follows:

“Busted, down on Bourbon Street, set up, like a bowling pin. Knocked down, it gets to wearing thin. They just won’t let you be, oh no.”

Our members have recently been “Set up” by the Chief’s recent Department Bulletin (18- 257/12-18-18 which along with DGO10.11and other associated Department Bulletins related to the Body Worn Camera contain the term “shall” sixty-three times! Additionally, our members are continually being “knocked down” by a very aggressive Department of Police Accountability who have conveniently padded their statistics by sustaining in record numbers allegations related to Body Worn Cameras by filing an obscene amount of “Added Allegations” of misconduct related to the Body Worn Camera.

It has reached the point of absurdity wherein increasing numbers, the DPA is filing added allegations as “stand alone” allegations of misconduct with no other allegations of misconduct related to an incident. To wit, In the third quarter of 2018 statistics, the DPA in seventeen separate cases sustained 25 allegations of misconduct against multiple officers related to BWC’s!

This former LAPD Chief is now working to serve the Department of Justice by “reforming” the San Francisco Police Department. He seems to have formed an unholy alliance with the DPA by rubber stamping any and everything coming across his desk, or that of his Chief of Staff. One could argue that the only thing this chief has accomplished to this point is his continuing effort to turn our members into robots.

The chief has to accept some of the responsibility for the huge disconnect between the patrol members of his Department and the powers that be over at the Department of Police Accountability related to the Body Worn Camera, its policies and implementation. Does the Chief for one second really believe there is a concerted effort by his patrol force to purposely defy the General Order? Wouldn’t the numbers suggest a problem related to the training, implementation, understanding and interpretation of the Body Worn Camera? How can our members understanding and implementation of the BWC and that of the DPA’s be so far apart? Are DPA Investigators receiving the same training as our members? For that matter, are members of the Command Staff receiving any training at all related to the BWC’s? When was that last time you saw the Chief wearing a Body Worn Camera?

The leaderships POA and the DPA continue to meet in the hope of continuing to forge a good working relationship. At a recent meeting, the subject of the Body Worn Cameras was a main topic of discussion. The POA expressed its concerns with the increase of BWC allegations and in particular the added allegations as stand-alone complaints. The DPA explained their point of view and their concerns related to the compliance of Department Orders and Bulletins. The conversation was very respectful and reasonable although there were a few

points disagreed upon.

At one point during the meeting, the POA proposed that in cases involving allegations or added allegations of misconduct related to the Body Worn Camera where there is no clear cut violation of policy, and the officer was acting in good faith coupled with an absence of a continuing pattern of violating the BWC order, that instead of a “sustained” finding, the DPA direct a letter to the officer involved, and advise of the investigation and the recommendation for the officer to review the order for future consideration when engaging the BWC. It was suggested that the credibility of the DPA would be greatly increased as they could be seen as being fair and equitable and not just seen as an agency carrying the water for the likes of the Public Defender’s office and other infamous defense attorneys who dislike law enforcement.

## Reminders Regarding Secondary Interviews with DPA or Internal Affairs

By Matt Lobre  
SFPOA Secretary

Recently, there have been a few instances with members being required to provide a second interview with DPA or Internal Affairs. As a reminder, Government code 3303(g) addresses this issue and bears noting:


“The complete interrogation of a public safety officer may be recorded. If a tape recording is made of the interrogation, the public safety officer shall have access to the tape if any further proceedings are contemplated or prior to any further interrogation at a subsequent time. The public safety officer shall be entitled to a transcribed copy of any notes made by a stenographer or to any reports or complaints made by investigators or other persons, except those which are deemed by the investigating agency to be confidential. No notes or reports that are deemed to be confidential may be entered in the officer’s personnel file. The public safety officer being interrogated shall have the right to bring his or her own recording device and record any and all aspects of the interrogation.”

Prior to a second interview with DPA or Internal Affairs, members are entitled to any reports or complaints made by investigators or other persons. Also, the member shall have access to the tape, prior to any further interrogation at a subsequent time.

In other words, if you provide an interview to DPA or Internal Affairs, and a second one is requested, you are entitled to any of the above mentioned prior to your second interview. Santa Ana Police Officer Association vs. the City of Santa Ana decision (2017) appears to call for much broader discovery of a case file when an officer is called back for a second interview. This is a very significant case impacting members called back for second IA or DPA interviews.

Should you receive a request from IA or DPA for a secondary interview, please contact your unit representative, Paul Chignell, or Kevin Martin at the POA.

# Calendar of Events

- **Specially Scheduled Events**
- SFPD PENINSULA RETIREE LUNCHEON**

*Where* Basque Cultural Center  
599 Railroad Avenue, South San Francisco

*When* Wednesday, March 6, 2019 11:30 am

*Contact* See Flyer, Page 12
- MMOC ANNUAL CIOPPINO FEED**

*Where* San Jose POA Hall, 1151 No. 4th St., San Jose

*When* Saturday, March 9, 2019 6:00 PM

*Contact* See Flyer, Page 27
- PAL 60TH ANNIVERSARY HALL OF FAME GALA**

*Where* Olympic Club, Lakeside, San Francisco

*When* Saturday, April 13, 2019, 6:00 pm

*Contact* See Flyer, Page 10
- NORTH BAY RETIREE LUNCHEON**

*Where* Sally Tomatoes Restaurant,  
1100 Valley House Drive, Rohnert Park, CA

*When* Thursday April 25, 2019 at 11:00 am

*Contact* Steve Bosshard at: [stevebosshard@aol.com](mailto:stevebosshard@aol.com) or 707 480-9495
- NIGHT OF REMEMBRANCE**

*Where* SFPD Headquarters, 1245 3rd Street, SF

*When* Thursday, May 2, 2019 at 6:00 am


*Contact* See Flyer, Page 13
- GEORGE BROWN MEMORIAL GOLF TOURNAMENT**

*Where* Lake Merced Golf Club,  
2300 Junipero Serra Boulevard in Daly City

*When* Monday, June 17, 2019 9:00 am

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

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

**Regularly Scheduled Meetings or Events**

**VETERAN POLICE OFFICERS ASSOCIATION**

*Where* Scottish Rite Masonic Center, 2850 19th Ave., SF

*When* Second Tuesday of every month, 11:00 am

*Contact* Larry Barsetti 415-566-5985 [larry175@ix.netcom.com](mailto:larry175@ix.netcom.com)

**WIDOWS & ORPHANS AID ASSOCIATION**

*Where* Hall of Justice, Room 150, (Traffic Co. Assembly Room)

*When* Second Tuesday of every month, 12:30 pm

*Contact* Mark McDonough 415-681-3660, [markmac825@comcast.net](mailto:markmac825@comcast.net)

**AMERICAN LEGION SF POLICE-FIRE POST**

*Where* Park Station Community Room, 1899 Waller St., SF

*When* Second Tuesday of every month, 4:00 pm

*Contact* Greg Corrales 415-759-1076

**POA BOARD OF DIRECTORS MEETING**

*Where* POA Building

*When* Third Wednesday of every month, Noon

*Contact* POA Office 415-861-5060

**RETIRED EMPLOYEES OF CCSF**

*Where* Scottish Rite Masonic Center, 2850 19th Ave., SF

*When* Second Wednesday bi-monthly  
(Feb., Apr. June, Aug. Oct. Dec.), 10:15 am

*Contact* RECCSF Office 415-681-5949

**RETIREE RANGE RE-QUALIFICATION**

*Where* SFPD Pistol Range

*When* Contact Lake Merced Range for Dates

*Contact* Range Staff 415-587-2274



# 'Public Courtesy' Policy has a Fundamental Flaw — The Public



By Kevin Martin  
Assistant Legal Defense Administrator

Department General Order 2.01, General Rules of Conduct/Rule 14, "Public Courtesy" in part states: "When acting in the performance of their duties, while on or off duty, members shall treat members of the public with courtesy and respect and not use harsh, profane or uncivil language."

- This is a story of how:
1. No act of kindness goes unpunished.
  2. The road to hell is paved with good intentions.
  3. How the "enemy within" is the biggest threat to the hard working men and women of this Department.

Imagine if you will...it's a cold, rainy overcast day in late December. Because of the lack of parking in the neighborhood area where your police building is located, you drive to work, park your personal car in a parking lot near 850 Bryant Street, switch your parking spot for an unmarked police vehicle which you will now drive to the neighborhood police building where your unit is being shared with other SFPD "high visibility" units. Due to the incredible lack of parking in the area, you drive around for several minutes before settling partially into parking space just behind another vehicle. Due to the close proximity between your car and that of the aforementioned vehicle, you exit your unmarked police vehicle and approach the driver of the vehicle you're parked behind. In an act of courtesy and kindness you knock on the driver's window and politely ask if the driver has enough room to get out once she's ready to leave. Your gesture of kindness is met with the following response: "what the F&\*% do you think, white B%#(\*?" Your sensibilities are taken back by such an unexpected response and harsh response but hey, you're a cop and you've heard this crap before. You shake it off and then go into the building and resume your day as a working cop in the city. The next day while on duty, you notice a female watching and either taking pictures of you or videotaping your movements around the area of the police building. You find it a bit strange but take no further action other than to tuck it in the back of your mind for future reference. You report to

work the following day and...once again you are being "followed" and recorded. This time upon further inspection, you realize it is the very same female you contacted the other day in her vehicle. You mention it to your work crew and they are now aware of the story and following actions.

Within the next day or two you receive a nasty-gram from Internal Affairs inviting you down for an interview as you are a named member in a complaint for an allegation that you were "unprofessional" and "discourteous" to a member of the public as related to your aforementioned contact with the pleasant woman in her car.

You are somewhat confused as to how in any way, shape or form your act of kindness and courtesy can now be a complaint! How does this happen? I was just trying to be nice!

In the meantime, you contact the POA and secure representation for the upcoming interview. You spill the whole story and go into detail how the person making the complaint against you is also the same woman now following or stalking you.

Your POA Rep contacts the outstanding cops up at SID and explains the situation. They understand the situation, the obvious officer safety concerns of the officers and take the matter seriously.

In the meantime, you and your Rep meet with the investigators of IAD handling the case and conduct the interview. The interview goes well. You answer all questions politely and completely to the very best of your abilities. The investigators from IAD are very professional, courteous and do their due diligence without fail.

During the course of the interview you explain the environment around the police building in which you work and explain the almost impossible parking situation at the building and how an officer has to go through extraordinary obstacles in order to obtain a legal parking spot in the area. You further explained that officers have been told that residents in the area have a priority to available parking and that officers take great measures to park in legal spots.

The interview goes well and you are confident as you exit the interview and debrief with your representative. You are glad to finally put this nonsensical experience behind you.

Until the next morning. Your POA Rep gets a phone call from a very hesitant and distressed IAD Investigator with some very unwelcomed news. Apparently upon review of the interview, it has been determined that yet another interview is in order. Your Rep learns that now your initial act of kindness and courtesy has been rewarded with two new allegations of misconduct brought upon by our good friends of IAD command.

You now have answer for the allega-

tions of parking illegally and that you reported late for duty.

Are you serious?  
Things just took a turn for the worse... How can this be? What did I do wrong? When will this crap ever end? What's going to happen to me now? Am I really in trouble for this?

Your Rep contacts you to give the news but you have already been served. You express complete frustration and lack of understanding at this turn of events. Why would the Department take such short-sided actions? Why would the "fair" and "reasonable" leadership of IAD Administration go out of their way to victimize any further than they already have? A BS complaint to begin with...being followed/recorded by an unsustainable complainant and now this? When will this all end? Will I EVER go out of my way again to help a citizen based on this crap? Why should I put myself out there when this is going to be the result?

You and your Rep respond for the second interview with what can be described as two really good guys who looked like they wished they were anywhere else in the world but there and then.

The interview is conducted quickly and professionally. No surprises, pretty cut and dry. You answer all questions directly and politely and you have no further comments to offer.

Your POA Representative then takes a few minutes to describe the injustices of this incident. The Rep explains that this entire incident began when the officer

exercised exactly what the Department expects from its members, professionalism and courtesy to members of the public.

The Rep explains the disturbing chain of events involving the complainant following/stalking the officer and causing great concern for the officer's personal safety and her loved ones.

The Rep goes on to explain how through it all, the unnecessary and disturbing actions taken by IAD to add on allegations of misconduct were completely unnecessary and completely out of line!

The Rep noted how this entire incident was "Exhibit A" as to why the morale in this Department is so damn low! How the LAPD blueprint for treating its officers so unfairly and poorly is now being hoisted upon the members of the SFPD.

That how the Department victimized this officer twice was just damn unconscionable and reflective of the so called SFPD leadership.

This is exactly the type of response from this Department that further polarizes the working members on the street from the LAPD throne.

Note of caution to the working cops of this Department: In addition to not letting anyone see you fist bump another officer in public per the DPA, exercise great caution as to when you will go out of your way to extend an act of kindness or courtesy to members of the public. Those actions could be hazardous to your mental health and disciplinary history.

## We Preserved Your Rights Before the SFDA's Independent Investigations Bureau

To: Active Members  
From: President Tony Montoya

On January 31, 2019, the POA's hard fought battle to preserve your rights before the SFDA's Independent Investigation Bureau came to an end. The SFPD and the SFDA are entering into a MOU and the SFDA will soon be the lead criminal investigator into OIS's, ICD's and Use of Force resulting in serious bodily injury. The POA was part of the meet and confer process since this is a change of working conditions for our members. Although this is a departure from having the SFPD Homicide Bureau conduct the investigation, the actual implementation of this policy will have no impact on your Constitutional or POBRA rights. Among the rights we were able to preserve are:

- You retain the right to representation and **MAY** provide a statement to SFDA investigators only if you wish to do so **VOLUNTARILY**.
- You have the right to review BWC footage after providing a state of mind statement, but prior to giving a formal statement to investigators.
- You are not compelled to provide any statements to SFDA personnel.
- All compelled statements made to SFPD IAD remain confidential and cannot be used in a subsequent criminal investigation by the SFDA IIB. In other words, no file sharing between SFPD IAD Admin and SFDA IIB.
- You remain an employee of the SFPD and cannot be held insubordinate for refusing to cooperate with requests from the SFDA investigators.
- You remain under the command of the SFPD and follow direction only from SFPD supervisory and managerial personnel on scene.
- SFDA personnel are permitted to enter the crime scene, gather witness information, and receive pertinent information.
- SFDA may only direct their personnel.

We realize this may seem like a jarring change to have SFDA as the lead investigator, but in reality nothing has changed with your rights or what will be the ultimate outcome of these investigations.

The public will see that there is nothing to hide and it does not matter what law enforcement agency investigates us. Everything we do is beyond reproach and this is an opportunity for all to see.

As always, the POA is at the ready for any issues concerning OIS's, ICD's, and Use of Force resulting in serious bodily injury.

If any of these situations arise, exercise your right to representation and contact your station reps or the Executive Board.



~ **Active SFPD** ~  
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# Close Encounters

How many times have the officers of the SFPD conducted an investigation into suspicious activity only to find that one or more of the suspects involved are armed with a loaded gun. It happens way too often. And most of the time those guns aren't located right away so you know the criminals, while being detained, are just calmly calculating their options. And that's just another chance the officers take day in and day out.

But it shouldn't be that way. It just seems that far too many people are on probation who should probably be in jail. Is there a need for overhauling aspects of the criminal justice system? Possibly. But before any more changes are proposed law enforcement personnel must be at the table when those changes are considered. After all, who has more to lose than the men and women who protect and serve?

Maybe it's time for our law makers in Sacramento to protect and serve our officers for a change.

Just a thought.

It's around midnight when Officer Ryan Jensen, Officer Justin Clayton, Officer Johnny Bell, and Officer Eleonardo Zandanel are patrolling the 3200 block of Mission Street when they notice an occupied vehicle illegally parked. They make contact with the driver and, during their subsequent investigation, they locate a substantial quantity of methamphetamine and cocaine along with a fully-loaded .45 caliber semi-automatic weapon that was reported stolen in Berkley.

At the same time, Officer Jarrod Yee was patrolling the parking garage at 5th and Mission in an effort to curtail the number of auto burglaries in the area when he was flagged down by a security guard who asked Jarrod to check out the driver of a car that was blocking access to parking spaces. Officer Yee made contact with this individual and discovered, after a preliminary investigation, that the subject had a large quantity of narcotics in plain view that were under his control. This individual was detained. Further investigation revealed a fully-loaded, Glock semi-automatic weapon within reach of the suspect when he was first contacted by Officer Yee.

A few days later Officer Kevin Downs, Officer Kevin Burke, and Officer Danny Barajas were patrolling the Ingleside neighborhood when they noticed a car with no plates making an illegal turn in a heavy traffic zone so they decided to stop and advise. Turned out the car had not been registered within the required grace period and, as such, had to be impounded. The driver was extremely nervous and seemed to be looking for an escape route on foot. And that's probably because a tow inventory revealed a semi-automatic assault weapon that was located under the front seat of the driver's side. And it was loaded with a 30-round extended magazine.

A few days later Officer Kevin Downs and Officer Kevin Burke again notice a vehicle with a suspended registration and other CVC violations parked with 2 on board on Mansell Street so they decide to make contact with these individuals. Turned out they had been smoking cannabis and had enough of the drug to be in violation of the legal limit. During their investigation the officers located a black backpack that was sitting directly behind the driver giving him access to the contents. And that's where the officers found the fully-loaded, .40 caliber semi-automatic weapon. The officers later found out that the driver had an arrest record for carjacking and robbery.

(Officer Kevin Downs is one of a number of exceptional officers and it's great to see him back on patrol. Kevin was shot while investigating a suspicious person in the Taraval District on October 14, 2016. He was rushed to SFGH and was in critical condition for 6 days. It took some time and a great deal of courage but Kevin rebounded and, as you can see in these last 2 escapades Kevin is back on his game!)

The brake lights on the car that Officer Fredrick Smally and Officer Jason Barnecut were following were not functioning so they pulled him over to advise. The officers then noticed that the driver had been drinking, presented a counterfeit driver's license, and there were illegal drugs in the car in plain view. An arrest search following revealed a substantial amount of suspected fentanyl, an extremely addictive and dangerous drug. In February, 2018, there were 3 victims of a fentanyl overdose found deceased in the Park District. Things probably won't get any better in the addiction/overdose department since it was recently reported that there are more addicts in San Francisco than children in The City's high schools!!

