



JOURNAL

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www.sfpoa.org

Travesty Averted . . . This Time

By Tony Montoya,
SFPOA President

I want to start by thanking the SFPOA membership for your support and trust to continue to lead this association. I'm most proud of the level of engagement and participation our members showed during the election process. It was inspiring to see, and it is what we need given the challenges we face in policing in America and the conditions in San Francisco specifically.

In short, showing up matters.

There was no better display of this then on February 20, 2020, when members of the SFPOA packed the courtroom during the re-sentencing hearing of the attacker of Sergeant Alex Kwan. Dozens of SFPOA members crammed into the courtroom to show solidarity and support for Alex, but also to bear witness for

how our newly elected District Attorney and the judge would treat crime victims.

Mr. Boudin instructed his prosecutor not to oppose a defense motion to lower a prison sentence to probation. This comes after front-line prosecutors got the actual sentence they requested late last year, following a jury trial. I have little doubt that Boudin was hopeful no one would notice. But we did.

Once we posted the latest Boudin Blunder on our accountability website www.BoudinBludners.com, KTVU Ch 2 did a five-minute segment on Boudin's early start as Public Defender running the DA's office. This caused Boudin to show up in the courtroom where he had to see the friends and colleagues of the VICTIM in this case, Alex. Showing the courage of her convictions, Judge Puri held firm to her original sentencing decision of prison time for the defendant.

I believe firmly that your presence mattered in the final outcome. It definitely mattered to Alex.

Over the next three years, I and your SFPOA Executive Board are going to be presenting you with more ways to get the membership directly involved in what we do. It may mean more massing of SFPOA members to make a public statement, it might mean directly contacting a city or state official, and it might mean assisting us with the extensive charitable work SFPOA engages in.

We want you engaged because this is your union. We want you engaged because it helps us be successful in the goals we seek to accomplish. And we want you engaged so you can have a direct hand in strengthening our profession, protecting our working environment and ensuring the officer next to you is able to support their family, come



home safe and after serving our citizens enjoy a dignified retirement.

We all have busy lives and competing stresses. But only when we stand together, can we truly leverage the strength of this organization and achieve results that protect and promote SFPD officers and our community.

Sheep in wolves clothing

Historical Debacle of Lefty District Attorneys in 2020 Redux

DA Boudin joins SF Progressive's shameful tradition of victim-spurning prosecutors



By Paul Chignell,
Former President and
Current Legal Defense Administrator

One of the strangest phenomena of San Francisco election history is the penchant of the electorate to often catapult to the office of the District Attorney individuals who are anathema to standard prosecutorial conduct, particularly in an urban setting.

Impartial observers often comment on this phenomenon with amazement, pointing out that promoters of decriminalization, opposition to the death penalty, obliviousness to the degradation of quality of life, and a disdain for the civil service merit system attain the position of chief law enforcement officer in Baghdad by the Bay.

In 1976, 1996, 2011 and in 2019 the voters in San Francisco rewarded individuals much better suited to be Public Defenders than elected District Attorneys. It is inexplicable.

Our criminal justice system has gone through a "renaissance" according to the progressive forces in San Francisco. Moderate thinking people believe that nothing could be further from the truth as we look at "realignment of prisons"



Joseph Freitas, Jr.

resulting in a flood of felons on the streets, a refusal to prosecute predatory drug dealers, initiatives to hold much less accountability for auto burglars and property thieves, and, most importantly, nary a word about victimization.

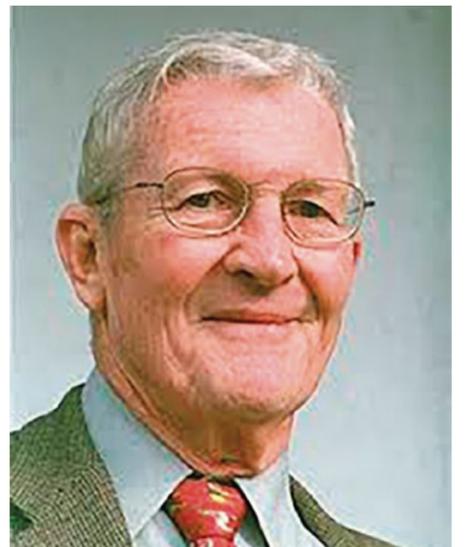
D.A. Joe

Joseph Freitas, Jr. was elected District Attorney in San Francisco in 1975 and took over the corner office at the Hall of Justice on Bryant Street in January 1976. He immediately promoted decriminalization schemes, and never established any meaningful relationship with members of the San Francisco Police Department. To the contrary, the members of the San Francisco Police Officers' Association offered a drumbeat of criticism about the antics and policies of "D.A. Joe."

His most egregious example of a callous attitude towards San Francisco police officers was when he authorized the prosecution of Officers Craig Piro and Robert Rodriguez on a trumped up felony assault charge. The officers were represented by POA attorneys Stephen Bley and Ralph Saltsman, and were summarily acquitted of all charges.

Jurors wept after the trial personifying the woeful prosecution of these two outstanding officers.

Ultimately the Involuntary manslaughter conviction for a double murder of Mayor George Moscone and Supervisor Harvey Milk, as well as ties Freitas had to the Jonestown Temple (900 people died in Guyana as part of the Jim Jones cult), resulted in his ignominious defeat by the electorate in 1979.



Terence "Kayo" Hallinan

Terence "Kayo" Hallinan

In 1995, former Supervisor and pug-nacious street fighter Hallinan was elected District Attorney to replace Arlo Smith. Smith had been an effective District Attorney, working with the community as well as the police from 1980 until 1996. He even tried to attain civil service protection for his prosecutors so that they would be entitled to due process in personnel standards.

Hallinan's criminal justice philosophy was geared towards that of DA Joe as he had been a criminal defense attorney for decades. His election was met with consternation by frontline prosecutors, many victims' advocates, and especially rank and file police officers.

One of Hallinan's first acts was to lop off heads. He fired fourteen (14) veteran

CONTINUED ON PAGE 4

Minutes of the February 19, 2020, Board of Directors Meeting

Call to Order

1. Vice President Elect Tracy McCray called the meeting to order at 1205 hours.

Pledge of Allegiance

2. Vice President Elect Tracy McCray led the Board in the Pledge of Allegiance. Tracy McCray asked for a moment of silence for our service men and women, as well as law enforcement, who have lost their lives serving our country and communities.

Swearing in of new Board of Director and Executive Board Members

3. POA Parliamentarian Mike Hebel swore in TTF Director Joe Clark, (Executive Board) Sergeant-at-Arms Rick Andreotti, Treasurer Sean Perdomo, Secretary Kevin Worrell, Vice President Tracy McCray and President Tony Montoya.

Roll Call

4. Secretary Worrell conducted roll call. 32 Board members were present, 5 were excused and 1 was absent.

Approval of January's Minutes

5. Motion by Director Hart (Co. B) Second by Director Cabillo (Co. A) All approved and motion carried

President's Message

6. President Montoya talked about the Proper Hotel giving SFPD an available space to be used as a Mid-Market Foot Beat Substation. President Montoya has not seen that space in question yet.
7. President Montoya contacted PO-RAC VP Damon Kurtz about sending a representative to a future POA Board Meeting to address the Board of Directors. No date has been set for that meeting.
8. President Montoya plans on sending out a survey to all members to poll them on their top ten issues leading into this next contract negotiation.
9. President Montoya recently asked the Board of Directors to poll their members regarding each Station/Units security concerns. President Montoya was assured by D.C. Yee that this would be a topic of conversation with Mayor Breed upon the next meeting with her.
10. Due to new construction of the Sheriffs Facility within SFGH (near PES), concerns have been raised about the new site for the gun lockers. Director Mansfield (Co. G) confirmed this about a five-minute walk from the gun lockers through the hallways of SFGH to the doors of PES. Dialogue

with A.C. Redmond and A.C. Moser has occurred regarding this issue.

11. President Montoya gave an update on the status of the Brixton Restaurant. President Montoya advised that outside counsel has been retained to advise on pending issues. President Montoya will provide further update as information becomes available.