If you're planning on shooting up a neighborhood causing a 'shot-spotter' activation then you better not do it in Officer Mark Lustenberger's sector in the Ingleside District. Mark was assigned a call of "shots fired" and when he arrived at the scene he could only find 2 shell casings left behind. He then meticulously investigated the incident and located video footage which gave him a car and a suspect and then managed to obtain a search warrant and an arrest. Captain Jack Hart's commendation summarized his follow-up perfectly, "Officer Lustenberger worked the case from "A to Z" and it's because of his personal work ethic that this case resulted in the arrest of a violent felon and the seizure of an illegal firearm."

And if you're going to commit a burglary in the morning in the Park District and then continue to prowl the streets of that neighborhood looking for further victims 8 hours later while wearing the same distinctive outfit then you're going to incur the investigative prowess of Sergeant Nicholas Buckley, Officer Patrick Gerrans, and Officer Hans

Gumpfer. That's exactly what happened after Sergeant Buckley advised his swing watch personnel of the earlier break-in. It didn't take long at all before the officers and the Sergeant located the suspect still in possession of the personal items taken in the a.m. burglary.

And, if you want to be a lousy neighbor like the resident in the house on the 100 block of Dublin Street then you'll face the wrath of Sergeant Jacob "Jake" Fegan. (Jake is a no-nonsense 25-year veteran who has worked both the Mission and Ingleside, 2 of the most demanding and dangerous districts in The City.) Jake and the officers at Ingleside had received over 100 emails from the neighbors complaining about what was taking place at the residence in question so Jake conducted an investigation resulting in a search warrant and an arrest involving narcotics as well as other penal code violations. So far, so good.

For the past several years Officer Gustavo Castaneda and Officer Ar-

mann Ramoso surprised community members in the Mission District on the eve of each Christmas. Armann and Gustavo would patrol their sector assignment specifically looking for families with young children and then asking the parents if it was ok for them to give their children the presents they purchased with their own money.

It's one thing to serve and protect but sometimes taking that extra step to give something back never hurts and can only improve relations with the community.

Sergeant Kevin Cuadro took note of the officers' outstanding generosity and made sure we received notice. The most important issue he wanted to stress was that, "The officers did not seek any recognition for this act of kindness nor did it hinder their ability to handle their sector on a particularly busy night. I strongly feel that this is one of many acts of generosity and humanity shown by the officers in this Department which take place out of the limelight and behind the scenes."

We couldn't have said it better.

## My New Lease On Life

By Gary Delagnes  
Former SFPOA President

In last month's *Close Encounters* column, Steve Johnson reported that I had suffered a serious health issue and had undergone surgery at UCSF. I have received so many e-mails and inquiries that I felt I should clarify what exactly happened to me.

In October of 2018, I began to lose my appetite and suffered constantly from nausea. I put off going to the doctor until I had lost 20 pounds and felt pretty run down. After numerous blood tests and a CAT scan were inconclusive, I underwent an endoscopy procedure on December 20th at UCSF.

Following the procedure, I was told by the attending physician that it was his belief that I had pancreatic cancer. Obviously those are not two words you want to hear in the same sentence. Needless to say, my wife and I were shocked.

I was lucky enough to be referred to the top pancreatic surgeon at UCSF. He told me the tumor was small and resectable, and that I had an excellent chance for survival.

On January 17th I underwent surgery to remove the tumor and at the same time my surgeon removed half my pancreas, my spleen, and 11 lymph nodes to assure the cancer had not spread to other organs. I spent 5 days at UCSF following surgery.

After receiving that news, my priorities changed immediately.

All that mattered was my family, my great circle of friends, and the determination to beat this thing — or at least extend my life as long as I could.

As she always has been, my wife, Sue, was my "Rock of Gibraltar. My sons and immediate family, as well as my closest friends, were there for me every step of the way. I realized how blessed I was to have such a wonderful family and support group that were going to be there with me from beginning to end. I had some difficult conversations with God, but in the end I just said to him, "Whatever the plan I accept it."

The operation was deemed a success and my follow up meeting with my



surgical team was set for January 30th. At this point I was pretty much ready for anything. Rapt with apprehension, Sue and I waited for the doctor to enter the room. He came in and told us he had good news. I assumed it was that the tumor had not spread. He then said, "You don't have cancer. We were fooled by the tumor because you also had pancreatitis (not great, but fixable)."

It turns out the tumor was a low level, benign growth. It was removed and my surgeon told me he expects a complete recovery. Suffice it to say that it was the longest 40 days of my life, and it appears my story will have a good ending.

It has also given me a new-found respect for all of those people, many of whom I know, who have to deal every day with a life threatening disease.

At some point most of us will most likely receive a difficult health prognosis. At least this time I can savor those years that I have remaining. It has definitely given me a new-found purpose in life and has reminded me of what's really important. The love of family and friends and a chance to re-dedicate my life to "paying it forward."

Maybe this was a wake-up call from God to reprioritize my life. To be a better husband, father, brother, and friend — and never take what I have for granted.

To all of you who reached out and gave me your prayers, I am grateful.

Enjoy each day and don't look too far ahead. I love you all and thank you.



# What Happened to Transparency?

By, Rich Cibotti,  
Mission Station

I remember in the not too distant past, transparency was all the rage. All of society’s problems could be solved by police transparency. We all needed to give much more power to civilian police oversight. So much so, that the Office of Citizen Complaints had to be renamed to the Department of Police Accountability and given the power to generate their own complaints. Gone were the days of police misconduct, all would be brought to light and transparent for the public to see.

In fact, the stated purpose of the Body Worn Camera policy, DGO 10.11, says it “is an effective tool a law enforcement agency can use to demonstrate its commitment to transparency, ensure the accountability of its members, increase the public’s trust in officers, and protect its members from unjustified complaints of misconduct.” The whole purpose of the BWC is to promote transparency, accountability, and protect us from unjustified misconduct complaints.

The BWC policy’s purpose section also states, “to establish the policies and procedures governing the Department’s BWC program and to ensure members’ effective and rigorous use of BWC and adherence to the program.” Rigorous is synonymous with the definition of rigor as “strict adherence.” In summation, the BWC policy wants us to be very transparent and use the BWC in strict adherence to this policy. All of this together will protect us and increase the public trust. So, let’s breakdown the policy a little.

**What Can or Should We Record?**

The BWC Policy is very permissive in reasons we can record an incident, because they want us to record almost everything, and to actually use the BWC. To that end, the policy only lists three specific categories of prohibited recordings: 1) Sexual assault and child abuse victims during a preliminary investigation; 2) Situations that can compromise the identity of confidential informants or undercover operatives, and; 3) Strip Searches.

Outside that everything is fair game and up to the officer. But of course, there are also 13 categories of “shall” or must record incidents. These are: 1) Detentions and arrests; 2) Consensual encounter where the member suspects the citizen has knowledge of criminal activity as a suspect, witness, or victim; 3) 5150 evaluations; 4) Traffic and pedestrian stops; 5) Vehicle pursuits; 6) Foot pursuits; 7) Uses of force; 8) When serving a search warrant; 9) Conducting any of the following searches on one’s person

and/or property: Incident to arrest, Cur-sory, Probable Cause, Probation/parole, Consent, Vehicles.; 10) Transportation of arrestees and detainees; 11) During any citizen encounter that becomes hostile; 12) In any situation when the recording would be valuable for evidentiary purposes, and; 13) Only in situations that serve a law enforcement purpose.

In December of 2018, the Department issued DB 18-256 which amended the BWC Policy. It restated the purpose of the BWC policy and then required members to “ensure the entire event is captured during all mandated recording circumstances.” In order to accomplish this, Officers now, “When responding to calls for service with a *potential for law enforcement activity* or any of the mandatory recording circumstances, members shall begin recording...while enroute and prior to arriving on scene.”

Could there be any more of a broad definition? Seemingly any call has the “potential for law enforcement activity.”

For example, a noise complaint on the street. Usually, you drive by the complaint address, assess the situation, and listen for unlawful noise. If none is heard, you may ask a person in the area, but with no caller available, the call is essentially over. But now, since you could potentially advise someone, a law enforcement activity, it appears you may have had to record the entire incident. Its arguable that if you ask someone in the area it has now become a shall record under Reason 2, “Consensual encounter where the member suspects the citizen has knowledge of criminal activity as a suspect, witness, or victim.”

Since everything from a homicide scene, an arrest, or a noise complaint may now be a “Shall record” incident, what about interviews at DPA?

**Recording DPA Interviews On BWC**

So, can we record using our BWC at DPA? I would say an absolute yes! The policy wants to “ensure members’ effective and rigorous use of BWC and adherence to the program.” The only way to strictly adhere to the policy would be to BWC record the interview.

Recently, while representing a member at DPA, I went over the policy with the officer and suggested that they activate their BWC for the interview. The officer was on an assignment, 7A at DPA. The interview could fall under the shall activate circumstances: 11) During any citizen encounter that becomes hostile, 12) In any situation when the recording would be valuable for evidentiary purposes, or 13) Only in situations that serve a law enforcement purpose. Again, even if it’s determined to be not a “Shall record” scenario, nothing in our policy prohibits the BWC recording of a DPA

interview. At DPA, the officer activated their BWC, and into the interview we went, light flashing, and camera beeping. We got through the initial questions and then the investigator noticed the beeps. The investigator asked if the BWC was on and the officer said yes. The DPA investigator then told the officer they needed to turn the BWC off. I told the officer to hold on, and said well if you look at our policy, this is a shall record situation. The investigator then stated that it was DPA’s policy to have our BWC off during interviews.

This was news to me. I have not seen or heard, and still have not heard of this phantom DPA policy stating as such. I was never provided this policy, or shown this policy in writing. Further, even if DPA does have this policy, how does this change our requirement that we “shall activate?”

The investigator said that it was ok to record the interview and motioned toward our audio recording, but said the BWC was not ok because it was owned by the department. I do not understand that one. I have used my department cell phone to record interviews in the past, is this not ok either?

The Peace Officers Bill of Rights (POBAR) section 3303(g) states that, “The complete interrogation of a public safety officer may be recorded. If a tape recording is made of the interrogation, the public safety officer shall have access to the tape if any further proceedings are contemplated or prior to any further interrogation at a subsequent time.” The section continues, “The public safety officer being interrogated shall have the right to bring his or her own recording device and record any and all aspects of the interrogation.”

According to the law, the officer has the right to record all aspects of the interview. The law does not specify audio or video recording. It is your right to record. Therefore, while the BWC is issued to you by the department, and not your personal device, it is arguably “your own recording device” because you chose the device.

**So, Why Should We BWC the Interview?**

The real problem is it was video. The DPA does not want themselves to be video recorded. They don’t want to have a video of the eye rolls, the sighs, the snarky reactions, and dirty looks they sometimes throw during interviews.

I was opposed to the BWC when it came out too, but this is transparency. It’s a two-way street. If DPA as “stake holders” want the department to make us record everything, do not object when the BWC comes to record your interview. Shall record Reason 11 requires that we record an encounter that may become hostile. The adversarial nature of DPA interviews could easily be defined as hostile. The interview also serves a valuable evidentiary purpose (Reason 12) to enshrine the interview in BWC. Say for instance, you were to lie or perjure yourself. Now the BWC would preserve the perjured statement and be used

against you. The investigator informed us that the interview was over and we should leave. I said this appears to be a policy disagreement between our policy and the DPA policy. I respectfully asked to discuss the issue with a supervisor. The investigator denied my request to speak to a supervisor.

It’s funny and ironic, because if I, or one of our members, were to do any of these things on the street, we would get a multitude of sustained complaints for not getting a sergeant, activating cameras, quoting a seemingly non-existent policy, etc. But, the DPA is apparently above the rules and do not need to abide by any such standards. We were ready to cooperate and conduct the interview. We were also abiding by our BWC policy in the strictest available reading. This kind of policy adherence should be applauded by DPA, not ordered to turn it off and then asked to leave.

It is hypocritical for DPA to push to have basically every second of your day outside of the station walls recorded, but then try to prohibit recording an interview that could subject you to discipline.

Keep in mind, Internal Affairs is different of course. In an IA interview, presumably someone of higher rank, a Sergeant is interviewing you. According to the BWC policy, a member, “shall deactivate the BWC...After receiving an order from a higher ranking officer.” So once the Sergeant says turn off the BWC, turn it off. If you are a Sergeant going into an IA interview, the Lieutenant of IA can and probably will, order you to turn it off.

**What if I am Ordered by A DPA Investigator?**

In my recent case, the DPA investigator ordered the officer to turn off the BWC more than once. Again, DGO 10.11 states that a member “shall deactivate the BWC...after receiving an order from a higher ranking officer.”

Much to their dismay, DPA investigators are not “higher ranking officer(s).” DPA is a separate organization, wholly outside our chain of command. On their website the DPA says they are staffed by, “Civilians who have never been police officers in San Francisco.” This at least leaves Reason 12 as a very arguable shall record scenario. If they were to call a police supervisor, sergeant or above to request the order, that would of course meet the criteria and be time to turn off the BWC. But the DPA investigator cannot and should not bully you into violating the BWC policy, that seems to be against the stated mission of the DPA.

It appears that if our department intended us to not record DPA interviews, it would be number 4 in the prohibited recordings section. Its absence leads me to believe its fair game. If they want to change it, I am sure Written Directives could issue, yet another, Department Bulletin to change the BWC policy. Until then, show up camera ready.

So, what happened to transparency? It seems like the DPA decided it was good enough for us, but not for them.



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





# Chief Scott: Why isn't progressive discipline being used in BWC cases?

To: Active Members  
From: President Tony Montoya

The POA has become aware of a disturbing new practice by the Chief and the Department related to the attempted discipline of members and we are officially voicing our concern and complaint of said practice.

The standard of progressive discipline which is clearly outlined in the Memorandum of Understanding (MOU) between the San Francisco Police Officers Association and the City and County of San Francisco was established many years ago during contract negotiations. This practice is now the norm in many law enforcement agencies throughout the country. It has proven to be successful in training or re-training an officer to fulfill their mission of serving the public.

Unfortunately it appears that this provision of the MOU is now being ignored or dismissed by the Chief and the Department. Minor first time infractions of the DGO's by members with no intent of deception or malfeasance are now being recommended for a suspension. Some of these recommendations are coming directly from the Chief even though a Deputy Chief, after hearing the full case first hand, had recommended differently. This clearly appears to be a break, by the Chief and the Department, from a long standard and successful practice of progressive discipline.

This was never the spirit nor the letter of the language in the MOU and the POA takes exception to this new practice. Therefore I have sent a letter to the Chief formally expressing our complaint. The POA stands ready to meet with the Chief or his designee to discuss this issue and reach a satisfactory conclusion that will best serve the men and women of the SFPD and the SFPOA.



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February 20, 2019

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

Dear Chief William Scott:

The POA has received many complaints from members questioning: "Why isn't progressive discipline being used in BWC cases?". The Memorandum of Understanding between the SFPOA and the CCSF provides our officers the right to progressive discipline. The proposed draft policy for disciplinary penalties re-inforces the use of progressive discipline and sets a floor of written reprimands for failure to activate BWC's.

As you know, the BWC policy has been clarified through Department Bulletin's several times to address the many unforeseen problems with the use of the device. The members were trained by AXON and SFPD trainers on the basics of the policy for approximately four hours in a classroom setting. The BWC training did not consist of scenarios or use in a practical setting that would allow a member to learn how to properly use the device. The members have learned the interpretation of the BWC policy the hard way; discipline and sustained DPA findings.

Against this backdrop, the members are befuddled by the imposition of suspensions on first time offenses for violations of the policy that can at worst be characterized as honest mistakes. To our knowledge, there has not been any case where a member nefariously failed to activate a BWC to conceal, plant, or tamper with evidence. We know that most of DPA's sustained cases are for technical violations and not member's acting maliciously.

The members want to have long unblemished careers, but at the rate of DPA's sustaining BWC violations and the Department imposing suspensions, the members feel hopeless.

Therefore, we request a meeting with you to discuss how we can work together to make a workable disciplinary policy for the BWC's that will restore confidence to our members.

Sincerely,  
Tony Montoya, President  
San Francisco Police Officers Association

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Retiree's Son Enters the Profession

On February 12, 2019, proud father Sergeant Kyle Ching, retired SFPD (left) posed with his son Colt Ching and Captain Greg Corrales, retired SFPD, following Colt's swearing in as a new Alameda City police officer. Prior to entering the same law enforcement career path as his father, Colt served in the United States Army. Welcome to the profession, Colt!

SFPOA Statement on Sacramento District Attorney Decision Not to Charge Sacramento PD Officers

"We understand the pain and loss of Mr. Clark's family and empathize with their grief. We also understand the long term mental and emotional anguish for the officers involved. This was a horrible tragedy for everyone.

The police officers were confronted by a suspect that was vandalizing property, attempting to break into homes, and was under the influence of dangerous narcotics. The police officers believed that Mr. Clark was advancing on them with a gun and they responded appropriately. The District Attorney shed new light on the totality of circumstances surrounding Mr. Clark's death and dispelled the myth that Mr. Clark was just out for a walk and trying to get into his grandmother's home.

There is nothing anyone can do to unwind the events of that evening. What we can do is holistically address the root causes of crime in our neighborhoods and ensure that all Public Safety Officers receive continuous high-quality training to improve outcomes. We can also require every law enforcement agency to implement policies that are proven to lead to safer interactions between officers and the community. As larger law enforcement agencies have adopted this strategy, California has seen a 40% reduction in fatal police shootings since 2015."

Tony Montoya, President

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FR-1483263.1-0416-0518

Police-Fire Post 456 News

By Greg Corrales

Every year Post 456 sponsors two young men to the American Legion Boys State program. This year Boys State will be held June 22 to June 29 at California State University, Sacramento. American Legion Boys State is a unique summertime educational program for rising high school seniors that focuses on participation and personal experience in a model state, complete with governmental bodies and elected public officials. It is designed to mirror the structure and operation of its respective state government, while providing training in practical citizenship, leadership and character development through a non-partisan perspective. The American Legion believes our U.S. government can survive only with an educated populace. By teaching youth to understand and appreciate our democratic republic, America can remain strong and ensure our freedom for future generations.

The effectiveness of American Legion Boys State in teaching state government is found within its instructional program. It consists of some classroom work and general assemblies of instruction, but the program is primarily comprised of functional hands-on activities that promote learning by doing. The majority of program hours are focused on government instruction and practical exercises. Known as "citizens" at Boys State, each young man becomes an integral part of the program by assuming responsibilities and performing duties either as an elected or appointed official, or otherwise fulfilling an assignment entailing the duties of responsible citizenship. Participants are assigned to a mythical political party which results in involvement at the precinct level, the city, county, judicial circuit, senatorial or legislative district, as well as at the state level of government. The government organization provides for elections at all levels and includes party caucuses and conventions, platform development, and the organizing and operation of local government units such as county boards, agencies and courts.

Participants enjoy a richly rewarding and educational program that has prompted many former participants to seek careers in public service. Selection serves as testimony to a participant's character and leadership skills and is an experience recognized by employers, U.S. service academies and university admissions boards as an indicator of strong leadership and character traits. Should you know of a squared away high school junior that would be a good candidate for Boys State please contact me ASAP, as the deadline for submission of participants is rapidly approaching.

March 15-17 will mark The American Legion's 100th Birthday. The American Legion came to life in Paris, France, March 15 to 17, 1919. Members of the American Expeditionary Forces who had fought to victory in World War One were restlessly awaiting passage home when they gathered in the City of Lights for what became known as The American Legion's Paris Caucus. In the months that followed the armistice of November 11, 1918, they had time to think about life

after the war and what they might do in support of their wounded comrades, in honor of the fallen, to help surviving spouses and orphans, to protect the democracy they pledged their lives to defend and to chart a course for future generations. The American Legion would be built on strengthening the nation through four primary pillars of volunteerism on behalf of:

- Veterans.
- Defense.
- Youth.
- Americanism.

The organization made a high priority of compassionate care and treatment for disabled veterans returning to civilian life. Such care and treatment were desperately lacking in the United States at the time. The American Legion elevated public appreciation for the U.S. Flag, the Constitution, law enforcement, faith, civic responsibility and community service. The founding generation was also ahead of its time, devout in its mantra that a veteran is a veteran, regardless of race, gender, duty station, political party, rank or branch of service.

Through the decades, The American Legion fought Congress and Presidents to protect veterans' benefits and health care from budget cuts. The American Legion's groundbreaking research and relentless pursuit of truth has helped countless veterans suffering with post-traumatic stress disorder and health problems related to atomic radiation, Agent Orange, Gulf War Illness, burn pits and other service-connected exposures. The American Legion has stood as the conscience of a grateful nation, through honor and remembrance of all who gave their lives, or were taken prisoner of war so others might live in freedom.

On March 28, 2017 President Trump signed bipartisan legislation permanently designating March 29th as National Vietnam War Veterans Day. The Vietnam War Veterans Recognition Act was supported by the Vietnam Veterans of America, the VFW and the American Legion. It's a nice gesture, but personally I believe that it is fifty years too late. My major objection is the choice of March 29. On March 29, 1973, the last combat troops were ordered out of Vietnam. It is my personal opinion that it's a date of disgrace, not a date for celebration.

It is my sad duty to report that Post 456 member Ed Erlwin has transferred to Post Everlasting. Ed was a mover and shaker in the SF Fire Post for many years and was a welcome addition to Post 456 when the Fire Post merged with the Police Post.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be on Tuesday, March 12, 2019. We meet at the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at [gc1207@comcast.net](mailto:gc1207@comcast.net).



Part Three

# Epic Change in Providing Benefits for Occupationally Injured SF Public Safety Employees

By Mike Hebel,  
SFPOA Welfare Officer

On July 1, 2019 San Francisco public safety employees (police officers and fire fighters) will now enjoy the same or similar workers’ compensation “carve outs” that are now in place for Fresno police officers, Richmond police officers and firefighters, and Los Angeles police officers. The SFPOA and SF Firefighters – Local 798, after nearly one year of discussions and negotiations with the City’s Workers Compensation Division, Department of Human Resources, and Employee Relations Division , have signed historic Workers’ Compensation Alternative Dispute Resolution Labor-Management Agreements (“workers compensation carve outs”) which will now be presented to the City’s Board of Supervisors for adoption. A carve-out is an alternative to the dispute resolution procedures in the state workers’ compensation system which is created through a collective bargaining agreement.

Now for the first time since the California legislature established, in 1913, a workers’ compensation program, SF police officers and firefighters will have a seat at the table on how workers’ compensation benefits are delivered to its members.

Benefits such as full-pay disability (DP), medical care, temporary and permanent disability compensation, and industrial disability retirements are not changed. Rights such as the right to engage an attorney, enjoy all the presumptive injury protections (heart, back, cancer, etc.), and receive fair and accurate medical evaluations are not changed. Substantive rights have not been changed nor has compensation been diminished.

What will change is the manner in which these benefits are provided. These Agreements provide for timely and efficient determinations on workers’ compensation claims, timely and efficient access to high-quality medical care, and timely, efficient and fair resolution of all disputes that arise in connection with a workers’ injury claim.

History of “Carve Outs”

In California any large employer, private or public, whose employees belong to a union or association may negotiate and contract with them to opt out (“carve out”) of certain procedural parts of the State’s workers’ compensation system (CA Labor Code section 3201.7). The obligation to provide compensation remains, but the parties can agree to alternative methods of dispute resolution. The California legislature has consistently expanded the rights of the parties and encouraged alternative dispute resolution.



Joint labor-management committees, workers’ compensation alternative dispute resolution, met at the POA to discuss medical providers for injured SF police officers and firefighters. For the POA: Mike Hebel and Sean Perdomo; for the firefighters: Shon Buford, Tom O’Connor and Joe Moriarty; for the CCSF workers’ compensation division: Peggy Sugarman, Julian Robinson, and Carlos Torrez; representing their respective departments, DC Robert Moser and BC Mark Gonzales; ADR director Judge Steve Siemers, ADR ombudsperson Maria Mariotto.

First started in the construction trades over twenty-five years ago, the agreements typically provide for: (1) an alternative dispute resolution system (ADR) that supplements or replaces the State WCAB system; (2) usually provides for mediation and arbitration through the trial level; (3) an exclusive, agreed upon, list of doctors to provide medical care to injured workers; (4) an exclusive, agreed upon, list of qualified medical examiners to provide medical-legal analysis of disputes; (5) a joint labor-management program oversight committee; (6) a return to work program; and (7) frequently provides for a sharing of the cost savings resulting from the use of the “carve-out” agreement.

There are 58 active labor-management carve-out agreements in California, including 28 that cover public safety unions, 21 in the construction industry and 9 in other industries. The City of Los Angeles and the Los Angeles Police Protective League’s carve-out agreement covers over 10,000 police officers. It is the largest public sector ADR agreement.

San Francisco’s Public Safety Carve Out

Both the POA and Firefighters Local 798 have their own carve out agreement with parallel and identical provisions.

The POA and Local 798 have each selected 3 members as their representatives on their seven-member Joint Labor-Management Committee. The City has also selected three and the seventh is just selected ADR Program Director, Judge Steve Siemers. Initially, the POA, Local 798, and the Department of Human Resources have agreed to meet together, alternating the meeting place.

The POA’s representatives are presi-

dent Tony Montoya, treasurer Sean Perdomo and Welfare Officer Mike Hebel. Local 798’s representatives are president, Shon Buford, Tom O’Connor and Joe Moriarty. Representing the SFPD is DC Robert Moser and representing the SFFD is DC Mark Gonzales. Representing the Department of Human Resources are Peggy Sugarman (workers’ compensation director) and Julian Robinson (claims manager).

The Joint Labor-Management Committee held their second meeting on February 19, 2019 in the POA’s Board room where it reviewed and approved an additional initial list of Independent Medical Examiners to help resolve treatment disputes and medical-legal disputes. An initial list of approved mediators and arbitrators was again reviewed, added to, and adopted.

Both of the ADR Labor Management Agreements have been unanimously approved by the SF Board of Supervisors’ Government Audit and Oversight Committee. They will now appear on the full Board’s consent calendar.

The Committee’s third meeting will take place on March 28th at the SF Firefighters union headquarters.

**ADR Program Begins on July 1, 2019**The ADR Program will commence

on or about July 1, 2019. Only SFPOA and Local 798 represented employees and retirees are covered. All dates of injury on and after the commencement of the program will be covered. Prior injury claims (before 7/1/2019) may be able to opt into the program. This program remains in effect for three years and then continues year to year thereafter in one year terms.

Program Savings Split

The City Controller will evaluate and report on the ADR Programs’ estimated costs and savings at the conclusion of each full fiscal year. If the POA or Local 798 disagree with the Controller’s evaluation and report, either may request that a mutually-agreed upon external actuary evaluate and report on the programs’ costs and savings; this external evaluation must be reviewed by the Controller who will then issue a supplemental report.

The Joint Committee will review the Controller’s report. 50% of the ADR Programs’ net annual savings will be allocated for the benefit of active employees covered by the Agreements. Each Joint Committee (police and fire), with its 3 employee members, shall determine the specific purposes for the expenditures of these funds.



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working with you to portect our City.

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@SanFranciscoPOA



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-San Francisco Police Officer

3625 California Street San Francisco, CA 94118 www.breallaw.com 415.345.0545

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





## Jerry Rice Thanks SFPD at Super Bowl

By Val Kirwan, retired

Members of the SFPD Airport K9 teams were sent to Atlanta for Super Bowl 53, to help the over 40 agencies involved with security. The SFPD K9 teams are all federally certified explosive detection teams. During the festivities Officer Robert DeLeon and his K9 partner Rocky (8 year old Labrador) were on patrol when 2010 Pro Football Hall Of Famer Jerry Rice noticed the SFPD patch. Mr. Rice approached officer DeLeon and thanked him and SFPD for being part of security at the events.

It was a very nice gesture from Mr. Rice.

For the record Jerry Rice: Retired from professional football holding nearly every NFL career receiving record... Selected to play in 13 Pro Bowls... Named first team All-Pro 10 times... Played in 303 games with 284 starts in 20 seasons with San Francisco, Oakland and Seattle... Owner of 38 NFL career records at the time of his retirement... Set the all-time record for receptions (1,549), receiving yards (22,895), touchdown receptions (197), yards from scrimmage (23,540), all-purpose yards (23,546), combined rushing and receiving touchdowns (207) and total touchdowns (208)... Set single-season NFL records in receiving yards (1,848) and touchdown receptions

(22)... Also set NFL marks with at least 50 receptions in 17 seasons, 1,000 receiving yards in 14 seasons, 76 games with at least 100 receiving yards, 13 consecutive games with at least one touchdown reception and 274 consecutive games with a reception... Played on three Super Bowl-winning teams as a member of the San Francisco 49ers... Named MVP of Super Bowl XXIII... Established career Super Bowl records in receptions (33), receiving yards (589), all-purpose yards (604) and touchdown receptions (eight)... Also set single-game Super Bowl records in receptions (11), receiving yards (215) and touchdowns (three, twice)... Played in an NFL-record 29 playoff games with the 49ers, Raiders and Seahawks... Set NFL postseason records in receptions (151), receiving touchdowns (22), receiving yards (2,245), eight games with at least 100 receiving yards and 28 consecutive playoff games with at least one reception... Named AP Offensive player of the Year in 1987 and 1993... Tabbed for PFWA MVP honors in 1987... The MVP of the 1995 Pro Bowl... Garnered 1985 UPI NFC Rookie of the Year honors... Named to the NFL All-Decade Team for both the 1980s and 1990s... One of five active players to be named to the NFL's 75th Anniversary Team in 1994... An All-American receiver at Mississippi Valley State... The 16th overall pick by the San Francisco 49ers in the 1985 NFL Draft.

## February 11, 2019 Meeting

# Protect Our Benefits Report

By Elmer Carr  
Forwarded to the *Journal* by Al Casciato

SFFD Retirees Present:  
Kosti Kosta, Sanchez, McKinney, Asaro

This was a very short regular meeting due to the fact that we planned a four hour discussion with our new consultant regarding strategy and the creation of new sub committees in our organization. Tony Fazio appeared and facilitated the discussion regarding his proposals to us. After listening to his presentation, four additional sub committees were approved by our directors and a plan to contact politicians and communities groups was set into motion. We also agreed that we needed to contact other labor organizations and soon to be retired personnel.

**Treasurer's Report:**  
George Lau reported that after paying all outstanding bills, we have approximately \$320,000 in our accounts.

**President's Report:**  
Fred Sanchez went to the recent Retirement Board Meeting where the health and specifics of the Fund was outlined to the public. Currently, the Fund is at 89.9% funded. Our assets stand at 24.7 Billion with a liability of 27.3 Billion. The fund is doing a fantastic return. Any pension fund in the country would love to boast of these numbers. During the recent downturn, hedge funds did their job to help minimize our losses. As you can see, even with the recent upturn of the economy, the fund is still below 100% funded. The creators of Prop C knew what they were doing when they tried to take away our Supplemental COLA. Lot of misinformation out there about pension funds. Know this, ours is well funded and is working like it is supposed to function. People are hired and people retire...every day. It is almost impossible to be 100% funded, even in these booming economical times. 80% funded is outstanding to most funds. We are at 90%!

For the fiscal year, the Fund grew 1.01% from July to January. Since January, the fund has grown an additional 2.5%. So, for us to get another COLA in July of 2019, the fund would have to grow another 6.39%. Professor Asaro says, Don't count it out, it may happen! Our supreme optimist.  
Deferred Comp is making a change. Dropping Prudential for Voya. Voya is a

offspring of the old ING. Supposety, they will be offering more online support and tools to view and change the specifics of your account from your computer or phone.

No new information regarding the ERS suit against the CCSF about payment of the Supp COLA to the pre 1996ers. Fred Sanchez believes that our court is waiting for the results of four other suits that are making their way through the California Courts right now. One that is somewhat similar involves the Marin agencies. This is just Fred's opinion but it is probably true. They want to stay in step with the upper court before ruling on the ERS/CCSFcase.  
Hang in there. When the request for oral arguments are sent out, you will immediately be notified. After the arguments are presented to the court, a decision is imminent. When? No one knows.

**Health Service System:**  
Karen Breslin reported that the HHS is setting up a new phone system for our use. Several organizations have already sent out some specifics of the system. She did mention that there is still a problem automatically routing a call from the old number to the new number. They are working to correct the bug.  
There was a group discussion regarding cataract surgery. Some people prefer Lasik surgery vs. the old time tested scalpel surgery. it was revealed that the old scalpel method is more effective and less risky than the Lasik method. Also, Lasix is a LOT more expensive. Since Medicare's maximum payment is \$1000, make sure you compare both options. You can also negotiate with these doctors regarding the cost the you will incur.

Grady Allison stated that he and his friends have been utilizing a service from Medicare. Basically, for medical appointments, you can receive rides (up to 20 miles one way) to your doctors and/or therapy. You are limited to 24 — one way appointments or 12 round trip appointments. Remember, if you want to read about the most recent and up to date developments about what is happening regarding you benefits, go to [protectourbenefits.org](http://protectourbenefits.org) or go onto FaceBook. It is free for you and you will get all the info and articles you need to see what is happening right now.  
Call 1-833-219-1182 for further information.  
Next Meeting is 3/11/19 @ 11 AM. Taraval Station.

## SFPD Peninsula Retirement Luncheon

Wednesday, March 6, 2019 • 11:30 AM

Basque Cultural Center,  
599 Railroad Ave., South San Francisco.

No-host bar at 11:30  
with lunch to follow at 12:00 noon

Choice of Hamburger Steak with French fries and vegetables, or Chicken Cordon Bleu , or a Vegetarian meal.  
A salad, bread and ice cream/sorbet will be included.

\$25 includes the meal, tax and tip.

Please RSVP to John Tursi (415-850-6862)  
or John Bisordi (415-699-4445)  
or by email (SFPDRETPEN@gmail.com)

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## Help Mario Delgadillo Get His Life Back

To: Active & Retired Members  
From: President Tony Montoya

One of our retired members needs help. Please click on the GoFundMe link and consider making a contribution. No amount is too small. Your generosity is greatly appreciated. Thank you.

<https://www.gofundme.com/f/please-help-mario-delgadillo-get-his-life-back>



## Retiree News and Updates



By Val Kirwan  
SFPOA Retired Members Representative

I was recently in contact with Range-master Sgt Alan Callaway and he asked me to get the following information to retirees regarding using the range for qualification.

All shooters must have a serviceable holster that fits their firearm. A lot of

retirees are showing up with worn out leather or nylon rigs that are literally falling apart.

Shoulder holsters, fanny pack holsters, and any crossdraw holsters will not be allowed on the Range. If the Retiree is shooting from an Inside-the-Waistband (IWB) holster, that holster must not collapse when the firearm is drawn, rendering re-holstering unsafe. If there are questions about this last policy, the retiree should contact the Range for guidance

Please bring 36 rounds of ammunition for your firearm, in the correct caliber, to complete the shoot. Maybe bring a few extras just in case. Just check what you have, and if in doubt show up early and consult the Range Staff.

For all future range qualifications you will be required to sign the Range Waiver form.

## Retirements

The San Francisco Police Officers Association congratulates the following member on his recent retirement from the SFPD. This veteran will be difficult to replace, as he takes with him decades of experience and job knowledge. The most recently retired member is:

- Officer Donald Kallsen #1908 from Airport Field Operations

*All of the above listed on SFPD Personnel Order #3 (February 6, 2019) and #4 (February 20, 2019)*

## Former Members of the San Francisco Police Department North Bay Retired Cop Luncheon Bi-Annual Luncheon (April/October) Sally Tomatoes

1100 Valley House Drive Rohnert Park, CA  
[www.facebook.com/sallytomatoesrp](http://www.facebook.com/sallytomatoesrp)

**Thursday April 25th , 2019**  
**Doors/Bar open 11:00 am • Lunch 12:15 pm**

Choices of Sliced NY Steak, Grilled Chicken Picatta or Ravioli with Meat Sauce, all served with fresh vegetables and scalloped potatoes. Salad, Coffee, Tea

**(Tax and Tip) \$20.00 (payable at door)**

Door Prizes & short speech(s)  
**Further Info....**  
**Steve Bosshard [stevebosshard@aol.com](mailto:stevebosshard@aol.com)**

We need an accurate count for the Staff of Sally Tomatoes so please let us know if you will attend and your choice of meal, at least 3 days in advance via email or phone to:

**Steve Bosshard [stevebosshard@aol.com](mailto:stevebosshard@aol.com)  
or 707 480-9495**

**Please Do Not RSVP Mickey or Randy or Rene or Larry or Maggie or Ed but Steve Bosshard!!!**  
**Aka the Buzzard AKA Stumpy**

## An Evening of Remembrance Honoring Our Fallen Heroes

By Sgt. Bob Guinan, retired

Please mark your calendars and join us for a *Night of Remembrance* on Thursday, **May 2, 2019, at 6 pm** as we gather to honor and remember our fellow San Francisco Police Officers, who have died in the line of duty.