Vice President's Message

12. Vice President McCray stated tomorrow 2/20/2020 will be the first contract negotiation committee meeting.
13. Commander O'Sullivan procured a grant so that each station may have a company picnic. \$530 per station will be allotted for these upcoming events.
14. Outside Training: Emotional Survival for Females in Law Enforcement in Reno in March. Vice President McCray is looking for the POA to sponsor up to six interested members to attend this conference.
15. Director Hunt made an inquiry as to which members have been selected for the contract negotiations committee. Vice President McCray read the names of the committee members. President Montoya added that there were some changes to the committee. President Montoya further advised

that the composition of the committee reflects a diverse group of varying years of service. Director Hunt asked about who else represents the POA during contract negotiations. President Montoya advised that General Counsel Gregg Adam is present and advises on legal issues.

16. Vice President McCray met with Senior Advisor Derrick Brown and discussed various issues surrounding community engagement. Senior Advisor Brown looks forward to coming to a future board meeting and introducing himself and talking about his current and future work that involves community engagement activities.
17. A Director told fellow board members that Commander Walsh addressed Park Station and told members that the department does not have a recruitment and retention problem with respect to members laterally to other Police Departments. President Montoya addressed the board that he has been in meetings with A.C. Moser and A.C. Redmond and assured everyone that they are very aware of concerns surrounding recruitment and retention.
18. Counsel Matthew Taylor explained the negotiation process and his of-

Parliamentarian Mike Hebel swears in new Director and Executive Board members



TTF (Co. J) representative Joe Clark



Sergeant-At-Arms Rick Andreotti



Treasurer Sean Perdomo

The San Francisco Police Officers Association
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Members or readers submitting letters or articles to the editor are requested to observe these simple rules:

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

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San Francisco Police Officers Association Editorial Policy

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

Member Opinions and Commentary: Unsolicited Written Material

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

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

Other Submitted Material

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

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



Secretary Kevin Worrell



Vice President Tracy McCray



President Tony Montoya

fices role as it pertains to the law. Matthew then highlighted some of the other public safety unions his office represents.

19. President Montoya advised that he wishes members will stay active with the SFPD. Leaving the department is a personal choice. If any members are enticed to leave by the various hiring fliers that are abundant, they should do their due diligence and read all of the fine print as all is not what it seems.
20. Director Vernengo advised that other City departments have night differential as a premium that is pensionable. Current SFPD night differential is 6.25 % and is not pensionable.
21. President Montoya advised the board that his number one goal is to avoid arbitration for future contract negotiations. The last contract went to arbitration and the arbitrator

was not that favorable. President Montoya talked about year three of the contract and how a \$200,000,000 budget deficit could impact scheduled raises and longevity increases. President Montoya advised that the Controllers Joint Report is due to come out around mid-March. Members should refer to the current MOU for specifics.

Treasurer Report

22. Treasurer Perdomo stated we are operating currently on 8.3% of our Budget and that we are on current pace for the upcoming year.

New Business

23. Director Lyons wished to address a matter regarding a recent decision, regarding POA personnel. President Montoya stated that any Board discussion about personnel

decisions should occur during an Executive Session. Parliamentarian Hebel concurred that any discussion regarding personnel issues should be conducted confidentially in an Executive Session.

24. Director Wong (Co. B) asked the Executive Board about recent changes to some of the committees. Director Wong was advised that this issue would also be addressed in the Executive Session.
25. Executive Session commenced 1321 hours.
26. Closed Door Session ended at 1447 hours. (Discussions, deliberations, motions, and votes occurring in an Executive Session are not for public dissemination. Contact your unit representative for more information.)

New Business

27. President Montoya advised that

committee members serve at the discretion of the president.

Old Business

28. None

Financial Requests

29. None

Adjournment

30. President Montoya adjourned the meeting at 1449 hours.

Submitted by
Kevin Worrell, Secretary

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

**Board of Directors Meeting Roll Call
Wednesday, February 19, 2020**

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



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District Attorneys

CONTINUED FROM PAGE 1

prosecutors by leaving letters on their desks and chairs during a weekday lunch period.

Many of the prosecutors had the temerity to campaign on their off-duty time for his opponents in the previous election. The first amendment rights of his subordinates were sublimated to the affront that Hallinan and his henchmen had to endure.

The eight years of Hallinan were a cat and mouse game with the Police Department that resulted in an already chilled relationship virtually frozen near the end.



Chesa Boudin

Chesa Boudin

Chesa has taken radical chic to a new level.

He was elected in a squeaker of an election against three (3) prosecutors and took office three (3) months ago. This guy is a fish out of water in a prosecutor's suit.

His campaign was run from a Public Defender's bible and is not nuanced. His campaign material highlighted the incarceration of his parents for a crime that ultimately took the lives of two police officers.

Chesa ripped out a page of Hallinan's book and repeated a totalitarian directive by firing a number of veteran prosecutors in one fell swoop. He then in turn has hired public defenders to the Office of the District Attorney.

You can't make this up. But, believe me, it is real.

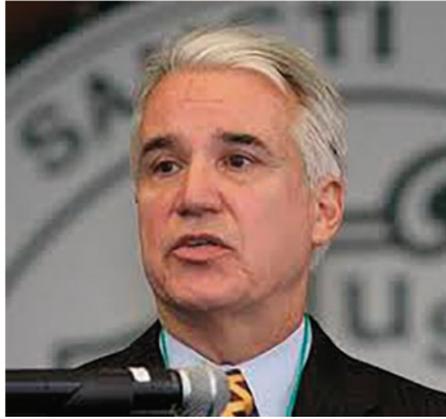
In his first months in office the San Francisco Police Officers' Association has posted a "Boudin Blunders" website to expose his strange view of justice and for the rights of victims.

A prime example is the lack of concerted action recently to incarcerate the perpetrator of a vicious attack on Sergeant Alex Kwan. Thank God the Superior Court Judge in this case mandated a significant sentence for the criminal convicted of the attack on Alex.

Boudin's previous complaints against our officers and his anti-prosecution views are just a beginning of the District Attorney office being touted as another Public Defender's office.

The Future

So there you have it. A sordid history repeats itself. San Francisco police officers and the community we serve will be the rock of Gibraltar to fight for fairness and for victims despite this awful redux.



George Gascón

George Gascón: The Carpetbagger

Poor George had to continuously reinvent himself after being appointed Police Chief of San Francisco following stints in Los Angeles and Mesa, Arizona.

He changed his political party registration in middle age, opposed the death penalty after being supportive for many years, and then had the audacity to decry rampant drug dealing with a promise to rid the worst area of the City of the scourge, then reversed himself on that through his subsequent policies.

His advocacy of the idiotic Proposition 47, which has resulted in a property crime explosion — particularly in large cities — has been attacked from all sides of law enforcement.

The damage to the local criminal justice system by this charlatan is immeasurable — both on standard criminal justice precepts such as gang enhancements, bail reform and many more.

His disdain for rank and file officers by accentuating the mistakes of a few is unparalleled.

But George resigned last year and took a hike back to Los Angeles.

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Calendar of Events

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

Specially Scheduled Events

PENINSULA RETIREE LUNCHEON

Where Basque Cultural Center, 599 Railroad Ave., So. SF
When Wednesday, March 4, 2020, 11:30 am
Contact SFPDRETPEN@gmail.com

169TH ST. PATRICK'S DAY PARADE AND FESTIVAL

Where Market Street & Civic Center Plaza
When Saturday, March 14, 2020, 11:30 am
Contact See Article, Page 13
Contact #2 www.sfbalees.org; Flyer Page 13

FOOTHILL FUZZ LUNCHEON

Where Redhawk Casino, Placerville, CA
When Thursday, March 19, 2020, 11:00 am
Contact See Flyer, Page 12

LT. DAMON KEEVE RETIREMENT CELEBRATION

Where The Midway Restaurant, 900 Marin Street, SF
When Thursday, April 2, 2020, 5:30 pm
Contact See Flyer, Page 27

NORTH BAY RETIREE LUNCHEON

Where Sally Tomatoes, 1100 Valley House Dr., Rohnert Park, CA
When Thursday, April 23, 2020, 11:00 am
Contact stevebosshard@aol.com

HONDA UNIT 50TH ANNIVERSARY LUNCHEON

Where Lake Merced Boathouse, Harding Park, SF
When Wednesday, April 29, 2020, 1:00 pm
Contact Chink188@yahoo.com; pr4057@yahoo.com

2ND ANNUAL GEORGE BROWN MEMORIAL ALS GOLF CLASSIC

Where Lake Merced Golf Club, 2300 Junipero Serra Blvd., Daly City
When Monday, June 22, 2020, 9:00 am
Contact www.GeorgeBrownALSGolfClassic.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

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

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.), 10:00 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

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 2020 issue is
Monday, March 23, 2020

Contact journal@sfpoa.org or phone 415-861-5060 for more info.

Counsel's Corner

Clowns to the Left of Us, Jokers to the Right



By Gregg Adam,
SFPOA General Counsel

Labor unions in this country are under constant attack from the right. For example, after the United States Supreme Court decision in *Janus v. AF-SCME* in 2018 prohibited labor unions from collecting fair share fees from non-members for the cost of bargaining their wages and benefits, right-wing legal organizations, such as the National Right to Work Foundation, filed dozens of lawsuits, including against peace officer unions, seeking to recover damages for previously collected fair share fees. Fortunately, for now, they've struck out on every claim for damages against unions (who have successfully deployed the "good faith defense" that they were following existing Supreme Court precedent before *Janus*, which permitted the collection of fair share fees).

And in December, 2019, the U.S. Department of Labor promulgated new regulations seeking to limit what compensation items (e.g., differentials and premiums) must be included in the "regular rate of pay" for purposes of paying overtime required by the federal Fair Labor Standards Act.

Yet — bizarrely — here in San Francisco, attacks on labor unions are as likely to come from the political Left. Consider, for example, the bumbling efforts in 2018 of Supervisors Malia Cohen and Sandra Fewer to ransom a new labor agreement on San Francisco police officers waiving their collective right to bargain over the impacts of changes recommended by the US Department of Justice on their working conditions. Fortunately, the arbitrator who determined this current POA contract rejected the proposal.

And who can forget former Public Defender, and Liberal Icon, Jeff Adachi's 2010 proposed charter amendment, which would have slashed not only pension benefits (like San Jose's union-hating Mayor at the time, Chuck Reed) but also healthcare benefits of many of the City's lowest paid public servants. City voters condemned Adachi's initiative to the dustbin of history.

The latest incarnation of this misguided progressive approach to organized labor is the San Francisco Police Commission. Over the past several years, whether regarding changes to Use of Force or Body Worn Camera policies, the Commission has taking the reactionary position that police officers have no right to bargain over the impacts on their lives of changes to these policies — even those that could subject officers to death or serious injury. Now the Commission is at it again, refusing to negotiate over the impacts of its Tasers policy of officers.

The Commissioners are well-intentioned. They, too, are public servants, getting involved to try to make our city a better place (at least the ones who don't see it simply as a springboard to higher office). So where does this knee-jerk desire to deprive a labor union and its

members of their collective bargaining rights spring from?

There is a common link between Cohen and Fewer, on one hand, and the Commission on the other — and it is mirrored in some ways by the views of many peace officers themselves: the idea that a police officer union is not really a labor union.

Like hell it's not.

Police officer unions do almost everything that other labor unions do — and usually are better at it. Consider the fact — particularly important in the aftermath of *Janus* — that police officer unions invariably have, nationwide, the highest rates of voluntary membership; in other words, police officers top the charts on that quintessential tenet of unionism: banding together with coworkers to advocate collectively for improvements in wages, benefits and working conditions.

The Police Commission should come down from its Ivory Tower. In eight years of representing the POA, I've twice seen a Commissioner attend a meet and confer. Engage with the elected representatives of its employees. Perhaps it might learn something, and find a better way to reach its policy goals. Better yet, by engaging meaningfully with their employees, they might add legitimacy to their policies — instead of them carrying the imprimatur of a authoritarian dictator.

2020 Vision: Big Year for Public Employee Pension Cases

As French workers enter a fourth month of strikes and civil disobedience over proposed nationwide pension changes (President Emmanuel Macron is proposing to raise the age when workers qualify for pension benefits), in California the pension battles of 2020 promise to be less confrontational but no less important to public workers in California and elsewhere. The California Supreme Court currently has four public employee pension cases before it on review, having recently decided a fifth one.

It is unlikely the Court will hear all four of these cases (most likely, it will issue one or two rulings and send the other cases back to the lower courts for further review.) Yet any decision it issues is likely to address disputes over the so-called "California Rule." The California Rule developed over a series of decisions spanning the Twentieth Century — from *O'Dea v. Cook* (which involved a San Francisco police officer under the City's pension fund) in 1917, to *Legislature v. Eu* (which involved efforts to reduce legislators' pensions rights through a statewide initiative) in 1991. Over a series of cases, the California Supreme Court determined that public employee pension rights, though founded in statute, created contractual rights that protected the employee's pension, first against forfeiture, then eventually against diminution — this is sometimes also called the "vested rights doctrine." In the *Eu* case, the Court recognized that public employees not only enjoy protections in what they have already earned but also have a right to earn future pension benefits through continued service, on terms substantially equivalent to those existing at the time they began working, or added at any point during their service.

This reading of case law was conventional wisdom for the best part of 20 years — or at least until the Great Recession. After the Great Recession, some began to challenge this view. For example, in San Jose, Mayor Chuck Reed's ill-fated Measure B took on the

California Rule directly before losing in superior court — the matter was resolved through collective bargaining before the trial court ruling could be reviewed by the appellate courts.

These are the first generation of pension cases to reach the California Supreme Court since *Eu*. None of the current justices served on the Court when *Eu* was decided. And, of course, public employee pensions have generated much controversy since then. But on the back of ten years of positive economic growth, and an economic boom in places like San Francisco, most pension systems have recovered significantly, if being far from out of the woods. San Francisco's pension fund, for example, is more than 90% funded.

Police officer unions do almost everything that other labor unions do — and usually are better at it.

In March 2019, in *Cal Fire Local 2881 v. CalPERS*, where your author argued for the Union, the Court decided that the right of employees to purchase additional retirement service credits (known as "air time") was not a pension right and therefore it avoided the question of whether the employees' right to purchase was protected by the California Rule. Notably in that case, the Governor's Office advocated a sweeping rule that offered no future protections for any benefits (essentially asking the Court to reverse *Eu*) — meaning public employees would bank what they had earned but pensions could be reduced to zero going forward. Although the Court ruled for the Governor on the issue of air time, at oral argument a number of the justices appeared highly skeptical of the scorched earth policy advocated by the Governor's Office.

While it avoided addressing the California Rule in the *Cal Fire Local 2881* case, the Court will struggle to avoid addressing the California Rule in the other cases: *Alameda County Deputy Sheriff's Association, et al. v. Alameda County Employee's Retirement Association and Marin Association of Public Employees v. Marin County Employees' Retirement Association* concern the elimination of various premiums and leave cash-outs from pension calculations. *Hipsher v. Los Angeles County Employees Retirement Association* involves a new PEPR law that allows the modification of public pension benefits for public employees who are convicted of a felony for behavior while performing official duties. Finally, *McGlynn v. State of California* involves where trial court judges should receive the pension benefits that existed when they were elected in June 2012 or those in effect when they took office in January 2013, by which time lower PEPR benefits were in effect.

Alameda is likely to be argued in April or May.