The San Francisco Police Department in partnership with the Police Officers Association and the Bay Area Law Enforcement Assistance Fund will be hosting what is to be an annual Memorial Tribute to our fallen heroes and friends.

Joins us as we show our support for their families.

The Ceremony will be held in the **lobby of the Police Headquarters Building located at 1245 3rd Street adjacent the Memorial Wall**, which honors those San Francisco Police Officers who have died in the line of duty.

**All members (both active & retired) of the San Francisco Police Department are invited to attend this Memorial Ceremony as we “Honor our Fallen Heroes”.**

More Event information and details to follow in next month’s *POA Journal*.

We are also asking for your help in locating and inviting all surviving family members whether they be 1st, 2nd or 3rd generation. If you know of any surviving family members please contact us so that we can include them on the invitation list. Please contact the POA Office with the any contact information or email me that information at [bguinan@sfpoa.org](mailto:bguinan@sfpoa.org).

Please mark your calendars and join us, as we Honor our Fallen Heroes and show our support for the surviving families of these officers, who will be our honored quests at this Memorial Remembrance.

*“We shall never forget”*



## Behavioral Science Unit (BSU)

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

### SERVICES:

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

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

Catastrophic Illness Program  
\*\*\*

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

### MEMBERS:

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





Vice President Rick Andreotti presenting a check to the Special Olympics of Northern California at the annual Dash & Splash/Polar Plunge event held at Aquatic Park on February 23..

## Officers Donate to Animal Care and Control

By Amy Hurwitz

Officer Thomas Coffaro# 242 and Officer Megan Macaulay #2365 spear-headed an effort to collect towels for the San Francisco ACC. The ACC staff use the towels for the animals in their kennels. SF ACC posts a wish list of items needed for the shelter on their website, the top request is for towels. Officers Coffaro and Macaulay realized the ACC has an on-going need for clean towels and rallied their coworkers for donations. Northern Station officers responded and donated.

Officer Coffaro, Officer Macaulay and Officer Dudy will continue collecting towels and other items for ACC. If anyone would like to donate they can contact these officers directly at Northern Station.



Lieutenant Amy Hurwitz, Officer Thomas Coffaro, Hobbit the Dog (available for adoption), Officer Megan Macaulay and Gorjean Morado (ACC Shelter Service Representative)

## AAU Campus Safety Night

By Kevin Martin

February 20 and 21, 2019, proved to be busy days for the continuing great relationship between the Academy of Art University, the SFPD and the SFPOA. On Wednesday, February 20th, Sgt. Steve Pomatto, SFPD Academy Defensive Tactics Instructor and Kevin Martin, Retired SFPD and current POA Associate Legal Administrator gave a personal safety class at 620 Sutter Street, site of one of the University Residential Halls. Academy of Art University Campus Safety Director and his valuable staff arranged for this special class presentation for the students and staff of the University. Approximately 30 students participated in the almost two-hour class. The class was divided into lecture and practical application of defensive safety tactics. Sgt. Pomatto was clearly the star of the show as he did an outstanding job speaking to the students and answering any and all questions the students presented.

After an hour lecture on how students can protect themselves, their friends and their property by taking precautionary measures to increase their awareness of danger, an hour was spent demonstrating simple but effective physical techniques to the students. Many of the students actively participated in the practical application of what they were being taught. The class was very well received by the students and many shared their personal thanks to Sgt. Pomatto for his great efforts. Thursday, February 21st was AAU Campus Safety Night which coincided with the AAU's Men and Women's basketball games at the historic Kezar Pavilion against rivals Notre Dame Nu Mar. Members of the AAU Campus Safety Department were honored for their continuing outstanding service to the AAU Community. In addition, members of the San Francisco First Responder Community were also present and acknowledged for their continuing great



Photo includes AAU Campus Safety Director Mike Petricca , members of the AAU Campus Safety Department and Officer Rockwell of the SFPD.



PHOTOS BY JAMES HOLMAN

efforts to serve not only the Academy of Art University but the city of San Francisco at large. Veteran SFPD Officer Rafael Rockwell was once again called upon to represent the Department and did his usual outstanding job coordinating the event for the Department. "Rock" as he is affectionately known provided safety materials and brochures for attendees. Officer Deandre Williams joined Rock and did a wonderful job representing the very best the Department has to offer interacting with students, staff and fans at the games. As often is the case, many hands joined together to make sure the events were a great success. The POA extends its gratitude to AAU Campus Safety Director Mike Petricca for his continued outstanding support for the men and women of the SFPD. For the last several years, Mike and his staff have been just wonderful to the Department and to the POA.

Officer Rockwell once again came through big time to assist others. "Rock" is truly one of the finest officers in our Department. A highly respected veteran street-wise cop, Rock has become the Department's go to guy for any and everything that needed to be done yesterday! Thanks again Rock for your continued greatness! Sgt. Steve Pomatto did a fantastic job lending his expertise as a police officer and as an instructor to create a safe, informative learning environment. Steve enjoyed the class and has expressed interest in returning to teach the class again. A very special thanks to the behind the scene guys who make events like this as successful as they are: Lts. Eric Altofer and Dave Maron of Park Station as well as Sgt. Jung Park of the SFPD Academy Staff. Thank you all for your continued dedicated efforts.

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L\_R: Lt. Michael Serujo, Sgt. Thomas Johnson, POA Treasurer Lt. Sean Perdomo, Sgt. Nicolas Pena, Officer Eric Reboli, Officer Daniel Rosaia, Sgt. Nathaniel Steger, Sgt. Craig Tiffe, Sgt. Michael Mellone, Sgt. Ryan Crosby, Officer Anthony Scafani, POA President Sgt. Tony Montoya, Sgt. David Goff, Officer Brent Reeder, and POA Vice President Officer Rick Andreotti.

PHOTO BY ST. CECILIA 4TH GRADER AND FUTURE SFPD OFFICER, 9-YEAR-OLD RYAN CROSBY

# *The San Francisco Police Officers’ Association’s Thirteenth Medal of Honor Ceremony*

Thursday, February 28, 2019



## Ceremony and Presentation

By Rick Andreotti and Sean Perdomo

On Thursday evening, February 28, 2019, the San Francisco Police Officers Association honored twelve members for valor and professionalism during some very tense and dangerous circumstances. The event was the 13th Medal of Honor Award Presentation and dinner held in the 3rd Floor Atrium of the POA building.

As family and friends looked on, the POA executive officers hosted a ceremony wherein each honoree received a special Medal of Honor and commendation.

The heroics displayed by each recipient was related to the attendees in detail, which is too lengthy to repeat on these pages. But at the conclusion of the presentations, the attendees heard and no doubt agreed with the sentiments of POA Treasurer, Lt. Sean Perdomo, who wrote for the program recitations:

*“These officers are celebrated for taking the risks that could claim their lives every time they investigate a crime. We give thanks and praise that they are with us today.”*

## *Medal of Honor Award Recipients*

- Sergeant David Goff
- Officer Daniel Rosaia
- Officer Brent Reeder
- Officer Anthony Scafani
- Sergeant Ryan Crosby
- Sergeant Nicolas Peña
- Lieutenant Michael Serujo, retired
- Sergeant Thomas Johnson
- Officer Eric Reboli
- Sergeant Craig Tiffe
- Sergeant Michael Mellone
- Sergeant Nathaniel Steger



# PAL Corner

By PAL Staff

Greetings from the SFPAL team. Last time we left off, our mighty Cadets were about to have a night of DT/PT with Officer Moylan. Let's find out how our future crime fighters did! On January 24th, the Cadets spent the evening with Officer Moylan and learned how to get the most out of their workouts. He introduced the Cadets to some new workouts and showed them proper techniques while at it. The Cadets pushed themselves and each other and broke a good sweat. Officer Moylan ended the night by speaking to the Cadets about a healthy diet and how to maintain a healthy lifestyle. A big Thank You to Officer Moylan for taking the time to teach our Cadets.

On February 7th, the Cadets had a night of report writing. The Cadets



were taught what goes into a police report, and why police officers take them. They learned the importance of paying attention during an interview and how to ask questions. The night ended with the Cadets taking a report from a battery victim for training purposes. Our role player kept our future crime fighters on their toes and did not volunteer any information unless a solid investigation took place. A big Thank You to Officer Leonard Morrow for playing the victim.

SFPAL would also like to congratulate the following Cadets on their recent promotions. Angelica Lee was promoted to Captain. Bill Wang and Angel Li were promoted to the rank of Lieutenant. Kristen Tom and Renaldo Smith were



promoted to the rank of Sergeant. Congratulations to all, and Thank You for your continued commitment to our program. Our program would not be what it is today without all of your hard work. Keep it up!

SFPAL will commemorate its 60th Anniversary and we would like for you to celebrate this major milestone with us. Join us on April 13th at the Olympic Club, Lakeside location for an evening of entertainment, dinner and live auction in support of our many programs. For ticket



information or underwriting opportunities please visit our website or contact our office.

The SFPAL jiu-jitsu program continues to be the hottest ticket in town. The waiting list for the program speaks for itself. The staff does an unbelievable job of mentoring the students and friendships have been formed that could last a lifetime. One student that has really stood out to the staff is Jaycob Alejandrino. Jaycob is a white belt and has demonstrated his technique in fine fashion. Recently, his teachers noticed

how much his technique has improved. More importantly though and keeping with the PAL spirit, Jaycob has demonstrated a positive attitude and is a mentor to other students. All this makes Jaycob Alejandrino the SFPAL Star of the month. Way to go Jaycob!

### Upcoming Events

Our Flag Football program is right around the corner. Free registration for the program is now open. Please visit our website for more information.

4th Annual Kids' Games event will take place on May 5th at Kezar Stadium. Registration to open on 3/2/2019.



The San Francisco Police Activities League  
cordially invites you to our  
*60th Anniversary  
Hall of Fame Gala*  
Saturday, April 13th, 2019  
Olympic Club, Lakeside  
Cocktails: 6:00 PM  
Dinner & Live Auction: 7:00PM  
Cocktail Attire

Join us for an evening honoring  
Gregory Suhr, retired Chief SFPD  
Gregory Isom, former Seahawks Director  
Diarmuid Philpott, ret. Deputy Chief SFPD  
Edith Lewis-Luenow, ret. Police Officer SFPD  
Herbert Lee, ret. Sergeant SFPD \*  
Richard Radetich, Police Officer SFPD \*  
\*posthumous

Individual Tickets: \$225  
Table Ticket: \$2000 (table seats 10 people)  
To purchase tickets please visit [sfpal.org](http://sfpal.org)



# Goals-Based Wealth Management: Planning for the Life You Want to Live

By Patrick R. Downs, Financial Advisor & Sean E. Peake, CFP®, Financial Advisor

You have unique goals, and your wealth management strategy should be designed to reflect the specific aspirations you have for yourself and your family. It should also go beyond just creating a portfolio to help you plan for retirement and other life priorities, such as saving for your child’s education or leaving a meaningful legacy.

### The Evolution of Wealth Management

Over the past 30 years, the wealth management industry has evolved. The role of the Financial Advisor has trans-

formed from stock broker to caretaker of their clients’ financial lives. In the wake of the financial crisis, Financial Advisors have increasingly taken on the role of fiduciaries, putting their clients’ best interests first.

Today, wealth management is a high-level professional service that goes beyond just investment advice to encompass every part of your financial life. Rather than trying to piece together advice from a series of professional advisors, you benefit from a holistic approach where a single Financial Advisor or team of Financial Advisors coordinates all the services needed to manage your wealth

and plan for your current and future financial needs.

### The Emergence of Goals-Based Wealth Management

Traditionally, wealth management centered around having a diversified portfolio and measuring its performance against a benchmark. But, for most people, successful wealth management is less about the day-to-day fluctuations in the market and more about having the resources they need to pursue and achieve their goals.

Goals-based wealth management, as its name implies, is a goals-based approach to managing your wealth. It revolves around reaching your objectives, rather than chasing after an elusive return. It changes the focus from creating a portfolio to concentrating on building the life you wish you lead. With goals-based wealth management, you develop a strategy to reach your goals and measure success by the progress you’ve made toward achieving them.

### Goals-Based Wealth Management is Dynamic

As your life stage changes, so do your goals. Early in your career, you may be focused on buying a home or starting a family. Over time, your priorities may shift to sending your children to college, assisting your aging parents or planning for retirement. In retirement, your concerns may be generating enough income to maintain your lifestyle or creating your legacy. To keep pace with your evolving needs and priorities, goals-based management is an ongoing process that helps ensure your strategies are always aligned with your goals, even

if your goals change. In an increasingly complex and ever-changing world, goals-based wealth management helps you create a financial roadmap to the future you envision for yourself and your family. With the help of a Financial Advisor who invests time in understanding you and your full financial picture, you can develop a wealth management strategy that fits your needs and helps maximize your probability of reaching your most important goals.

**Disclosures**  
Article by Morgan Stanley and provided courtesy of Morgan Stanley Financial Advisor.

Patrick Downs is a Financial Advisor in San Francisco at Morgan Stanley Smith Barney LLC (“Morgan Stanley”). He can be reached by email at [patrick.downs@morganstanley.com](mailto:patrick.downs@morganstanley.com) or by telephone at (415) 693-6031. His California Insurance License # is 0F82909.

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## Recover Underpaid CTO


To: Active & Retired Members  
From: President Tony Montoya

In July 2018, two POA members, represented by our outside law firm Messing Adam & Jasmine LLP, filed an FLSA collective action lawsuit in federal court against the City to recover CTO the City had underpaid when members either cashed out or used their earned CTO. This lawsuit came after the POA informed the City repeatedly, for well over a year, that the City was calculating CTO incorrectly by failing to include all premiums required under the FLSA.

Last week, the court signed an order allowing conditional certification of the class. This means that within the next couple of months, you should be receiving notice to opt in to the collective action if you: (a) earned CTO, (b) used or cashed out some or all of your CTO within the class period and (3) received pay premiums or differentials or other pay above your base pay at the time you earned your CTO. Unlike many class actions, you are not automatically a member of the class if you do nothing – you MUST opt in to the class in order to be a member of the class, and strict time limits apply. You need not take any action yet, but you should be on the lookout for a collective action notice in your mail in the late winter/early spring.


If you have any questions about this lawsuit, please contact Wendi Berkowitz at Messing Adam and Jasmine — [wendi@majlabor.com](mailto:wendi@majlabor.com) or (415) 266-1813.

## SF Dispatcher of the Month



London Breed  
Mayor

**Department of Emergency Management**  
1011 Turk Street, San Francisco, CA 94102  
Division of Emergency Communications  
Phone: (415) 558-3800 Fax: (415) 558-3843  
Division of Emergency Services  
Phone: (415) 487-5000 Fax: (415) 487-5043




Mary Ellen Carroll  
Executive Director

Date: February 1, 2019  
To: **Denise Arevalo, Public Safety Dispatcher**  
From: Lisa Marie Gerard, Employee Recognition Coordinator  
Re: Communications **Dispatcher of the Month — February 2019**

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

In January you were training on phones and received a request for assistance from a caller contacting us from out of state. The caller was concerned for she learned through social media that her friend purposefully took an overdose of medication. However, the caller did not have an address nor a phone number where her friend currently was. This did not deter you from utilizing every resource you could in an attempt to locate an address in which to send help. Databases were queried and cross-referenced to no avail. You then decided to check the white pages; with success you located an address. You immediately sent both Police and Fire to that address and the friend was found. Aid was provided on scene by Police and EMS who transported the friend to the hospital for further treatment.

Denise, your colleagues commend you for your persistent and detailed approach to a trying situation. The skills and knowledge you have demonstrated are admirable and a wonderful example to all of what a true telecommunications professional is. **Congratulations and great work, Denise!!**




### Morgan Stanley



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# BALEAF’s 20th Anniversary Sponsor Highlight; the SF Police Credit Union

By Robin Matthews

Greetings one and all! This year marks the 20th anniversary of the Bay Area Law Enforcement Assistance Fund (BALEAF)! We’re so thrilled to have been able to assist Bay Area law enforcement members and their families throughout these past 20 years, and look forward to continuing to do so as we move into the future.

As a non-profit, (501(c)(3) organization, BALEAF depends on donations and support from all of you, as well as from our dedicated, committed sponsors. Without all of your support, BALEAF would never have been able to provide the assistance to those who truly needed it in our law enforcement community over the years.

As part of our 20th anniversary year, I want to take the time to publicly acknowledge some of our sponsors that we have had, and continue to have, over the years. It takes a village to do what BALEAF has been able to do, and we want to make sure that our sponsors know how much we appreciate them, and that you know who they are, as well!

For the next few months, I plan on doing an article in the *Journal* highlighting some of these amazing organizations that have supported BALEAF. I wanted to kick off my series of articles by recognizing an organization that has been supportive of BALEAF from the very beginning – the SF Police Credit Union (SFPCU)!

Most people in the San Francisco Police Department should be very familiar with the SF Police Credit Union! Whether you’re a newer member of the Department, or have been retired for years, the SFPCU has been with us all from the beginning, taking care of all of our financial needs.

The SFPD aren’t the only ones who are lucky enough to be members of this financial institution; credit union membership is open to most law enforcement, selected support personnel, and their family members in the nine Bay Area counties!

What many people might not know is some of the history of the SFPCU. In 1953, the SFPCU opened their first branch at the Golden Gate Park Police Station! The following year, their first Annual Meeting was held, and in 1958, the first issue of “The Notebook” was issued, which was the Credit Union’s newsletter. The Credit Union remained at the Park Station location until moving the branch to Noriega Street in 1967.

In 2013, the Credit Union celebrated its 60th anniversary from when it first opened its doors! Membership had grown to 32,768 and their assets exceeded \$726 million! In 2014, the Oakland branch was opened, bringing the total number of branches to five. And in 2016, the Credit Union hosted a groundbreaking ceremony to celebrate the official kick-off of construction of a new administrative building in San Bruno, which will include a new branch.