Favorable New Court Decisions on Compensable Time

In recent months, several important decisions have been issued by state and federal courts that may eventually result in more time spent by police officers and other safety employees being treated

as compensable. Two of the decisions involve federal law; one involves California law. California compensability standards have long been more favorable to employees. Whereas federal law defines compensable time as time spent by employees performing their principal work activities, plus activities that are "integral and indispensable" to the principal activities; California law defines it as the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

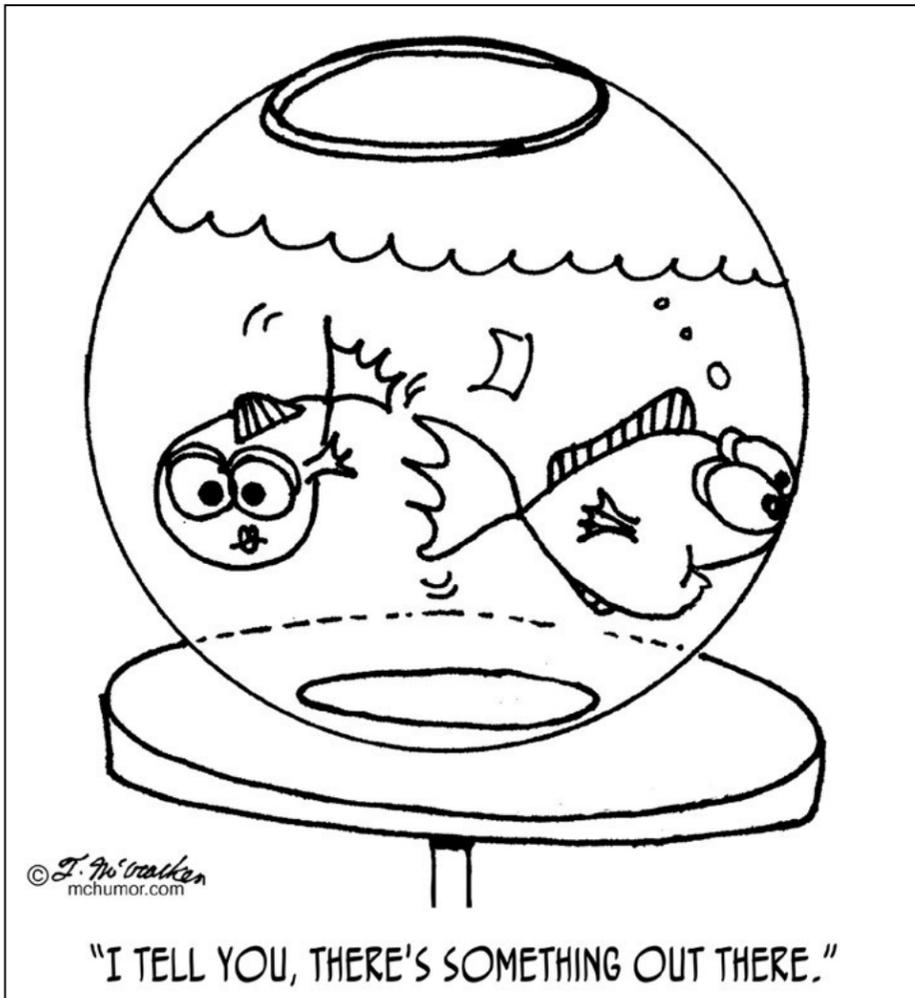
In a prison case from Missouri, *Hootselle v. Missouri Department of Corrections*, which was decided under federal law, a large class of Missouri state correctional officers successfully sued for compensation under the FLSA for pre and post work activities they undertook, within the prison institution, before reaching and after leaving their posts, at the beginning and end of their work shifts. The unpaid PPWA included: scanning cards to access the facility; being subject to entry and exit search; presenting themselves to superiors; picking up safety equipment; and briefing replacement officers. These activities cumulatively took an additional 10 to 20 minutes each day. A trial court found these tasks compensable and a jury awarded the class almost \$114,000,000 in damages. The ruling was upheld on appeal but recently the Missouri Supreme Court agreed to review the decision.

In another prison case decided by the federal 10th Circuit Court of Appeal in New Mexico, *Aguilar v. Management & Training Corporation*, 122 detention officers at a New Mexico county prison successfully alleged that their employer failed to pay them for pre and post work activities. The detention officers went through security screening, engaged in a pre-briefing and picked up tools and safety equipment going into their shifts, and in reverse on the way out, all typically without compensation. The appellate court ruled that all of the officers' time spent from security screening when entering the institution to key drop off when exiting it was compensable under the FLSA.

Finally, on February 13, 2020, in *Frlekin v. Apple*, the California Supreme Court ruled that time spent by Apple employees waiting for, and being subject to, search before leaving Apple stores at the conclusion of their shifts was compensable under California law. Apple employees are subject to mandatory searches of their bags, packages, purses, backpacks, briefcases, and personal Apple technology devices, such as iPhones, upon exiting the store for any reason (e.g., break, lunch, end of shift). This decision was an important follow up to a case called *Troester v. Starbucks*, which ruled that California employers must pay employees for small increments of time worked, such as minutes or possibly parts of minutes, so long as the time is measurable (which, increasingly, with today's technology, it is).

These cases are individually and cumulatively important for employees, including police officers. As police departments continue to burden employees with additional tasks before and after their traditional work shifts — think docking and downloading BWC, or off-duty calls, emails or text messages — more challenges are likely to emanate from law enforcement settings.

Will Progressive SF Politicians Finally Look Beyond Their Bubble At Reality?



News from the Credit Union

By Al Casciato
SFPD Retired

Q: I have a Visa card from the Credit Union and have been informed I will be receiving a new card design with the credit union's new name very soon. What do I need to know about my new card?

(The following response was provided by the Marketing Department at The Police Credit Union)

A: mass reissue of all our Platinum Visa® credit cards with our new name and logo began in mid-February and all members should have received their new card by the end of the month. If you haven't already received your new card, please contact us at 1.800.222.1391.

- **It's important to activate your new credit card as soon as possible after receiving it.** Your SFPCU-branded card will be deactivated shortly after you have received your card.
- You can activate your new card by calling the number listed on the sticker on your new card, from your home phone number. Alternatively, you can log in to Online Banking, navigate to Visa Card Management, and look for the "Activation Pending" banner for instructions on activating your new card.
- **Your card number will remain the same, but the expiration date and 3-digit security code on the back will change.** We recommend that you prepare to update any automatic payments connected to your Visa card.

In addition, new mobile wallet art will be available for your digital wallet of choice (Apple, Samsung, or Android Pay) in March.

In order to view the new card art on your device, you'll need to:

- Remove your old, SFPCU-branded card from your digital wallet.
- Activate your new credit card (branded with The Police CU logo) once you receive it in the mail.
- Complete the digital wallet enrollment process for your new Visa card.

For complete information regarding the reissue of your new The Police CU Platinum Visa, go to <https://www.thepolicecu.org/accounts-services/credit-cards/coming-soon-new-visa-cards>

Promotions

You can now earn \$50 for referring an eligible colleague or family member who becomes a member! For details, check our website at www.thepolicecu.org/referral.

Upcoming Events:

Please note that construction will begin sometime in March at the member parking lot of our San Bruno Administrative Building, and that parking lot will be unavailable. While this construction is estimated to take up to 6 months, we have made preparations to provide alternative parking to our members who visit our San Bruno branch. We do not have a firm date yet as to when the construction will start, but we will be providing more information as it becomes available at our branch and on our website. Stay tuned!

Give Us Your Feedback

If you have feedback about any matter at the Credit Union, please send a note by going to www.thepolicecu.org/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 the Credit Union's Facebook page at <https://www.facebook.com/ThePoliceCU>.

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

You can contact me at AIC@thepolicecu.org.

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

Al Casciato is a retired SFPD Captain, past POA President and Current Retirement Board Commissioner who was elected to the Credit Union Board of Directors in February of 2014. He is currently a member of The Police Credit Union Board of Directors and can be contacted at AIC@thepolicecu.org.

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To join and open an account, visit thepolicecu.org/becomeamember or call 800.222.1391 to speak with a Member Solutions Specialist.



*The Police Credit Union will refund up to 10 ATM fee rebates per month. ATM surcharges up to \$3 per-out-of-network transaction. You must have a checking account with The Police Credit Union in good standing and a direct deposit posted to your checking account monthly. **Check with your employer for availability. Federally Insured by the National Credit Union Administration.

03/20

Seal Discipline Records

By Paul Chignell,
Legal Defense Administrator

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

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

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

Email me any time at paul@sfpoa.org.