\In 2018, SFPCU celebrated its 65th Anniversary, with nearly 41,000 members, and now has over \$900 million in assets!

\When BALEAF signed our Articles of Incorporation on July 21, 1999, there was no question in our minds on where we wanted to open our organization’s bank accounts! From Day 1, the staff at the Credit Union was there for us, assisting us in all of our banking needs.

As the years went by, our relationship with the SF Police Credit Union merged into a true partnership. Darlene Hong, who is currently the Vice President of Membership Development, took the lead in helping us with our outreach, and partnered with us in supporting events such as Law Enforcement Night with the Giants, Guns and Hoses events at the San Francisco Tennis Club, sharing tables with us at the Northern California Women Leaders in Law Enforcement Conferences, sponsoring scholarships for Bay Area officers killed in the line of duty, supporting Memorial Events, both at our Police Headquarters Building and at the State Memorial in Sacramento – the list goes on and on!

Anytime we ever needed anything, we knew that Darlene and the SFPCU were just a phone call away, to offer advice or support. Priscilla Guterres, the Director of Membership Development for the Credit Union, has now joined Darlene in continuing to move our partnership forward.

It’s an honor to have the SF Police Credit Union as our longest sponsor! Their motto of “Providing Financial Solutions to Take Care of Our Own” resonates with BALEAF. As such, they are listed as a Resource on our website, as we know that when law enforcement members and their families are in crisis, financial issues often play a huge part in that.

For more information about BALEAF, please check out our website at [www.baleaf.org](http://www.baleaf.org), or go to our Facebook page. We hope that you never need us, but we’re here if you ever do!

## Deaths

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

<b>RICHARD ARAMBULA</b> Age Unknown, Retired SFPD Died February 15, 2019 Notified by C. Bates	<b>NORMAN McHUGH</b> Age 90, Former SFPD (1950-1957) Died February 2019 Notified by R. LaPrevotte
--	--

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

**Submitting Obituaries and Memorial Tributes**

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

## 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)



## CBD Oil

(It’s not just a mistyped portion of the alphabet)

By Dr. Richard Martin, SFPD Staff Services  
Forwarded to the *Journal*  
by Kevin Martin (No relation)

Recently there have been several inquiries about the use of CBD oil and its appropriate use for SFPD Officers. I have tried utilizing it myself and beforehand spent several hours researching its appropriate use.

**What is it?**  
CBD Oil is a mixture of oil soluble chemicals called Cannabinoids. The CBD oil is generally concentrated from the Hemp portion of a Cannabis plant. Another Cannabinoid is THC which is generally concentrated from the buds of the Cannabis plant and as we all know THC is the psychoactive portion of the Cannabis plant. CBD oil does not have psychoactive properties.

**What does it do?**  
That is still a big unknown, as controlled science studies have not been widely performed. There are claims that are incredulous, but there appears to be a consistent benefit to many individuals for pain control. I personally did not obtain much pain relief, but everyone is different in their responses. We have Cannabinoid receptors (sites where the Cannabinoid acts as nervous system stimulant or inhibitor) throughout our body including several organs such as the gastrointestinal system and even the bladder. It has recently been approved by the FDA to treat a devastating type of seizure disorder in young children, however if you paid for the high dosing that is used for the seizures you would soon be broke. There is a lack of true controlled studies in humans for many reported benefits, but animal studies are encouraging for many positive effects. I would encourage you to look these up.

**What do I need to be aware of?**  
CBD oil sales are the wild west right now so the following are key issues: You would want to obtain pure CBD oil without THC. This means that the oil has less than .3% THC which is not enough to be psychoactive or show up on a drug screen as the cut off levels are well above this. Several CBD products have 1-4% THC blended in, but there is no more excuse to utilize these blends with THC than there is to be found ingesting or smoking THC. You should obtain CBD oil from a reputable source that can provide you with the chemical testing results of their product. You want to make sure there are no pesticides, solvents, or THC in the product. The higher quality CBD is extracted with Carbon Dioxide (CO2) instead of organic solvents, with the CO2 dissipating and leaving no residue.

**Potential Problems**  
CBD chemicals are broken down via the same enzyme pathway as several medications and this can affect the medication levels in your blood. If you are on any medications where the levels are very important i.e. blood thinners, heart medications, antibiotics or antiseizure medications, you should notify your physician if CBD oil is being used orally. If it is being utilized topically, this would not be a problem.

**Below are some reputable sources for more information:**  
<http://nationalpainreport.com/10-things-you-need-to-know-before-you-buy-cbd-oil-8836542.html>  
<https://cbdOilreview.org/cbd-cannabidiol/cbd-dosage/>  
<https://www.consumerreports.org/marijuana/how-to-shop-for-cbd/>

### Behavioral Science Unit (BSU)

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

.....

#### SERVICES:

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

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

Catastrophic Illness Program  
\*\*\*

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

#### MEMBERS:

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



# Widows' and Orphans' Aid Association

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

February 12, 2019

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting at 850 Bryant Street, room #150, in San Francisco California. The meeting commenced at 1230 hours.

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

**Approval of the Minutes:** Trustee Rob Forneris made a motion to accept the minutes from our January 2019 meeting. Trustee Ryan Walsh seconded the motion. The motion passed without objection.

**Receiving Applications; Suspensions and Reinstatements:** There were no new applications for membership. There were no new suspensions. Vice President Jim O'Meara made a motion to reinstate dropped members Robert Tayak, William Arietta, and Kenneth Lui. Tayak, Arietta, and Lui all paid their back dues and fines, and submitted a note from their Physician declaring that they are in good health. Trustee Al Luenow seconded the motion. The motion passed without objection.

**Communications and Bills:** Treasurer Dean Taylor read aloud the bills and beneficiary claims (William Van Dis) for our recently passed members. Trustee Leroy Lindo made a motion to pay our outstanding bills and beneficiary claim. Trustee Al Luenow seconded the motion. The motion passed without objection.

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

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

**Kevin Conroy, age 90:** Kevin J. Conroy was born in San Francisco California. Kevin entered the San Francisco Police Department on September 5, 1950. Kevin graduated from the San Francisco Police Department Academy Training on September 18, 1950. Kevin wore star #236, and worked the following assignments during his 30 year career: Park Police Station (September 18, 1950), Central Police Station (February 5, 1951), Headquarters Juvenile Bureau (September 10, 1953, promoted to Asst. Inspector on March 16, 1957, to full inspector on March 16, 1959, and to Q50 Police Sergeant on July 12, 1967), Personnel (January 30, 1973), Inspector's Bureau (July 3, 1976), and finally to Park Police Station (June 13, 1978, promoted to Q60 Police Lieutenant). Kevin Conroy retired with a service pension on April 30, 1980. Kevin was awarded a third grade Medal of Valor for services rendered on March 9, 1963. Kevin and his partner Donald

Euing observed a suspect driving a vehicle who was wanted for kidnapping, stolen vehicle, and who was armed with a shotgun. Conroy and Euing forced the car to the curb and placed the suspect into custody. Kevin and his partner Donald Euing were awarded with a first grade Medal of Valor for services rendered on September 8, 1956. Conroy, Euing, with Sergeant William Cunnane, and Officers Robert Wentworth, William Brazil, Daniel Mahoney, John Mino, John Heald, William F. Musante, William DelBene, and Emil Giacomoni helped rescue four people who were drowning in the Pacific Ocean. One officer rode his horse into the water and directed the rescue operation. The Mounted Unit Officer was eventually in danger of drowning and rode his horse out the ocean to safety. The rescue was successful.

**Norman McHugh, age 90:** Norman Gerald McHugh was born on October 20, 1928 in San Francisco, California. Norman was the second child born to Denis and Sara McHugh. Norman attended Most Holy Redeemer, St. Ignatius High School (now S.I. College Preparatory), and the University of San Francisco with a focus on Accounting. Norman married Eugenia "Genie" Hinds on September 10, 1949. Norman and Genie had five children, Carol (Tony) Dileva, Stephen, Ann (Rudy) Wadley, Geraldine (fiancé Dale Misner), and Jeff McHugh. Norman, after working for a short time as a mail carrier, joined the San Francisco Police Department on July 5, 1950 as a member of the S.F.P.D.'s 65th Academy Class. Norman wore star #1529. Norman left the San Francisco Police Department in 1957, and there is no record of where he was assigned to work. Norman was "loaned" to the United States Marine Corps from 1950 to 1952. Norman was honorably discharged from the USMC and returned to the S.F.P.D. Norman left the San Francisco Police Department on a "transfer" to the California Department of Justice/Law Enforcement Division. During his career at the DOJ, Norman held the position of Supervising Special Agent in San Diego, Los Angeles, San Francisco, and Sacramento. Norman rose to the rank of Assistant Chief of the Bureau of Narcotic Enforcement and Bureau of Investigation. Following his retirement from Law Enforcement, Norman attended Wood Shop classes at Palomar College which led to his membership in the San Diego Fine Woodworkers Association Program of building wooden toys to be handed out to children during the Christmas Holiday. Norm joined the San Diego Woodturners Club and taught the skill to wounded soldiers at Camp Pendleton. Norm was a familiar face at the San Diego Blood Bank where he donated 19 gallons of blood and helped to save 396 lives. Norm also volunteered delivering baked goods to the Encinitas Senior Center. Norman G. McHugh was survived by his wife and five children, five grandchildren, five great-grandchildren,

and many nieces and nephews,

**Ed Packard, age 82:** Edward R. Packard was born on October 26, 1936 in San Francisco, California. Ed joined the San Francisco Police Department on May 12, 1961. Ed worked the following assignments during his 11 year career: Potrero Police Station (April 9, 1962), Park Police Station (May 16, 1963), Communications/ BCI (May 1, 1967), Potrero Police Station (July 1, 1971), and Community Relations (April 16, 1972). Ed retired with a Disability on September 27, 1973. Ed was awarded with a 2nd grade Medal of Valor for services rendered on May 24, 1964. Ed, with Officers Arthur Gerrans, Frank Kerlin, and Michael J. Williams had responded to a call of a man armed with a knife who had just cut another man. When the Officers arrived at the scene the suspect was locked in his room. It was necessary for the Officers to break down the door to gain entry. When entry was made, the Officers were faced by the suspect standing in a corner and holding a revolver. The suspect had the firearm pointed at the Officers. The Officers ordered the suspect to drop the revolver. The suspect refused and the Officers rushed the suspect and disarmed him by force. There was no written obituary subsequent to Ed's passing as was his request. If any member wishes to remember a deceased member with an obituary or fond memory please contact me, or Ray Shine as soon as possible subsequent to the sad news of the member's passing.

**Report of Special Committee:** Bookkeeper Sally Foster has not only reconciled our entire membership roster, she has reported and resolved a significant number of errors on our automated files. Our membership files were scanned into a data base a few years ago. Sally discovered incomplete files regarding necessary paperwork. Members have been contacted regarding forms and records. Sally has also been conducting address and phone number verifications for our membership. Sally is in charge of our WOAA Constitution and By-Laws rewrite and will be mailing out ballots to each member for a vote on our proposed changes.

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

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

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

**Adjournment:** President Ray Kane led our Board in a moment of silence for all our passed members, our recently passed members Kevin Conroy, Norman McHugh, and Ed Packard who passed away in February of 2018, but was reported to the WOAA last week. President Kane scheduled our next meeting for Tuesday March 12, 2019. The meeting will be held at the Hall of Justice at 850 Bryant Street, room #150 in San Francisco, California. The meeting will commence at 1230 hours.

**To All WOAA Members:** Members who have not submitted their dues payment for 2019 can send \$100 to **WOAA, P.O. Box 4247, San Rafael, CA 94913-4247**. Members have an option of signing up for Automatic Payments each year. Our website [sfwidowsandorphans.org](http://sfwidowsandorphans.org) has a link for the San Francisco Police Credit Union, and an option for Pay Pal. Membership dues need to be submitted as soon as possible. Please use this website to access beneficiary forms if a change is needed. Click on the Resources box on our face page. Print the form, complete it with address, contact numbers, and email address. Mail the form to above mentioned P.O. Box in San Rafael. I can be contacted by phone at **415 681-3660**, or by email at [markmac825@comcast.net](mailto:markmac825@comcast.net). The WOAA would like to express our thanks and gratitude to the following people who assist our efforts each month: Retired San Francisco Police Department Captain and the current POA Defense Administrator, Paul Chignell, Retired San Francisco Police Department Lieutenant and the host of the Gold Country Reaper website, Rene Laprevotte, Retired San Francisco Police Sergeant and the current and long-time editor of the POA Journal, Ray Shine, Sergeant Rachael Kilshaw and Risa Tom of the San Francisco Police Department Police Commission Office, David Ng of Personnel, and to the Command Staff and Officers of Traffic Command who generously afford us space for our monthly meetings and our files.

Mark J. McDonough,  
WOAA Secretary



Working for you to keep you safe,  
working with you to portect our City.

San Francisco POA  
@SanFranciscoPOA



Follow us on Twitter



Photo courtesy of Insp. Matt Perez (ret.)

## Duggan's Serra Mortuary, Daly City

500 Westlake Ave, Daly City 650-756-4500

The Duggan Family Serving San Francisco Community Since 1885

Sullivan's and Duggan's Serra Funeral Services, 6201 Geary Blvd. SF FD228

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

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



# POA Mail

Dear SFPOA —

On behalf of the San Francisco Police Activities League, I would like to thank you for supporting our 60th Anniversary Hall of Fame Gala event held on April 13, 2019 at the Olympic Club, Lakeside location in San Francisco, California. It is because of generous supporters like you that we can continue to strengthen and improve our community by providing athletic and educational programs to youth in need.

Sincerely,  
Sabine Medrano  
Development Director

Dear Commander Lazar

Last night at Kezar Stadium the Police Depart partnered with AAU on our annual Campus Safety Night at our last home basketball game of the year. We had our best turn out ever and I want to thank Officers Rafael Rockwell and Deandre Williams for coming and speaking to the crowd. Lt. David Maron also came by and met our students, staff and Athletics Director Brad Jones. I want to give special credit and thanks to the ALERT Team. They manned the booth and were outstanding.

Kevin Martin was my main contact and he has been a fantastic liaison between AAU and the Police Department. Without Kevin the night would not have been such a success.

By the way we played Notre Dame de Namur and won the men's game and lost the women's. It was a lot of fun and a great message was given by your team.

Thanks again,  
Michael G. Petricca  
Vice President of Campus Safety  
and Lab Resources  
Academy of Art University

Dear SFPOA —

Youth are our greatest resource; one in which you have made a generous investment. Your gift brings invaluable returns in the form of education, leadership, and skill-building for Bayview youth and their families.

Thank you for your gift to our 2018-2019 Bayview Foundation and Corporate Grants. By making your gift to the Bayview Hunters Point YMCA, you move us forward. As the leading non-profit for youth development, healthy living and social responsibility, the Y uses your gift to make a meaningful, enduring impact in the lives of those who need it most.

Thank you for being a key partner in the forward movement of our mission: We build strong kids, strong families, and strong communities.

Takija Gardner  
District Executive Director  
Bayview Hunters Point YMCA

Dear SFPOA —

On behalf of the Ocean View, Merced Heights, Ingleside-Neighbors In Action I wish to thank you for your generous donation and continued support of our Annual OMI Holiday Toy Giveaway.

We had approximately 350 adults and children in attendance at our party held on Saturday, December 15, 2018. Everyone was served, cookies and punch. In addition, over 300 neighborhood children received a toy from Santa Claus.

In addition, each child was able to take a picture with Santa, and Frosty.

With the number of attendees, it is obvious that the party is an annual event the neighborhood children and families look forward to, and need. Your donation allowed us to make this event possible.

Warm Regards,  
Marru Harris  
President

Dear Tony —

We would like to thank the Board of Directors of the Police Officer's Association for the thoughtful and generous donation made to Operation Dream.

Your donation assisted us in providing toys, hot chocolate and cookies to children of low income housing this past Christmas season. There was plenty of holiday joy when Santa Claus made an appearance and took photos with the children.

We appreciate your support of our organization.  
Happy New Year.

Thanks  
Leroy Lindo (retired)  
San Francisco Police

Dear President Montoya —

I would like to thank you, the SFPOA, and Mike Nevin in particular for the SFPOA's very generous donation to my GoFundMe account. It has really helped with all of the extra expenses.

More importantly for me is that you consider me part of the SFPD family. Working with the SFPD has been the highlight of my career and my greatest honor.

This is the first time I have accepted charity for anything and that has not been easy, but the extra funds sure have helped.

Thank you so much again for your donation and for posting my GoFundMe page for the SFPD to see. You guys are just the best.

Sincerely,  
Blake Loeb

Dear SFPOA —

On behalf of the SFAR Foundation, thank you for your generous donation to support the Welcome Home Project.

Your contribution makes it possible to realize the number one goal of the Welcome Home Project.

Your contribution makes it possible for the Welcome Home Project to meet the increasing demand to be of service to our community's most vulnerable families and individuals as they work to stabilize, rebuild, and move forward with their lives.

Thank you for your support and contribution. Together, we are making a difference every day.