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Close Encounters

One of the most interesting things about police work is that sooner or later you realize that you're all in this thing together.

"This thing" is the daily routine of handling calls for service and, occasionally, those frantic seconds when you're requesting back-up. And when you call for that emergency assistance you don't really care who comes to stand side-by-side with you, you just want someone there.

And that is why this job is so unique because a great deal of it requires your trust in your fellow officers to be there when you need them.

And this trust carries over to the politics of the job as well.

We noticed how, during the recent POA election, there were a few contentious issues which each camp highlighted in their bid for office. The presentations were left for the members to decide, as it should be, but now the votes are in so both sides should move ahead.

But moving ahead is going to be a lot more difficult with the current politics at certain government levels. President Montoya is going to have to deal with a Police Commission as well as a Board of Supervisors who don't exactly see eye-to-eye with the members. So it's not going to be an easy job to accomplish. Nevertheless, President Montoya has accepted this task so he'll definitely need your support.

We think that Tony's job for the near future was best described by Tracy McCray, SFPOA Vice President, in her recent comments to the Journal: "Our strength in this day and age is our show of force through the sheer number of members who stand up! I am not laying down for anyone. If they are looking for a fight, then they are going to get one. One they won't see coming. 2020 is just the beginning so buckle up, it's going to be one helluva ride for the next 3 years!"

We couldn't have said it better . . .

For whatever reason, the 5 individuals pushing a disabled vehicle along 19th Street near Alabama in the Mission had just, minutes earlier, brandished a gun

and threatened to shoot an individual in the area. The victim of the threats flagged down **Sergeant Jeff Aloise, Officer Michael Mayo, and Officer Vincent Masalang** who were driving by and pointed the suspects out to them. The officers immediately caught up with the suspects and went to detain them when one of the individuals carrying a large backpack took off running.

Sergeant Aloise wasted no time following while Officer Mayo and Officer Masalang detained the other 4 individuals. The suspect ran through a construction site that was patrolled by Mr. Miguel Cendejas, a security guard, and when Cendejas saw what was happening he tackled the suspect trying to escape. **Turns out that the suspect was in possession of a fully-loaded, .38 revolver with speed loaders and a .45 semi-automatic Glock that was equipped with an extended 26 round magazine both located in the backpack he was carrying.**

Might be nice to honor Mr. Cendejas at the next POA Board meeting . . . just saying.

And it was only a few days earlier that **Officer Vincent Masalang was working with Officer Patrick Cummins** when they received a call regarding a **person armed with a gun outside a residence on the 600 block of Hampshire who was trying to kill the reporting party and her family.** The officers arrived and confronted a person who matched the description of the suspect at which time she turned and ran into the back of an unlocked but enclosed U-Haul truck. The officers managed to convince her to come out and took her into custody. A search of the U-Haul turned up a loaded gun stuck under the cushion of a couch inside.

Again in the Mission and **Officer William Ma and Officer Taariq Shaheed** end up responding to a report of a domestic violence assault that occurred at 24th and Orange Alley. The officers were taking a report from the victim when they saw the suspect walking

nearby. **The officers went to detain him at which time he engaged with Officer Ma, physically resisting Officer Ma's attempt to control him by trying to cut Officer Ma with an open box cutter he was brandishing.** The officers were finally able to place the suspect under arrest.

The suspect later admitted to the officers that he was trying to get them to shoot him because he didn't want to go back to prison. (Somebody should probably tell him about the new District Attorney's policy alleviating the need to get shot to stay out of jail.)

Sergeant Alexander Lentz submitted a request for a medal of valor, which, under the circumstances, should be an easy confirmation for the Police Commission . . . we'll see.

And it was just as active in the Central District. **Officer Tim Scott, Officer Kaitlin Christ, Officer Andrew Juarez, Officer Sammie Byrd, and Officer Rudy Paredes** were on patrol in the area of Hallidie Plaza when they were approached by an individual who said he was just robbed at gunpoint. He then pointed out the 2 suspects involved who were 2-3 blocks away. The officers then coordinated a perimeter lockdown in order to apprehend the armed felons and it worked but not before Officer Scott and Officer Paredes had to physically take down one of the suspects who was running from them trying to escape. **As it turned out the fleeing suspect did have a loaded gun in his backpack.**

The victim made a positive identification and related how he was just standing near a BART entrance when the 2 suspects approached him and one of them pulled out a gun and threatened to kill him if he didn't turn his property over to them. The victim complied and was still visibly shaken by the encounter even after the suspects were in custody.

It's a scenario that, unfortunately, happens too often in The City. And, as traumatized as the victims are, the stress

also takes a huge toll on the officers who had to chase the suspects not knowing whether or not the felons were going to use their gun against them. **And there is no way to measure that trauma but it does add up over time.**

And, we just located one of the better arrests that had slipped through our files but which definitely falls in the CE category:

The suspect that was moving a whole lot of marijuana from one coast to the other was reported to **Officer Michael Tursi** who then utilized the assistance of **Officer Anthony Scafani, Officer Michael Montero, Officer Christina Hayes, Officer Michael Cunnie, and Officer Britt Elmore** to build a case. The result was that an individual who was already on probation with a search condition was taken into custody while carrying \$10,000 of US currency and a pound of marijuana and had an additional \$244,000 in cash and another pound of marijuana hidden at his residence.

Here's another CE incident that was overlooked:

Sergeant Tim Kiely was off-duty driving through San Bruno when he saw a marked San Bruno police vehicle stopped in an intersection with the driver's side door open. Sergeant Kiely then saw an officer in uniform attempting to gain control over a woman who was violently resisting. Sgt. Kiely ran over to the officer, showed him his star while identifying himself, and then noticed the woman resisting was trying to reach the handle of a butcher knife protruding from her purse. Sergeant Kiely managed to assist in controlling the suspect just as other uniform patrol units arrived.

The uniforms might look a little different but the job is just the same and just as dangerous and, thanks to Sergeant Tim Kiely, that officer went home that evening.

Stay safe.



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

Retiring Soon? Read this information first

Retirement Check List

By Captain Al Casciato, Retired
Elected Retirement Board Commissioner

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

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

back to the Bay Area.

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

Hope this helps. If you do have a further question don't hesitate to write me at crocecasciato@gmail.com

Retirements

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

- **Officer Christopher Damonte #967** from Crime Info. Services
- **Officer Edouard Marchand #889** from Taraval Station
- **Officer Rodney Tong #853** from Southern Station

The above was listed on SFPD Personnel Order #3 (February 5, 2020), and #4 (February 19, 2020).

Honda Unit

50th Anniversary Luncheon

Wednesday April 29th at 1:00pm

Lake Merced Boathouse

Seating is limited so RSVP ASAP

Contact information: Pat Robinson #4057

Email: pr4057@yahoo.com

Cell phone: 415-859-0839

Anniversary memorabilia also available

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Contact information: Kevin Chin #188

Chink188@yahoo.com

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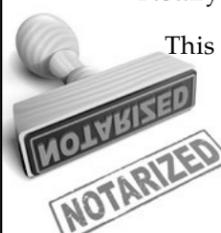


Mary Dunnigan, MFT
Licensed Marriage & Family Therapist
Retired Sgt. SFPD/
Behavioral Science Unit
Office in Petaluma
(415) 755-7877
agent99md@comcast.net

My 30+ years of experience as a First Responder has provided me the unique opportunity to work with a multitude of life and work issues. I believe, with support, we all have the ability to be resilient and overcome the most challenging of events.
Lic#112474

SFPOA Member Benefit (Retired and Active)

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



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

Call Office Manager Cyndee Bates at 415-861-5060, or email her at Cyndee@sfpoa.org to schedule a Notary appointment.



We Come Out Stronger

February 2, 2020

An impressive 1,610 votes were cast in the runoff election. The membership's interest in this election far surpasses any other in recent POA history. The turnout screams to City Hall that we demand CHANGE.