Sincerely,  
Mary Jung  
Executive Director

Dear SFPOA —

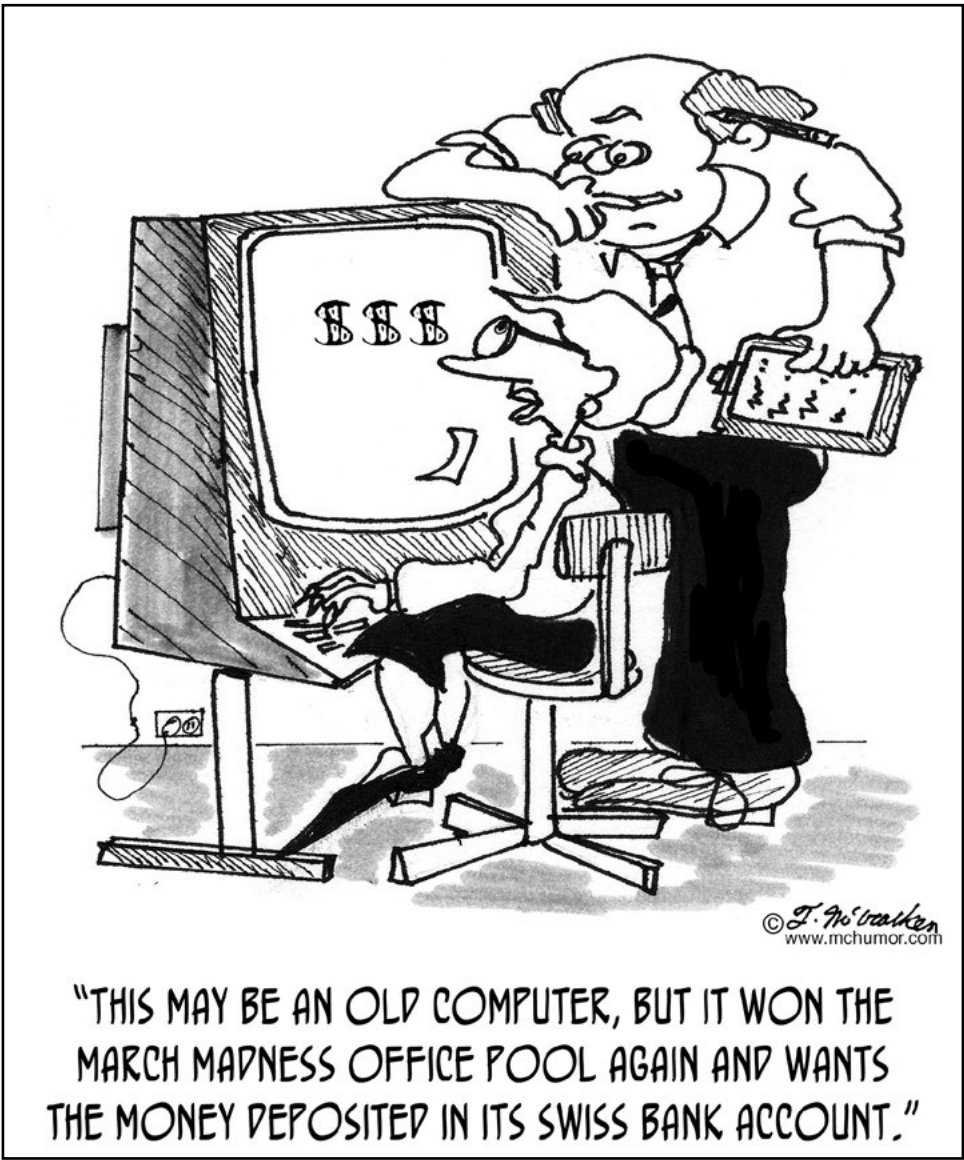
Thank you so much for the lovely flower arrangement that was sent to my mother's funeral service. It was very thoughtful.

Venus J. Williams & Family

Dear Tony and the POA —

I am so grateful to you and your team for the incredible floral arrangement for my father's funeral. It meant so much to my family and I to have our police family think of us during

## Artificial Intelligence Spoils Another Popular Workplace Tradition



this difficult time. Thank you for the wonderful gesture.

Sincerely,  
Peter & The Walsh Family

February 2, 2019  
Chief Bill Scott  
San Francisco Police Department  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158

Dear Chief Scott,

We are writing to both thank and commend SFPD for their professional, courteous and courageous assistance on Saturday, January 26, 2019, at the Walk for Life West Coast. It seems as if every year we write the same letter: how great you are, how much we owe to the men and women of the SFPD, and how it would not be possible for us to safely exercise our constitutional rights without the protection of the SFPD. But we write it every year because it's true every year!

It really does our hearts good to see families taking photographs with police officers, kids crowded around officers and the thousands of participants thanking your officers for a job well done. It is the way it should always be — kids looking up to men and women in uniform. Your officers seem to like it too! One of the biggest rounds of applause year at this year's rally came when Archbishop Cordileone reminded us that the SFPD put their lives on the line for us every single day asked the crowd to give it up for the SF Police Department!

This year marked the 15th Walk for Life and it continues to be a great pleasure (and honor) for us to work in coordination with your Department. You should be proud of them. As San Franciscans, we sure are!

Sincerely,  
SK. Knight Dwight Speir  
Gibbons J. Cooney

Dear SFPOA —

Thank you so much for your extremely generous sponsorship of our upcoming Farm to sTable dinner! We know that you have a choice in your philanthropic giving and we appreciate you choosing to give to Giant Steps. Together, we are creating opportunities for our clients to increase their independence and fulfillment. In the words of one of our riders:

When I am with my Giant Steps horse, I work on the physical goals of balance, core strength. But what keeps me coming back is the freedom of movement. the building of confidence as I maneuver a half ton being, and the total acceptance that I have control over my experiences.



From our riding lessons for all ages, to our innovative groundwork programs, we achieve great results with your help.

If you have not done so already, we invite you to visit our riding facility in Petaluma to witness the magic in action. Please call the office to make arrangements for your private tour.

Sincerely,  
Beth Porter  
Executive Director  
Therapeutic Equestrian Center



# News from the Credit Union

By Al Casciato  
SFPD Retired

**Q: I am having problems using my SFPCU debit card at a Bank of America ATM. Will this be fixed soon?**

**A:** Several members have notified us about this. We contacted BofA and learned that they are experiencing technical difficulties with debit cards from some other financial institutions, and are working to correct the issue. Unfortunately, they were unable to give us an estimated time to have it resolved. In the meantime, you can use our online ATM locator at [www.sfpcu.org/locator](http://www.sfpcu.org/locator) to find an alternate ATM near you.

**Q. Does SFPCU offer other types of vehicle loans besides cars and trucks?**

**A:** Yes, we offer new and used motorcycle loans, RV/motorhome loans, boat and jet-ski loans and travel trailer loans — all with very competitive rates and attractive terms. Check out what is available, and apply at [www.sfpcu.org](http://www.sfpcu.org).

**Q. Is the new San Mateo branch opening soon?**

**A:** We are pleased to announce that after a number of delays due to weather and labor shortages, our new branch in

San Mateo is scheduled to open around the end of March. The new address is **4060 South El Camino Real, Suite F**. Stay tuned for more updates as we get closer to the grand opening day! And don't forget, we are also anticipating opening our new branch in San Bruno, located at **1250 Grundy Lane**, in early April.

**Upcoming Events**

Mark your calendars for our next used auto sale with Enterprise Car Sales in April. Members who stop by any of the four Enterprise Car Sales locations listed below and finance a vehicle with us will receive a **1.25% APR rate discount!**\* And to help us celebrate our 65th Anniversary, members who buy and finance a car during the sale event will receive a \$65 eGift card.

**When:**  
April 26th through April 28th, 2019

**Enterprise Car Sales Locations:**

- **San Leandro**  
14812 E. 14th Street  
San Leandro, CA 94578-2906
- **Redwood City**  
345 El Camino Real  
Redwood City, CA 94062-1723
- **Concord**

1235 Concord Ave  
Concord, CA 94520

- **Santa Clara**  
4517 Stevens Creek Blvd  
Santa Clara, CA 95051-6858

\* 1.00% off current SF Police Credit Union rate with a max loan term of 60 months, and additional .25% discount for SFPCU members who purchase a vehicle at an Enterprise Car Sales location April 26-29. Rates, fees and terms are subject to change at any time, visit our website for current rates at [www.sfpcu.org](http://www.sfpcu.org).

**Watch for a New Upcoming Feature that Could Win You Cash!**

To add some fun and encourage members to read the column in its entirety, starting next month, one credit union related word will be hidden within the articles. The first member to send an email with the correct word to the mailbox [Marketing@sfpcu.org](mailto:Marketing@sfpcu.org) will receive \$10 deposited to their account. When you respond, include your name and email, and we will contact the winner for their SFPCU member number.

**Give Us Your Feedback:**

If you have feedback about any matter at the Credit Union, please send a note by going to [www.sfpcu.org/contact-form](http://www.sfpcu.org/contact-form). If you have a specific concern, the credit union encourages you to work


with branch or Contact Center staff who can answer questions and either promptly resolve issues or escalate an issue to the appropriate department or individual for assistance. You can also post a message on SFPCU's Facebook page at <https://www.facebook.com/SFPoliceCreditUnion/>.

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

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

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

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



SAN FRANCISCO POLICE OFFICERS ASSOCIATION

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San Francisco, CA 94103

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415.552.5741 fax

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

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President

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Vice President

MATTHEW LOBRE  
Secretary

SEAN PERDOMO  
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TRACY McCRAY  
Sergeant At Arms

January 29, 2019

Board of Parole Hearings  
ATTN: PRE-HEARING CORRESPONDENCE  
P.O. Box 4036  
Sacramento, CA 95812-4036

Re: Nathan Sims – CDC #J-32468  
Parole Hearing Scheduled for Thursday, April 11, 2019

Dear Board of Parole:

It has come to the attention of the San Francisco Police Officers’ Association that Inmate Nathan Sims is eligible for a parole hearing on April 11, 2019. I am asking that you deny his request for parole.

On August 6, 1993, Inmate Nathan Sims shot Officer Abel Dominguez in the right temple, the right cheek and the right arm during a routine traffic stop in Long Beach, California, leaving Officer Dominiguez severely injured. He was placed on life support and remained in a coma for more than a week. This catastrophic injury disrupted all motor skills on his left side. He lost all peripheral vision and currently wears a brace on his left leg and has no use of his left arm or hand. He was hospitalized for months and continued intense rehabilitation for over a year.

The shooting also deeply affected his wife and his three children, who were 2, 4 and 11 years at the time. Mrs. Dominguez was forced to leave her job in order to provide fulltime nursing care for her husband. Officer Dominguez, Mrs. Dominguez and their children would be traumatized by Nathan Sims’ release.

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 #J-32468. Justice demands that he be made to spend every remaining day of his life in prison for the attempted murder of Officer Abel Dominguez.

Respectfully,

Tony Montoya  
President

SF POLICE CREDIT UNION

Providing financial solutions to take care of our own

When you join SFPCU, you'll receive \$25 for your opening deposit, plus enter to win a \$500 Amazon eGift Card at [www.sfpcu.org/giveaway](http://www.sfpcu.org/giveaway).\*

Below-market mortgage rates and low fees

Low Auto Loan Rates with 90 days NO PAYMENTS, a 1% rate discount with Enterprise Car Sales\*\*

Checking with no monthly fees and up to 10 ATM fees rebated per month\*

Platinum Visa with no annual or balance transfer fees

Join today with two easy steps!

1. Go to [www.sfpcu.org/becomeamember](http://www.sfpcu.org/becomeamember)

2. Enter MD950 in the promo code section to get your \$25 opening deposit bonus.



800.222.1391  
[www.sfpcu.org](http://www.sfpcu.org)

\*\$500 Amazon eGift Card winner will be chosen at random and notified on 4/5/19. Before prize is emailed, SFPCU must receive acknowledgment of winning by 04/12/19. All new accounts are subject to the SFPCU account opening procedures and standard account terms and conditions.\*\*1.00% off current SF Police Credit Union rate with a max loan term of 60 months. Offer valid 01/01/19 – 03/31/19 and is subject to change without notice. This offer cannot be combined with any other offer. Used vehicles were previously part of the Enterprise rental fleet &/or an affiliated company's lease fleet or purchased by Enterprise from sources including auto auctions, customer trade-ins or from other sources, with a possible previous use including rental, lease, transportation network company or other use. \*SFPCU will refund ATM surcharges up to \$3 per out-of-network ATM transaction. Rates, terms and conditions are subject to change. Federally insured by the NCUA

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Like





Opinion

# Are We Asking Police To Do Too Much? 7 Experts Debate the Role Cops Should Play in Today’s Society

From The Inquirer Daily News, Philly.com  
Forwarded to the *Journal*  
by Martin Halloran  
Updated: February 28, 2019 - 3:20 PM

When kids dress up as police officers for Halloween, they pretend to catch “robbers” and find clues that will help them solve mysteries. But the reality of being a police officer in Philadelphia today is very different. Officers spend their time responding to pressing problems — overdoses, homelessness, and mental-health crises, to name a few. And at the same time, nationwide, the majority of crime goes unsolved.

Could the reason be that we are asking too much of police? We asked a variety of experts to answer that question and give us a sense of what police should prioritize. To glean that information, we asked them how they would recommend that a police department spend an imaginary gift of \$100,000. Responses have been lightly edited for clarity. Interviews were conducted by Abraham Gutman.

Police as problem solvers.

By Robin S. Engel

**Are we asking police to do too much?**

“Historically, the role of police for centuries has included a mandate to handle situations, maintain order, enhance public safety, and provide service. This has not changed – police have always been involved in social work to some extent. When we limit our conception of police to only law enforcers, we do a disservice to the profession. What we need to provide are more resources and tools for officers to effectively and efficiently handle the situations they encounter. With the opioid crisis, these resources may include stronger police/public health partnerships, investments in treatment facilities, police training in crisis intervention, providing officers with additional alternatives to arrest, and structuring our law enforcement agencies to support these alternatives through changes in policies, training, and supervision. We are not really adding more ‘tasks’ to police; we are asking police to be problem solvers – and therefore we need to provide them the tools and resources to do that effectively.”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“I would invest the money in a comprehensive review of the Police Department — the policy, the procedure, the practice. I would assess the needs and the resources, talk to citizens and officers, and come back with a plan for evidence-based policing.”

— *Robin S. Engel is a professor of criminal justice at the University of Cincinnati and director of the IACP/UC Center for Police Research and Policy*

“I need you to go out there.”

By Lt. Sonia Pruitt

**Are we asking police to do too much?**

“In the past few years we, as law enforcement, have been moving away from the law enforcement-only standard and

have been moving into a guardian position where our role is to take care of the public, take care of the citizens, take care of those who depend on us the most. I don’t think that being a law enforcement officer and being a guardian have to be mutually exclusive. I would contend that a really effective police officer says, ‘I need you to go out there, and you don’t have to lock everyone up, but you do have to have a good relationship with a community that we serve.’ ”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“My priority would be dealing with the public. That can be implicit bias training, cultural diversity training, how to deal with a difficult situation, use of force — if you effectively figure out those things, everything else falls into place.”

— *Lt. Sonia Pruitt is the national chairperson of the National Black Police Association. She has been serving as a police officer in Maryland for the last 27 years.*

“When no one else can help, we call the cops.”

By Peter Moskos

**Are we asking police to do too much?**

“We always have been -- that’s what cops do: Pick up the pieces of what society has failed at solving. In a way that is their job. The buck has to stop somewhere. It’s a shame that issues like mental health and homelessness aren’t solved. But when no one else can help, we call the cops and ask them to do something.”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“Public safety trumps a lot. I don’t believe it is possible to solve society’s greatest problems if people are afraid — and sometime for good reason — of getting shot when they leave their house. We need proper evaluation of programs. A hundred thousand dollars isn’t that much money, but it could fund a proper study. ... So much more depends on leadership instead of a little bit of money here and there.”

— *Peter Moskos is a professor and chair of the department of law, police science, and criminal justice administration at John Jay College of Criminal Justice. He served as a police officer in Baltimore for two years.*

Policing is dealing with social problems.

By Jerry Ratcliffe

**Are we asking police to do too much?**

“We certainly are, within the current constraints of how much we are willing to support them. We increasingly ask more of police, and they could take additional roles if we supported them appropriately, but we don’t. Law enforcement is just enforcing legislation, but policing involves dealing with many more social problems. We give police officers law enforcement training and tools, but we ask them to do a social service mission.

And so their tools and training and support are not set up for the duty that they have now evolved into.”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“I would spend the money on more hours of police foot patrol in small crime hot spots in the summer. We know that violence tends to spike in the summers. We know that violence concentrates in small, specific crime hot spots — just a few corners, a few localized places. And we know that if we put police officers, especially rookie police officers who tend to work hard and engage with the community, in those locations, we’ve shown already in Philadelphia that that can have a measurable impact on one of the city’s most acute challenges.”

— *Jerry Ratcliffe is a professor of criminal justice at Temple University. He served as an officer with London’s Metropolitan Police for 11 years.*

Invest in alternatives to police.

By Samuel Sinyangwe

**Are we asking police to do too much?**

“For too long, police have been used and invested in as a catch-all for a range of issues — from substance abuse to homelessness to even school discipline. That is way beyond what the role of the police should be. Instead of police, we should be investing in alternatives. In response to public health issues like substance abuse, we should be having mental-health providers responding to calls involving people who are having mental-health crises rather than police. I think the police are doing entirely too much.”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“There are things that take money to do and that need to be done in the context of policing, like the creation of oversight structures, accountability structures, and crisis intervention training. However, the police already receive so much money. In many cities it’s like 40 percent of the city budget. That’s more than enough to do those things.”

— *Samuel Sinyangwe is the cofounder of Campaign Zero, a data-informed platform that presents comprehensive solutions to end police violence in America.*

Decisions about police spending are like “Sophie’s Choice.”

By William Bratton

**Are we asking police to do too much?**

“In many respects, we are. Throughout my career, starting in Boston decades ago, that has been the case. The basic mission for which police exist is to prevent crime and disorder. After 9/11, police departments, particularly in large cities, are expected to commit resources to preventing terrorism. We are expected now to deal with cyber crime, and the

opioid crisis. Police are being expected to be better trained to deal with emotionally disturbed people on the street. We are asking police officers in the 21st century to be almost doctors — what drug are they probably on? What mental-health condition? I have an expression that we used in Los Angeles, but I think it applies for the profession as a whole: ‘too few who have been asked to do too much with too little for too long.’ ”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“In terms of prioritization, first has to be technology. Training, because the vast majority of departments in America do not do enough in terms of training. Third, we must address the sufficient number of police. There is the old adage of ‘You get what you pay for.’ So \$100,000, in some respects is a Sophie’s choice dilemma.”

— *William Bratton is the executive chairman, risk advisory, at Teneo Consulting. He served as the police commissioner of New York City, the chief of police of Los Angeles, and the commissioner of the Boston Police Department.*

Invest money in communities, not cops.

By Jennifer Epps-Addison

**Are we asking police to do too much?**

“When we look at the most criminalized communities, largely black and brown communities but also communities where folks have disability and are struggling with drug addiction, we know that the thing that will help them overcome those deeply embedded challenges is not continued criminalization and suppression, but instead investments in the common good. Investment in housing, education, health care, and jobs. Police are not mental-health professionals, they are not trained to provide health care to people, they are not social workers, and we need to reevaluate the role of policing in society and reimagine public safety in a way that invests in communities and neighborhoods, not incarcerates them, surveils them, and oppresses them.”