I would like to thank Rich Cibotti for getting involved. Rich is very intelligent and I plan on bringing him along to get him more involved in the executive leadership of the POA. Rich is the reason the turnout was so high with the younger membership getting involved. The POA has historically struggled to grab the attention of the younger membership and this election marks a turning point. Whether you are new, mid-career, or near retirement, members are getting involved and making the Association stronger.

The future is ours to create.

My grueling campaign spanned from December 4th to February 1st. In that time, I learned why the membership is divided. Pay, heavy handed discipline, DPA, DA, Department, and the feeling no one cares about your daily struggles to survive in the local economy are the reason members are exiting in droves.

You are not just a star number. You are all people searching for what the American Dream has to offer: happiness. In our occupation, happiness is the freedom to provide not only for your family, but to provide a fulfilling service in public safety without overreaching threats to your job. My executive team and I will stop at nothing to secure the best for you and yours.

Feel free to email me at tony@sfpoa.org for any comments, questions, or concerns.
— Tony Montoya, President

Comp Cash-Out Victory!

February 13, 2020

The Department was responsive to our members' repeated requests for a comp time cash out. Department Notice 20-019 allows members to cash in 50 hours of comp if they have 250 hours of comp by February 8, 2020. Members serving in specialized assignments, such as the Specialist Team, hold maxed out comp balances and would have to adjust their days and hours to attend mandatory training. Patrol was impacted by specialists being detailed to mandatory training rather than having them attend off-duty for comp time. Now, a specialist can work their regular shift and accrue comp time by attending off-duty.

Coming together with the Department to implement common sense solutions is what the POA hopes to achieve more of in the future. This is a step in the right direction!

— Tony Montoya, President

Judge Blocks Latest Boudin Blunder

February 20, 2020

San Francisco, CA—Superior Court Judge Vedica Puri upheld her original sentencing decision of a suspect who assaulted SFPD Sergeant Alex Kwan. SFPOA President Tony Montoya issued the statement below in response. Ongoing information on Boudin's Blunders can be found at <https://www.boudinblunders.com/>.

"Today, Governor Jerry Brown-appointed Superior Court Judge Vedica Puri upheld her original 8-year sentence of the criminal who attacked Sergeant Alex Kwan. At today's hearing, Judge Puri was unpersuaded to reduce the sentence by both defense attorneys' in court today; the criminal's defense attorney and Chesa Boudin.

ChesaBoudin showed up in court today to oversee his office making no objection to the defense request to reduce the sentence to probation and time served. Although, Chesa Boudin figured out which side of the courtroom he was supposed to sit on, that is the only thing he got right today.

In yet another Boudin Blunder, Chesa wanted to allow the criminal to go free and not serve his sentence after being convicted by a jury of his peers of violently assaulting Sergeant Kwan.

The SFPOA packed the courtroom today to show our strong support for Sgt. Kwan and to send a message to Chesa Boudin that we are watching his abdication of his duty to keep all San Franciscans safe and to hold violent criminals accountable. The SFPOA and Sergeant Kwan are sincerely appreciative of every SFPOA member who attended today's hearing to help avoid another Boudin Blunder."

— Tony Montoya, President

KTVU Discusses Boudin Blunders

Well, apparently we're not the only ones concerned by Boudin's Blunders. As you know, we posted the latest example of Chesa Boudin placing his loyalty to criminals over crime victims.

KTVU covers our Boudin Blunders in detail and reveals the overall impact of a DA who is choosing to purposefully lighten the punishment of criminals found guilty of violent crimes—including crimes against police officers.

Watch the KTVU clip here: <https://tinyurl.com/uxy6efc>



Moving the POA Forward

January 30, 2020

Solidarity is an oft used phrase in union organizing that expresses coming together for a common goal to effect changes in working conditions. I am proud to see our members becoming involved in record numbers to forward our cause. The election, press conference, debate, and run-off turnout to date is showing City Hall that our members are tuned in and turning out. The election turnout was 1703! The first day of the run-off election is higher than the first day of the election. We are at the beginning of becoming a strong relevant force!

The membership participation at Monday's press conference urging federal intervention and the Back the Blue Act to protect our members was astounding. Over 50 members packed the house! I was proud to see members just starting their career, mid-career members with young children by their sides, and members near retirement in attendance. Thank you!

The debate attendance was also overwhelming. Nearly every seat in the Academy auditorium was taken and many members stood along the walls. I estimate the crowd at well over 100. The exchange during the debate was intelligent and not a spectacle. Once again, thank you!

I am very proud of the membership and encourage you all to move the Association forward by staying tuned in and turning out.

— Tony Montoya, President

POA Backs Chief on Bias Claim

To: All Members

From: Tony Montoya, President

As you know, Chief Scott and I do not see eye-to-eye often. However, I am in complete agreement with what he expresses below about the quality and character of San Francisco police officers as it relates to us serving all people equally in our community. I appreciate that he has stood up for us, our department and our profession.

While some will always work to sully the reputation of public safety officers, we must not lose sight of the facts. The SFPD is one of the most diverse police departments in the nation. You all do your job with honesty and integrity, despite some of the most challenging policing conditions in the nation, and arguably in the world. You work daily to protect the residents, workers and tourists on our city streets with an eye only toward making our community as safe as possible. A job that has become increasingly more difficult over the last several years.

I have zero doubt that you all will continue to risk your lives every day to carry out this mission.

Stay safe,
Tony

From: Scott, William (POL) <william.scott@sfgov.org>

Sent: Thursday, February 13, 2020 1:29 PM

To: SFPD-Everyone <sfpd.everyone@sfgov.org>

Subject: Media Coverage re Implicit Bias

Dear Members of San Francisco's Finest

I want to respond to an article appearing in a local paper in which a former trainer with the San Francisco Department of Human Resources maligns our department as possessing "extreme" anti-black sentiment.

These comments originated in an email sent to myself and the Director of the San Francisco Department of Human Resources in April of last year. I want to make some things perfectly clear. First, I don't believe this department is anti-black nor do I believe SFPD possesses extreme negative sentiment against anyone we serve. I believe this department and its members are among the finest law enforcement officers in the nation. The character of our people and our commitment to justice and protecting the people of San Francisco is unparalleled. I see this every day in the letters, calls and conversations I have with the public, complimenting our work. I see it in the stack of Captains' comps that cross my desk each week. Each day, despite resource challenges, you rise to the challenge of safeguarding this city. One of our major opportunities to become an even better department is Collaborative Reform. We have made incredible progress implementing transformational change in our department. A key component of this work is addressing bias. No human being or organization is bias free. But in order to address the potential negative impacts of bias, we have to be ready and strong enough to have tough conversations to identify our blind spots and the impact our biases have on others. That is why SFPD and other city departments place great value on implicit bias training. In this training, DHR provides a safe, confidential environment for city workers to have frank, sometimes difficult conversations; and to define, identify and openly discuss implicit bias, stereotyping and our personal experiences.

Since 2016, 1,578 active members- including PSAs, professional staff, officers, sergeants, lieutenants, captains, commanders, deputy chiefs and inspectors- have received implicit bias training. In order for our efforts to improve ourselves and our department to succeed, there must be trust. The discussions and conversations in this training are meant to be truthful, frank, confidential and productive. Participants are asked to be vulnerable and honest in order to recognize and address biases in themselves and others. I am deeply disappointed that in this case, that safe space for our members was violated. We cannot allow this incident to undermine the intent and value of this training and the hard work we are doing. Do not let this deter us from our mission, our commitment to this training and our goal of becoming a stronger San Francisco Police Department.

Sincerely,
Chief William Scott
San Francisco Police Department

Our Members Deserve Better

By Lieutenant Gerald Burton Newbeck,
Mission Station

In July of 2019 I wrote a memorandum and submitted it through my chain of command. This memo was titled, "Per Diem Amount for Outside Training". The following is a summary of what that memorandum stated and what I asked of our Department.

First let me start that I have been to a ton of outside training. New Mexico, Nevada, Anaheim, and San Diego just to name a few. I was excited and proud to be going to these trainings and absorbed lessons that still help me with my duties to this day. All these trainings were also attended by Law Enforcement Officers from around the country and the state of California. Every time I spoke to the other attendees the Per Diem amount would come up. When asked, "How much does San Francisco reimburse?" and I would reply, "\$29 dollars", I would get a good chuckle out of the attendees from other departments. Not one other Law Enforcement Officer ever told me that their Per Diem was lower than the San Francisco Police Departments.