**How would you recommend the Philadelphia Police Department spend \$100,000?**

“I believe that we need a massive divestment from policing and the police state. The role of policing has largely been about social control, about the control of black and brown bodies, and the intersection of racial capitalism that allows people to exploit and profit largely off of communities of color. If you said I’m going to give you \$100,000 for policing, I would say, we don’t need to put \$100,000 more in policing. In fact we need to be taking millions of dollars out of policing and invest that money in our communities.”

— *Jennifer Epps-Addison serves as the president and co-executive director of the Center for Popular Democracy and CPD Action’s network of 49 partner organizations in 33 states.*



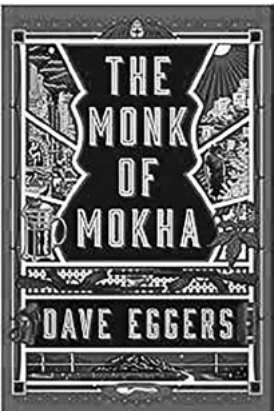
# Book Review

## The Monk of Mokha

By Dave Eggers  
Reviewed by Dennis Bianchi

Dave Eggers is a most interesting person. He was born in Boston, Massachusetts forty-nine years ago. He lives in the San Francisco Bay Area and is married to Vendela Vida, who is also a writer. Mr. Eggers has published both fiction and non-fiction books. He has published novels, novels, books of short stories, biographical works, screenplays, pieces for magazines and books of humor. His book, *A Heartbreaking Work of Staggering Genius* was a finalist for a Pulitzer Prize, among other awards. His book *Zeitoun* also won numerous awards and was reviewed in this publication a few years back. He founded 826 Valencia, a nonprofit writing and tutoring center for children ages 6-18. That enterprise was so successful that it grew into six chapters across the United States and is now known as 826 National. He is the founder of McSweeney's, an independent publishing house in San Francisco that specializes in books and journals. He formed ScholarMatch, a nonprofit organization that connects students with resources, schools and donors to make college possible.

*The Monk of Mokha* was published



in February of 2018 and was released in paperback just this year. It is not an easy book to categorize. It might be considered a story of the pursuit of the American Dream. It could also be a fine primer on the history and production of coffee. It's biographical. It's political. It is also an adventure story that, occasionally, resembles an Indiana Jones-like movie. Mokhtar Alkhanshali, a Yemeni American, was a twenty-five-year old doorman for the large complex of condominiums in San Francisco known as The Infinity, when he decided to change the direction of his life. He discovered that the country his parents were from, Yemen, was the first place that coffee beans were cultivated and made into a beverage, approximately five hundred years ago. He also learned that Yemen had turned many arable acres that had once been coffee growing plants to a different crop: qat, or khat. Khat is a flowering plant native to the Arabian Peninsula that contains cathinone, a stimulant, which causes loss of appetite and euphoria. It is often used as a recreational drug and is most often chewed but can also be prepared as a tea. The World Health Organization classified it in 1980 as a drug of abuse that can produce psychological dependence. It

is considered a controlled substance here in the United States. Throughout the book the protagonist, Mokhtar, uses khat while dealing with farmers and business people in Yemen. Mokhtar wanted to make it more profitable for those farmers to return the crops of khat to crops of coffee beans. The story begins with Mokhtar growing up primarily in San Francisco's Tenderloin District. He made and maintained many friends but seems unable to improve his economic status until his attention is focused upon the idea of becoming a coffee exporter. His lack of business acumen and almost non-existent knowledge of the coffee business should have made this pursuit nothing much more than a passing fancy. Instead, his determination and energy drove him to succeed. Mr. Eggers has said that he spent hundreds of hours interviewing the protagonist, Mokhtar Alkhanshali over the course of three years. He also attempted to corroborate Alkhanshali's statements by speaking with those who were present and/or with available documents. As has been the quality of Mr. Eggers previous works, this is a great, almost epic tale. It is also open to criticism. All the conversations that took place were not recorded. Mr. Eggers tries to recreate those conversations into English but they were often conducted and are remembered by Arab-speaking people. He succeeds in producing a lively tale,

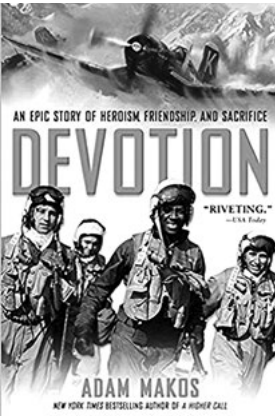


but I wondered how accurate were those re-creations. I also found that many steps that must have been taken for Mr. Alkhanshali to succeed were either incompletely described or left out completely, particularly the means and methods of securing enough capital to transport the coffee beans by ship to the United States. The scenes in the book that describe the transport of his product through the streets of the Capitol of Yemen, Sana'a, while under gunfire from warring factions created a strange mix of humor, adventure and courage. The book provides a great combination of stories about coffee and its history, it's cultivation, and its importation. It offers a different look at San Francisco and a vivid description of the geography of the countries that abut The Red Sea and The Gulf of Aden where the Middle East meets Northeast Africa. Mr. Eggers may have been focused on one individual involved in one venture, but, at the same time, tells a much larger story. I found it both an educational and satisfying adventure read.

## Devotion: An Epic Story of Heroism, Friendship, and Sacrifice

By Adam Makos  
Reviewed by Dennis Bianchi

This book was recommended to me by retired Inspector Ed Erdelatz. Ed is a self-described "avid reader." He seems to know a good book when he reads one. Thank you, Ed. It was as you described, "an overall great read." The author, Adam Makos, is a young man, approximately 38-years old, who is seriously fascinated by the generation of his grandfathers. Mr. Makos grew up near Williamsport, Pennsylvania where he was fascinated by both his maternal and fraternal grandfathers' histories of World War II. While still a middle-school student he began publishing a newsletter titled, *Valor*, which eventually became a magazine, dedicated to the stories he researched about that war and the people who have become known as, *The Greatest Generation*. Mr. Makos has published four books, all about valorous moments in World War II or, as in this case, The Korean Conflict. His book, *A Higher Call*, made The New York Times bestseller list. This book was published in 2015 but, due to North Korea often being in the news recently, it is likely to be seen as timely now. In the course of his research, Adam has flown a WWII bomber, accompanied a Special Forces raid in Iraq, and journeyed into North Korea in search of an MIA American airman. He is truly fortunate to be here writing today. As a high school student



he opted to go on vacation with his family in 1996 instead of joining his high-school French Club. That group of young students died on TWA Flight 800 over the Atlantic Ocean. The book is divided almost in half. The first part gives the reader a look at how two young men grew up in very different circumstances, shared a desire to serve their country, learned to become pilots and became close friends throughout that process. Tom Hudner, one of the friends, came from a white family with many creature comforts. He was expected to attend Harvard but chose instead to apply for, and was accepted to, the United States Naval Academy at Annapolis. Jesse Brown, the other young man, was an African-American, and the son of a Mississippi share-cropper. He was not expected to attend college at all but his determination to rise above his economic status and fascination with airplanes and flight propelled him to obtain enough university education to enlist in the Navy and become a pilot. He and Tom Hudner were not just any pilots: they were carrier pilots, the type of pilots who possess very rare skills. The author does an excellent job of describing how different life was for both men and how different life was for Americans at that time in comparison to our lives today. As a newly appointed Ensign, in 1949 Jesse Brown was only one of five African-American officers in the United States Navy's forty-five thousand

officers. He became the first African-American carrier pilot. President Harry Truman had ordered the integration of the military only ten months earlier. The two men met when they were both assigned to Fighter Squadron 32 and became best friends. They were originally deployed to the Mediterranean. There they met Marines who they eventually would be air support for in battle. They also met numerous wealthy vacationers, including the actress Elizabeth Taylor. Their seemingly good times were interrupted by the outbreak of violence and what is sometimes called The Korean Conflict, and at other times called The Forgotten War. As the second half of the book unfolds it becomes impossible to not recognize the importance of The Forgotten War. For the next few months the squadron flew missions against both North Koreans and the Chinese, while Marines were fighting at the Chosin Reservoir. On December 4, 1950, Brown and Hudner and their squadron, were on patrol near where a recent battle had taken place and the squadron was aware that ground troops needed air support. Ensign Brown's plane was hit by ground fire during this mission and the plane crashed. Lt. Hudner, decided against leaving his friend behind to die and intentionally crash-landed his plane on a snowy, freezing mountain top, hoping to help his friend escape capture or death. You will have to read the book yourself to discover what followed. The author spends a great deal of time describing battle conditions in the freezing snow-covered grounds of the Chosin Reservoir. There are several stories

that leave no doubt as how those who survived the battles became known as, *The Frozen Chosin*. The story is presented in such a manner as to move readers to evaluate the meaning of dedication, determination, duty, courage, friendship and at the same time, inhumanity and the mind-boggling potential of evil by some. There are several names the reader will likely remember as a result of this book: Dick Cevoli, an outstanding trainer of pilots, Marty Goode, a navy pilot and member of Squadron 32, and John "Red" Parkinson, a Marine who made it out alive, though psychologically damaged. These are just a few of the brave souls the story involves. There are many more. Towards the end of the book there was a startling statement of statistics. "For Americans held prisoner by the Chinese and the North Koreans, that winter would be known as 'the starvation months,' when more POWs died than at any other time. Overall, 38 percent of American prisoners died during the Korean War. In comparison, 34 percent died in Japanese camps during WWII, 14 percent died in North Vietnamese camps during Vietnam, and 4 percent died in German/Italian camps during WWII." If I were to find fault with the book it would be the author's use of reconstructed conversations and situations that lack documentation and are impossible to report accurately. Mr. Makos has clearly taken some liberties in those matters but he does it in a manner that keeps the reader turning the pages. I found it a thoroughly enjoying re-creation of a stirring moment in American military history.



# Baltimore Police Commissioner Says Department Has so Few Officers it’s ‘Robbing Peter to Pay Paul’

February 11, 2019

Facing renewed questions about his department’s ability to hire new officers, interim Baltimore Police Commissioner Gary Tuggle said Thursday that his agency is “understaffed across the board.”

“You can’t hide that,” Tuggle told reporters at police headquarters. “It’s evidence. We are literally robbing Peter to pay Paul within the agency.”

Tuggle’s comments build on a picture of the department that emerged at a City Council hearing Wednesday night. Police commanders say they’re not only struggling to field enough officers on patrol — a long-acknowledged problem — but also have too few detectives to investigate shootings, robberies and homicides. Units that battle corruption and misconduct are overburdened, and the department’s lack of background investigators is hampering its efforts to get out of the hole.

“This department went so under-invested for so many years, we’re now playing catch-up,” Tuggle said.

The department has a budget of nearly half a billion dollars annually, which some in the city say is more than enough to police the streets. In 2014, when there were 211 homicides, then-Mayor Stephanie Rawlings-Blake’s administration cut hundreds of positions from the department.

Then, things changed. Violence surged. Homicides topped 300 in 2015 for the first time since the 1990s, and have surpassed that mark every year since. Now, police officials point to heavy caseloads for detectives and patrol officers running from call to call on the

streets.

The Police Department employed a total of 2,273 officers and commanders at the end of January. It is one of the largest police departments in the nation. But new numbers reported by The Baltimore Sun on Wednesday show that the department is losing officers faster than it is hiring them, despite officials saying they need to fill hundreds of vacancies.

Last year, the department hired 184 officers, while 220 left.

In response, Tuggle announced the department would suspend performing pre-employment background investigations for other city agencies for six months so that those investigators could focus on vetting police recruits.

A spokesman for the mayor said the city’s human resources department contracts with an agency to complete background checks and is confident that there will be no disruption in hiring.

Tuggle is due to step down from the top job Monday when Michael Harrison, Mayor Catherine Pugh’s selection to lead the department, takes over as acting police commissioner.

Officials have said there is one bright spot — a new schedule for patrol officers that launched Sunday and requires officers to work 8½-hour shifts five days per week, with alternating stretches of two and three days off. Before Sunday, officers had been working four 10-hour shifts per week.

Pugh said repeatedly this week that the change “added 25 percent more officers to the street.” She said she was basing that figure on numbers Tuggle had sent her.

The Police Department released data Thursday showing a more modest 12

percent boost in the number of officers deployed this week compared with last week.

Patrol officers, who are supposed to split their time between responding to calls for help and deterring crime, are regularly described as the backbone of the department. But staffing shortages have made the assignment a thankless one that drives officers to exhaustion.

The Police Department says shortening shifts and cutting the number of days off will allow commanders to stretch the same number of officers further. But in practice, the department is still so short-staffed that officials expect to continue to rely heavily on overtime.

Capt. Derek Loeffler, who addressed council members Wednesday night, said that the patrol division has just 750 officers assigned and only about 660 available for full duty.

The department has said that, at a minimum, it needs 423 officers deployed each day under the new schedule.

That translates to about 14 or 15 officers on the streets in each of the nine district at any given time. The Northeastern District, the city’s largest, has slightly more — about 22.

Councilman Eric Costello said at the hearing that those numbers were “simply not adequate.”

“I would encourage the Police Department to go back to the drawing board,” Costello said. “It is extremely challenging to do your job effectively with 14 or 15 officers.”

While the new schedule has a slight impact on the number of officers available each day, officials do expect it to cut down overtime spending.

Caroline Sturgis, the city’s deputy

budget director, told the council members that the new schedule would save about \$200,000 in overtime bills for each two-week pay period. That’s about \$5 million a year.

The department’s total overtime spending for the current budget year, which ends June 30, was forecast to be almost \$48 million before the new schedule went into effect.

At the hearing, police officials from a number of divisions described how staffing shortages were affecting their efforts.

The commander of the recruitment unit said his team was itself short-staffed, slowing the hiring process.

Col. Byron Conaway, who oversees detective units, said it was right that the department was focusing on boosting patrol numbers, but that his teams were working with “bare minimum” staff.

“Homicide is short. Robbery is short. Shootings is short,” Conaway said. “And right now I’m faced with putting those bodies in patrol.”

While he said he understood detectives were overworked, Costello said robbery victims in some cases were waiting days for follow-up calls from detectives and needed to be reassured someone was working on their cases.

“Our citizens are severely lacking confidence in BPD’s ability to not only protect them but to solve crimes,” Costello said.

From The Baltimore Sun

## Methuen Begins Layoffs of 50 Police Officers

January 29, 2019

METHUEN, MA — Local police chiefs worry public safety in the Merrimack Valley could be imperiled as Methuen begins the process of laying off more than half its police force over a contract dispute.

“It’s absolutely a public safety emergency because you can’t run a police department of a city our size with half our force,” said Methuen police Chief Joseph Solomon.

Pink slips began going out to 50 Methuen officers on Thursday. Solomon said the drastic reduction to his force would leave just enough officers to work patrols, and is worried Methuen would have to rely on aid from neighboring departments, state police or the Northeastern Massachusetts Law Enforcement Council.

Layoff notices were being handed out to officers as they arrived for the 4 p.m. shift change Thursday afternoon and will continue throughout the weekend, said Paul Fahey, chief of staff to Methuen Mayor James Jajuga. Officers are entitled to a hearing under civil service laws before they are officially laid off. Officers will continue to work their normal shifts until the hearings, tentatively scheduled for Feb. 6, Fahey said.

Methuen, a city of about 50,000 residents on the New Hampshire border, has 95 police officers: 71 patrolmen, 23 superior officers and the chief.

The cuts to the patrolmen come as the city is embroiled in a contract dispute involving the pay of ranking officers.

The superior officers’ current contract included raises that could have seen each of the department’s five captains earning \$434,841 on average, city officials said. A compromise agreement reached last July would have lowered those salaries to about \$188,206 on average per captain, officials said.

## Classified Ads

Boat for Sale

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

For Sale

FRANKLIN MINT 1955 CHEVY BEL AIR “The Ultimate Enforcer” Police Chief die-cast model. 1:24 scale. In original packing, never displayed. Make offer. 415-676-7191.

Vacation Rental

SOUTH LAKE TAHOE GETAWAY Located at the Y with close proximity to ski resorts, Camp Richardson and Casinos. Large 3 bed, 2 bath house with loft, will accommodate 10 adults comfortably. Hot tub, Wifi and deck for BBQ. Website [www.842clement.com](http://www.842clement.com). Contact Sgt. John Andrews Tenderloin Station at [jandrews107@hotmail.com](mailto:jandrews107@hotmail.com) for prices and availability.

SOUTH LAKE TAHOE CABIN - CUSTOM BUILT.

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

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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

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

MAUI — KAPALUA GOLF VILLA RENTAL.

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

Vacation Rental

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

MAUI CONDO 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/nfo 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/SFPD discount. Contact Alan or Laurie McCann 925-260-2904

Free Classified Advertising Available for POA Members

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

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



# Sports



## Nick’s Notes

By Nick Shihadeh,  
Journal Sports Editor

### Department Softball

**CHECK IT OUT:** The SF Police Softball League is still slated to start on the last week of March on the 26th, 27th, and 28th (Tues., Wed, and Thurs.). The fields are going to be Silver Terrace, Westlake 1 and 2 (Daly City), and Lions Field in San Bruno. The \$350.00 league fees are due to Commissioner Kevin Worrell by Sunday, March 10th, if you want to be included in the schedule. Managers: if you are just reading this now and the dues haven’t been sent to Worrell, you had better get on the ball with that payment.

If all goes well, fifteen teams will be participating this season. They are as follows: the Central Diners, Southern A, Southern B, the Bayview Pit Bulls, the Mission Diablos, the Northern Bull Dogs, Park/Taraval, Richmond Station,



Ingleside Station, the Tenderloin Rats, Honda/TAC, Airport Checkers, HOJ, SF CHP and the SF Sheriffs. Hopefully the rain will let up soon so the Westlake fields can dry up and the schedule can kick off on time; otherwise, good luck to everyone playing this year.

### Seals Softball

The SF Seals tournament softball team competed in a one day event on Friday, February 1st, at the Big League Dreams complex in Manteca. It was the Second Annual Robert French Memorial Softball Tournament. Deputy French was a 21 year veteran of the Sacramento County Sheriffs Department when he was tragically shot in the line of duty back in April of 2017. The Seals were proud to compete that day. They were also hoping to make it three championships in-a-row in Manteca after having gone 12-0 in their games the previous two tournaments.