So I figured I would attempt to determine where and how this \$29 amount came from.

I spoke with Rochelle Sy from the SFPD Outside Training Unit and inquired about the \$29.00 per diem meal amount. She told me that it was a part of the MOU. I am familiar with the current MOU and I assured her there is nothing that establishes any amount for the per diem. She then referred me to the Fiscal Division.

I then spoke with Jennifer Lee and Li Wu from the Fiscal Division. Li Wu told me that the \$29.00 meal amount was not documented in any of their guidelines or policies. She told me, "That's how we always have done it." I asked how that number was determined. I asked who came up with that amount. Li Wu did not have any answers, except that she has worked there for nine years and that's the amount they always have used.

I spoke with a Lieutenant at the Academy. I was told that it was their perception that the Department was saving money on Per Diem due to the rising costs of the hotel prices. Our Department uses the GSA federal standard for hotel rates. It is not excessive.

Here is the part that makes me say that our members deserve better. I'm just going to use Los Angeles as a base example of a possible location for training:

Federal Employee Standard:

https://www.gsa.gov/travel/plan-book/per-diem-rates/per-diem-rates-lookup/?action=perdiems_report&state=CA&fiscal_year=2020&zip=&city=

Primary Destination	County	M&IE Total	Continental Breakfast/Breakfast	Lunch	Dinner	Incidental Expenses	First & Last Day of Travel
Standard Rate	Applies for all locations without specified rates	\$55	\$13	\$14	\$23	\$5	\$41.25
Los Angeles	Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	\$66	\$16	\$17	\$28	\$5	\$49.50

State of California Employee Standard:

<https://www.calhr.ca.gov/employees/Pages/travel-reimbursements.aspx>

Expense	Reimbursement for Actual Expense
Breakfast	Up to \$7.00
Lunch	Up to \$11.00
Dinner	Up to \$23.00
Incidentals	Up to \$5.00

City and County of San Francisco Controllers Office Standard:

This is for ALL City employees unless their Department has an MOU that states otherwise. The City of San Francisco uses the Federal Guidelines based on jurisdiction of the training. (Below was taken off the hyperlink attached to the SFPD O.A.T. Outside Agency Training form)

http://famis.sfgov.org/controllerspolicies/CON_Accounting_P_P_May_2018_v2.pdf

The federal rate for meal and incidental expenses (M&IE) will be paid without itemization of expenses or receipts. If an officer or employee chooses to request specific reimbursement for meals, original itemized receipts are required. For employee travel, the maximum meal reimbursement is up to the federal per diem rate.

Each city in the federal rate guide has a dollar value for the full day depending on the relative cost of meals in that jurisdiction. Once you obtain the total dollar value, you can refer to the following Table to determine the rates for each meal and incidentals.

TABLE 4-13. FEDERAL DOMESTIC MEAL & INCIDENTAL EXPENSE (M&IE) RATES

M&IE RATE (FULL DAY)	\$ 51	\$ 54	\$ 59	\$ 64	\$ 69	\$ 74
Continental Breakfast/Breakfast	\$ 11	\$ 12	\$ 13	\$ 15	\$ 16	\$ 17
Lunch	\$ 12	\$ 13	\$ 15	\$ 16	\$ 17	\$ 18
Dinner	\$ 23	\$ 24	\$ 26	\$ 28	\$ 31	\$ 34
Incidentals	\$ 5	\$ 5	\$ 5	\$ 5	\$ 5	\$ 5

Note: Per diem rates as of October 2016

San Francisco Police Department Standard:

Not listed in any documentation.

Not listed in any guideline.

Not listed in any policy.

Now that is the problem. If you are not a member of the Police Department but a San Francisco city employee you will receive the amount listed in the Controller's Office reimbursement guideline. But if you're a cop, you get \$29 flat, no matter the jurisdiction. And this is a made-up number, by an unknown person, we have been using for over 10 years.

Here is a couple of more issues to think about.

A majority of these outside trainings are MANDATORY!

A majority of these outside trainings are POST reimbursed, often with Per Diem! Some are federally funded (Grant Money) and also reimbursed!

The San Francisco Police Department appears to have the lowest per diem meal rate for sworn officers in the state. Continuous training is necessary and often mandatory for law enforcement. The San Francisco Police Department should be on par with other law enforcement agencies throughout the state as it relates to reimbursement for training.

So, if there is no policy, no guideline, or documents regarding the \$29 amount, could our department could give us ZERO for Per Diem for outside training?

My recommendation was this:

Fiscal Division and the Outside Training Unit (Academy) create a guideline as it pertains to Per Diem for outside training to be approved by the San Francisco Police Department.

Use the City of San Francisco Controller's Office Travel Guidelines in the interim. The easiest would to just use the GSA rate as they have an online per diem calculator that is very simple to use. We currently use the GSA rate for hotels. Why not per diem?

I have a few other issues with outside training. I had to submit a nine page redacted bank statement to get reimbursed for a \$16 UBER ride from the airport. A screen shot from my cell phone was not enough. No other rideshares would be reimbursed during the entire week of training. Then I decided to drive my personal vehicle the following session of training. They denied the hotel parking for my personal vehicle for the entire week. The parking fees would have been cheaper than me checking in luggage at the airport. Last thing, another member of our department went to the same training as I did. We both drove our own personal vehicles. He was reimbursed hundreds of dollars more than I was. Why? I got my flight quote a month in advance. And the flights were a lot cheaper when I got my quote. (The Department reimburses the less of the two: flight quote or \$.57 cents a mile if you drive your personal vehicle). So, depended on when you get that quote is going to determine the reimbursement you receive. There are definitely more issues that I can list based on my conversations with other Law Enforcement Agencies that we could improve on. Our Members and their families should not have to shoulder the financial burden of Outside Training.

So here we are. Sending a recruitment team to Hawaii to recruit more Officers to apply for the San Francisco Police Department. I wonder if their hotel parking and rental vehicle were paid for by our Department. Did they receive Per Diem? With as many issues we are having, Per Diem should not be one.

Wherever that Memorandum landed. Whosever desk that it's on. Please make a positive change for our members. Deposit a positive token in the piggy bank of Department morale. Or this could just be another straw for the camel's back.

The Bay Area Law Enforcement Assistance Fund announces the Officer Isaac Espinoza Memorial Scholarship Program

The Bay Area Law Enforcement Assistance Fund (BALEAF), established in 1999, provides support for law enforcement families who had members killed in the line of duty, seriously injured, or experienced a catastrophic event/illness.

The BALEAF Scholarship Program seeks to honor our fallen heroes and provide financial assistance to dependents of Law Enforcement Families who wish to pursue a course of study beyond High School at an accredited Business/Trade School, a Two (2) Year College or a Four (4) Year College.

We will be awarding **five One Thousand Dollar Scholarships**

For 2020, the BALEAF Scholarship Program remembers and honors **Officer Isaac Espinoza of the San Francisco Police Department**, who was killed in the line of duty on April 10, 2004.

Eligibility

Scholarship applicants must be an eligible dependent of a **sworn or non-sworn employee (active, retired or deceased)** of a Law Enforcement Agency within the 9 Bay Area Counties (San Francisco, San Mateo, Marin, Santa Clara, Alameda, Napa, Solano, Sonoma, Contra Costa. Eligible dependents include spouses, children, adopted children and step-children

Application Process

Register on-line starting **March 15th** at baleafscholarship@gmail.com by requesting an application.

Applications with instructions & Essay Topic will be sent out via email when you register online.

Completed Applications and the written Essay will be accepted starting April 1st.

Go to www.baleaf.org for additional information - click on Scholarship Program.