Playing in the Masters Bracket in the A Division, The Seals made a good run at things that day. Unfortunately they lost their last game by 1-run and would end up taking 2nd place. It was a gallant effort never-the-less by the following players: Andrew “Drew” Lucas, Dave “Claw” Colclough, Dustin “Moose” Colclough, Kevin Daniele, Jesse Montero,

Tyler “TD” Dove, Mitch Rowan, Kevin “Topper” Worrell, Luis “Lois” Guitron, and even Dennis Tupper who got his haircut the day before and was available to play. Newcomer Jessie Rivera also played that day and held his own on the field and at the plate. Standouts for the day were Claw and Drew who both hit many “bombs” while at the plate.

The Seals next tourney up in Manteca will be on Friday, March 15th ; so, wish them luck. Otherwise, congrats to them on a decent showing at the Robert French Memorial.

### This and That

Kevin Worrell is a “busy beaver” these days as he’s also planning for his third annual Bocce Ball Tourney that takes place at Joe Dimaggio Playground in North Beach. The potential date for this popular and fun extravaganza is Sunday, March 31st.

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



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

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

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



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

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

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

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

MAR

MONTH

28

DATE

2019

YEAR

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★ THE CLIFF HOUSE ★

To support new hitting and training facility  
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\*Complimentary Hors d'ouerves & Drinks\*

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6-8 PM

ENTRY: \$100

EAGLES

TICKETS: <http://events.blackbirdsvp.com/gwhs-sports-foundation-dinner>

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danevande9@gmail.com

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

Send us your stuff; unit news or events, good deeds, fundraisers, sports highlights, kudos, comments or invites. The deadline for the April issue is Monday, March 25, 2019. Contact [journal@sfpoa.org](mailto:journal@sfpoa.org) or phone 415-861-5060 for more info.



# Sports

## Hoops Playoff Update

By Steve Coleman

After teams fought through a grueling nine game regular season schedule, the playoffs are finally upon us. It's time for March Madness to begin.

The Bayview Pit Bulls enter this post-season as the #1 seeded team, finishing with an unblemished 9-0 record with the lightning quick Rodney and Ronney Freeman leading the way. High energy players Mike Hill and Ray Biagini along with sharpshooter Mariano Flores have chipped in much needed contributions.

They'll square off against the Park Islanders, led by Mike Chicas, Jermaine Washington, Chad Dagit, Wil Elief, and Aaron Bjorkquist. The Islanders beat the Pit Bulls in last year's first round matchup, and you can surely bet they're looking to send Bayview home for the season again. Park is a confident team, ready for the challenge.

The Central Diners, reigning champions of the SFPOA basketball league, finished 7-2 on the year. Their only two losses came at the hands of Bayview and The Hall. Nich Sherry and Dean Feirari will lead their squad against Tony Tam's CHP squad in their first round matchup.

The Tenderloin Rats ended their season with the third seed. Brett Bruneman, Paul Vainshtok, Kerry Mullins, Declan Maher, and Danny Faulkner will take on the Southern Bees. The Southern Bees, always a scary team who struggled this season, will try and advance to the second round behind Marvin Cabuntala, Tim Brophy, and Oscar "OJ" Abucay.

The most compelling first round matchup is #4 6-3 Ingleside against 6-3 #5 The Hall. These two teams are very strong, and both teams better be ready to bring their "A" game. Danny Barajas, Nate Chew, and Brian Carew, will lead their team against The Hall. The Hall, who features five former MVPs of this league (Can you name them all? The answer will be in the next month's *Journal*), are a force to be reckoned with. This crew can easily win three straight and be crowned champions of the league. Heading into the playoffs, any team is capable of winning the three straight games necessary to be crowned CHAMPS of the SFPOA basketball league 2018-2019.

SFPD Basketball League Standings		
Final		
TEAMS	RECORD	GB
Bayview	9-0	-
Central	7-2	2
Tenderloin	7-2	2
Ingleside	6-3	3
The Hall	6-3	3
Southern	4-5	5
CHP	3-6	6
Park	2-7	7
Cadets	1-8	8
Northern	0-9	9

## March Word Find

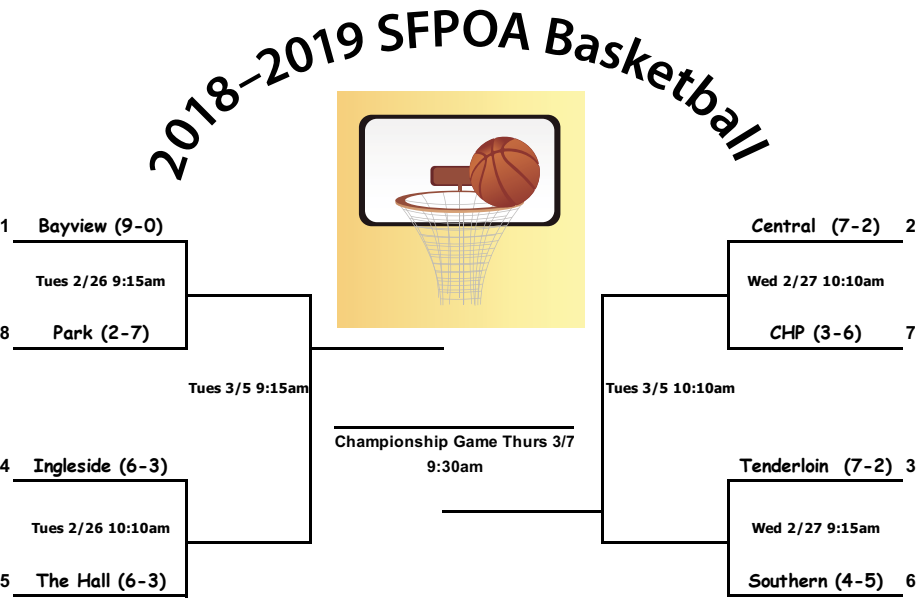
Created by Officer Michelangelo Apodaca, Airport Bureau

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

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

An apple is not just an apple. There are a variety of apples out there in the world. See which ones you can find below. Better yet, try a new one! Crunch!

HONEYCRISP	MACOUN APPLE	NORTHERN SPY
GOLDEN DELICIOUS	BRAEBURN	GRAVENSTEIN
GALA	JONAGOLD	IDARED
MCINTOSH RED	BALDWIN	ENTERPRISE
CORTLAND	RED DELICIOUS	JONATHAN
FUJI	GINGER GOLD	MELROSE
CAMEO	MUTSU	OPAL
EMPIRE APPLES	AMBROSIA	LODI
GRANNY SMITH	JAZZ	JUPITER



## Why Some Suspect Organized Crime Has Influenced March Madness With Dirty Tricks



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



# Punctuating a Coaching Journey

## Staff Report

On December 15th, 2018 the San Francisco Lincoln Mustangs captured one of the California State Football sectional Championships. The Mustangs handled Southern sectional champion Orange Grove in an exciting game played at City College of SF by a score of 24-13.

The game marked a milestone of achievement for two San Francisco coaching icons, Phil Ferrigno and Damon Kieve. The unlikely pair, who have coached against each other at times, have formed a wonderful and strangely effective bond that has become historically effective.

The unlikely pair are an odd couple, but both are deeply rooted in San Francisco football tradition. They were both born and raised in San Francisco. Ferrigno on one hand is from the famed Ferrigno clan of coaches (brothers Bruce and Dan are career coaches), and he was educated in the private sector of San Francisco schools (attending Rior-dan HS). He ended up coaching for the Riordan Crusaders as well as the Irish of Sacred Heart Prep HS before coaching at Lincoln HS. Keeve on the other hand had a public school education having attended Washington HS — he tutored as a coach under the ‘Hall of Famer’ George White at Galileo HS. Keeve then assisted with the great Joe Callan at Washington High School.

This quirky pair share a deep friendship and have become a family operation. The two share an intense crossover of Bay Area football coaching experiences. The two both worked with the famed Coaching Firefighter/first responder John Baxter. The two are and were close with the great Lt. Frank Lee (retired SFPD) of Sacred Heart fame and Sgt. George "Moose" Koniaras (retired SFPD/deceased). Both worked summers with Ken Peralta of Riordan and Marin Catholic HS fame. Both played for George Rush and Dan Hayes at CCSF. Both even shared a common teammate in retired SFPD Captain Steve Balma.

Phil Ferrigno played college football for Vic Rowen at San Francisco State University and Keeve played at San Jose State for Jack Elway, Dennis Erickson, Claude Gilbert, and Larry Kerr. The two proudly carry the torch for very deep Bay Area coaching roots.

## The Beginning

Damon Keeve started his career coaching with George White at Galileo in the mid 80s. He participated in 3 Turkey Day Championships, winning his first two with Coach White and the Lions before returning to his alma mater Washington in the late 80s. Keeve worked on Joe Callan's staff and attended 3 more Turkey Days — orchestrating a 7-7 tie against the Lions in the '89 Championship.

Keeve took over as head coach at George Washington in 1995. He held the head coaching spot until 2003. GWHS had won 4 city titles in the school's 75 year history. Keeve won 4 in six years. Keeve led the first undefeated squad in GWHS school history in 1997, going 12-0 and finishing ranked 10th in the state(Cal Hi Sports rankings).

Keeve and the Eagles also went undefeated in '99 and then did it still again in 2000, accumulating a 34 game win streak on the field over a 3 year period. Keeve went undefeated in the league a fourth time in 2003; he won the SF AAA championship before stepping down as head coach.

“I felt I accomplished all I needed to...  
so I took a step back”.

While Keeve was doing his thing at Washington HS, Phil was busy rounding out his coaching style, while working with a variety of Bay Area legends. While Keeve was in law enforcement, Ferrigno was also arduously working his way up the education ladder finding the niche to solidify his teaching career. Phil, with the help of the famed Ray Greggins, eventually landed a secure position coaching at Lincoln HS. Ferrigno quickly turned the Lincoln program into a consistent winner. Ferrigno is a career educator and 'Hall of Fame' football coach. Phil is also the favorite brother-in-law of retired SFPD Deputy Chief Sharon Ferrigno and a grandson to a former SFPD chief of detectives/investigations.

In 2005, Ferrigno called his friend Keeve (who had already stepped away from the game) back in. “Phil lured me back....I don’t even know how he did it, but all of a sudden I was on staff.” Keeve joined Ferrigno and Baxter at Lincoln in 2005, and the program won Lincoln’s first football title in more than a decade. Ferrigno bullied Keeve into another year in 2006, and the program won its second SF title in as many years. Ferrigno went on to win the city title in 2007, 2008, 2012, 2016, and 2018. The coaching ‘duo’ have 3 titles together and have participated in 16 Turkey Day Championships throughout their careers.

## Characters

The two odd characters share a love for the game and a unique ability to laugh and joke their way through the roughest of times. Other members of their staff have commented on the incredible ability they had in building positive relationships with their players. Ferrigno is a short, stout former wide receiver who is constantly smiling, hugging, and continually spreading love every chance he gets.

“Phil is intense, but he is like your jolly uncle always spreading a smile.” –anonymous Lincoln player. Keeve on the other hand is an aging “knuckle dragger.” He is large, intense, and strangely intellectual at times. Smiles are not uncommon on Keeve, but his direct communication is tangible. “You feel Keeve’s presence, He doesn’t even have to raise his voice most times, he just radiates intensity.” –another anonymous Lincoln player.

It is not common to find two native San Franciscans slaving away in the trenches of their old neighborhoods. These two coaches have reached the pinnacle of their practice with last year's State Championship. This level of success is rare in any case, especially in the public sector. A dedicated teacher and a committed cop – both are historically linked to the SFPD. Now that's team work!

# Team SFPD Prepares for 2019 Police Unity Tour

Since its inception in 1997, Officers and survivors have been participating in the Police Unity Tour (PUT) to raise money and awareness for law enforcement officers killed in the line of duty.

Every year, PUT riders pedal from May 9th to May 12th— a four-day bicycle ride from New Jersey to Washington, D.C. The main purpose of the PUT is to raise awareness for law enforcement officers killed in the line of duty. It also raises money for the National Law Enforcement Officers Memorial and Museum. The PUT motto is “We ride for those who died.”

Calendar these dates and keep this ride — and what it represents — in your thoughts. This year, San Francisco Police Department members Lt. Ron Banta (Airport), Sgt. Pearl Rogers (Co. A), Sgt. Brendan Caraway (SVU), Sgt. Ed Barrientos (Co. A), Officer Mike Amoroso (Co. A), Officer Nick Rose (Co. D), and Officer Katey Cavanaugh (Co. J) will represent the SFPD on the PUT.

A strategic plan will lead to our arrival at the National Law Enforcement Memorial in Washington, D.C. as our final stop. Last year's arrival at the Memorial was an emotional experience. A ceremony was held where we learned about a survivor whose father was killed on duty forty-five years prior, when his son was one year old. We were told the surviving son visits the memorial monthly to pay respects to a father he was never able to know. Survivors and law enforcement personnel alike find family, friendship, and camaraderie in the ride, and they find peace, solace, and comfort in the Memorial.

Understanding that participation requires great effort, Team SFPD has already begun their training as well as their fundraising. The training we do together helps to build and strengthen camaraderie and prepare us for the long days of riding that lie ahead. The

fundraising we do together helps to strengthen the memorial and ensures that it will remain strong and solvent for many years to come.

Community support will help us to stay motivated along the way. We will pass through towns small and large, schoolyards, community centers, and firehouses. Motors will provide safe passage for us as they block and direct traffic. And people will honk their horns, wave, and hold up signs and banners as we pass to cheer us on and show their support for our cause.

Unity Tour riders and survivors return feeling energized with a reinvigorated sense of purpose. While it reminds us that this life we have chosen is not always an easy one - we go to work every day knowing that it could be our last; we hug our loved ones and say goodbye, each day recognizing that it could be for the last time - it also reminds us that people care. And it reminds us of our "why" - that reason unique to each and every one of us that drives what we do.

Special thanks to all of our supporters, as well as to those of you who will continue keep our great city safe while we are away. As always, the San Francisco Police Officers Association has made a generous contribution to our efforts. On behalf of Team SFPD, I would like to thank the POA and its members for their strong and continuing support of our efforts to raise money for the National Law Enforcement Memorial and Museum as well as to raise awareness for law enforcement officers killed in the line of duty. In 2018, the Police Unity Tour raised over \$2.8 million dollars. We hope to break \$3 million dollars this year.

For more information about the ride, see [www.policeunitytour.com](http://www.policeunitytour.com). And if you or your business would like to make a donation, please make checks out to "Police Unity Tour, Inc." and send to Sgt. Pearl Rogers at Central Station.

# MUNICIPAL MOTORCYCLE OFFICERS OF CALIFORNIA PRESENTS

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SATURDAY, MARCH 9, 2019

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1151 North 4th Street ~ San Jose, CA

**\$48 per person includes:**

**Hosted cocktails, Cioppino, Chicken (by request), Pasta, Salad, Bread  
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MMOC Cioppino Feed ~ 208 S. Barranca Ave, #8, Glendora, CA. 91741**

**Ticket payments must be postmarked by March 1, 2019**

**Register online at [www.mmoc.org](http://www.mmoc.org)**

**TICKETS WILL NOT BE SOLD AT THE DOOR**

### Hotel Accommodations

**Holiday Inn**

**1350 N. 1<sup>st</sup> Street, San Jose, CA (888) 465-4329**

**(Mention MMOC for group rate) or online at [www.holidayinn.com/sanjosesvca](http://www.holidayinn.com/sanjosesvca)**

**(Group code: MMC2019) (Group rate good only thru 02/06/19)**

**RATE \$109.00 + tax (\$13 parking fee, per day)**

**INCLUDES shuttle to/from SJC Airport**

Please complete this section and return with your payment (Please Print Clearly)

Name \_\_\_\_\_ Spouse/Guest \_\_\_\_\_

Department \_\_\_\_\_ Number attending \_\_\_\_\_

(To reserve a FULL "Table of 8", list names of your party below or on the back.

Telephone # \_\_\_\_\_ Email \_\_\_\_\_

Telephone and/or email address will be used to confirm receipt of your payment/reservation.

\*If requesting CHICKEN (In lieu of Cioppino) please indicate CHICKEN next to the requestor's name.



# San Francisco’s 168th Saint Patrick’s Day Parade and Festival set for March 16th, 2019

11:30am 🍀 Market and Second Streets

This year’s theme is –Women Breaking Barriers



San Francisco, CA – The West Coast’s largest Irish event celebrating Irish history and culture, the 168th Annual San Francisco St. Patrick’s Day Parade and Festival, will take place on Saturday, March 16th at 11:30am. 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.

The United Irish Societies is pleased to announce San Francisco Mayor London Breed as the Grand Marshal for this years Parade and Festival. “Mayor Breed is the first African-American woman mayor in San Francisco’s history, prior to be elected by voters she served as Acting Mayor following the sudden passing of Mayor Lee and we are happy to have her as our Grand Marshal said Liam Frost, President of the UIS. “Mayor Breed has broken many barriers in her career to date and she is the perfect person to honor our theme this year” continued Frost.

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. This year’s Festival features cultural and exhibitor booths, a healthy selection of Irish food and beverages, Irish dancing, live music, both contemporary and traditional, and a multitude of activities for children such as pony rides, inflatable and mechanical rides and much more.

Exhibitors and Sponsors include: Aer Lingus, BART, 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 16th and celebrate with us. The Parade and Festival starts at 11:30am on the corner of Market and Second Street.

About the United Irish Societies of San Francisco (UISF)The United Irish Societies of San Francisco, Inc., consists of various member Irish Societies, which are represented in this organization by delegates.

The purpose of the United Irish Societies of San Francisco is to preserve and perpetuate the democratic principles of the Irish people, and of those for the freedom of Ireland and of the United States of America; to enlist the goodwill and cooperation of our fellow citizens in support of such democratic principles; and to coordinate the functions of member societies through the maintenance of a master calendar of events. This Organization is exclusively for charitable, religious, educational and athletic purposes. Visit [www.uissf.org](http://www.uissf.org) for more information.

For more information please visit [www.uissf.org](http://www.uissf.org) or like us on FaceBook [www.facebook.com/SaintPatricksDaySF](https://www.facebook.com/SaintPatricksDaySF)