Registration & Application Form with Essay must be completed and received by **April 30, 2020**

From www.policeone.com

Reinforcing Field Tactics with Critical Mindset Coordinated Response training

Street encounter training must be constantly evaluated and frequently rehearsed

January 31, 2020

By Lieutenant Michael Nevin, SFPD

The San Francisco Police Department has developed a new training course designed to reinforce sound field tactics using reasonable force options during street encounters.

The agency's use of force policy dictates: "Using a critical decision-making model, officers shall collect information, assess the threats and risk, consider police powers and the Department's policies, identify options and determine the best course of action, and review and re-assess the situation."

The Critical Mindset Coordinated Response (CMCR) course is specifically intended to reinforce and enhance officers' basic tactical knowledge, skills and abilities.

The CMCR training course focuses on five principals:

- Assess and re-assess utilizing critical decision-making skills;
- Plan and coordinate to resolve complex, high-risk situations;
- Emphasize the need for leadership at the scene;
- Emphasize teamwork through communication and shared intelligence;
- Adopt the process of the "debrief" following an incident.

Through classroom lectures, students are able to review tactical concepts, watch videos and complete tabletop exercises, but the main focus of the course is hands-on scenario-based training. Officers are challenged as they must cope with evolving scenarios that force them to determine whether apprehension or containment mode is appropriate. They are reminded to stay alert because situations are often fluid and the mode of response may require adjustment.



The course is specifically intended to reinforce and enhance officers' basic tactical knowledge, skills and abilities.

PHOTO/SFPD

"Discretionary" vs. "non-discretionary" time

The training explores the difference between "discretionary" vs. "non-discretionary" time. If suspect behavior involves an immediate threat, officers have "non-discretionary" time and are expected to react swiftly to prevent death or serious bodily injury to innocent persons. If suspect behavior does not involve an immediate threat to others, officers have "discretionary" time to slow things down. This presents the opportunity to attempt de-escalation techniques and employ tactics advantageous for officers. A mantra emphasized in training is: "If time is available, take it!"

"Four Cs" for high-risk incident resolution

Students utilize the "Four Cs" for high-risk incident resolution:

- Containment;
- Communication;
- Coordination;
- Control.

All the tools available to officers in the field are accessible in the training including extended-range impact weapons, ballistic shields and tourniquets. Radios and body-worn cameras are worn by officers to ensure training closely resembles a patrol shift. Officers quickly learn that having a plan and assigning specific roles will increase the likelihood of successful outcomes. Officers and supervisors who take on too many tasks often don't perform as well as those who focus on a single task.

Training part of larger program

The CMCR course is part of the larger training model within the San Francisco Police Department involving units such as the Crisis Intervention Team (C.I.T.),



Debriefing is a key part of the training.

Emergency Vehicle Operations and Control, Physical Training and Defensive Tactics, Recruit Training Office and Range. Training staff from all disciplines meet monthly to ensure oversight, consistency and guidance for officers with respect to all the courses of field tactics and force options training to better prepare them for the challenges they face.

In light of changes to California state law regarding police use of force, the San Francisco Police Department wants to stay ahead of the curve. Fortunately, the agency's current use of force policy closely resembles California Penal Code 835a (revised law effective January 1, 2020). California law defines "totality of the circumstances" as follows: "All facts known to the peace officer at the time, including the conduct of the officer and the subject leading up to the use of deadly force." With this in mind, our training must provide officers with relevant and timely courses of instruction, especially when it comes to tactics and the application of force options.

Lead CMCR trainer, Sergeant Justin Bugarin, explains: "In a society in which the public demands aspects of policing to be better, we as a profession have an obligation to do so. The SFPD has chosen to take on the challenge."

Since January 2019, several hundred San Francisco police officers and a few dozen from outside agencies have participated in the 2-day CMCR "force on force" training. Almost 1,000 officers have completed a 1-day abbreviated CMCR course offered during weekly advanced officer training.

San Francisco Police Chief William

Scott has credited CMCR with contributing to a significant reduction in reportable use of force incidents. A recent quarterly report showed a 24% decrease in 2019 uses of force compared to 2018 numbers.

Since its inception, the student course evaluations have been overwhelmingly positive.

"Great training. The course helped encourage everyone to take leadership roles and do it with confidence. The biggest part of the course was teaching us to slow down and plan the best tactics to complete the mission, do it safely and win."

"I have attended many training courses throughout my career and CMCR has by far been the best. Hands-on practical learning and scenarios were a great way for me to learn and actually be able to apply these skills in the field."

The concepts taught in CMCR are not new to those in law enforcement and we did not reinvent the wheel. But it has served as a reminder for our agency that street encounter training needs to be consistently evaluated and frequently rehearsed. Our officers have embraced the training and the community they serve will continue to reap the benefits.

For more information on the CMCR training, email sfpd.ftfo@sfgov.org.

About the author

Lieutenant Michael Nevin has served with the San Francisco Police Department for 25 years. He has worked in patrol, investigations, and is currently assigned to the Training Division. He has experience as an officer-involved shooting investigator and has worked on use of force policy.

Julia A. Hallisy, D.D.S.

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"Foothill Fuzz" Retirement Luncheon Thursday, March 19, 2020

Mark Your Calendar!

Dear Retired SFPD Members,

We hope that you and yours enjoyed a most lovely holiday season and had a very "Merry Christmas" etc. spent with loved ones and friends! Wishing that 2020 brings all a year filled with good health, happiness, fun-filled times, exciting journeys and peace.

Our first "Retirement Luncheon" for this year is right around the corner, Don't forget to include us in your social calendar! Please give us a call or E-mail your RSVP so that we can reserve the private banquet room once again. We're looking forward to seeing you all soon! Safe journeys 'til then!



Hwy. 50 Exit @
Red Hawk Parkway,
Placerville, CA 95667

No-Host Bar @ 11:00 AM — "Mahogany Bar"
(2nd Floor)

Lunch @ 12:30 PM — "Waterfall Buffet"

Cost: \$25.00

(Payable at Door — incl. Tax & Tip)

Please RSVP by Tuesday, March 10, 2020

Jenny Forrester: sfpd@yahoo.com

Joe Giacammi: joethejock612@sbcglobal.net

Rene LaPrevotte: goldcountryreaper@comcast.net

Attention Recruit Classes: 179 180 181 182 183

It is going on **25 years** since we ALL were in the academy and entered the department together.

I was wondering if anyone would be interested in having a reunion before we ALL retire.

This includes those that have retired already.

*We made history back then,
we can make history again!!*

If interested, contact me as soon as possible so we can get this going!

Include: name, class, email, and contact number if possible.

Contact information:

Officer Yvette Poindexter #1146

Email: punkin85@comcast.net

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

Thursday, April 23rd, 2020
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

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
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**



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San Francisco's 169th Saint Patrick's Day Parade and Festival set for March 14th, 2020

This year's theme is — Serving our Communities

Forwarded to the *Journal*
by Olivia Canniffe

San Francisco, CA — The West Coast's largest Irish event celebrating Irish history and culture, the 169th Annual San Francisco St. Patrick's Day Parade and Festival, will take place on Saturday, March 14th 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.

The United Irish Societies is pleased to announce San Francisco's Con Lyons as the Grand Marshal for this year's Parade and Festival. "Con is the perfect person to fit in with our theme of serving our communities. He has been an active member of many groups and associations in the city since he arrived in San Francisco and we are happy to have him as our Grand Marshal said Liam Frost, President of the UIS. "Con has been made such an impact with the local GAA from playing as a young man to coaching and participating in a leadership capacity for many years. He is

also an active member of the Rebel Cork Association for 25 years and encourages many young families to join for this and many other reasons Con 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.



UIS president Liam Frost with 2020 St. Patrick's Day Parade Grand Marshal Con Lyons.

Exhibitors and Sponsors include: Aer Lingus, BART, PG &E, 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 14th and celebrate with us. The Parade and Festival starts at 11:30am on the corner of Market and Second Street. For more information please visit www.uissf.org or like us on Facebook www.facebook.com/SaintPatricksDaySF

SF Dispatcher of the Month



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



Date: February 1, 2020
To: **Stephen Samuelson, Public Safety Dispatcher**
From: Zoila Lechuga, Employee Recognition Coordinator
Re: Communications **Dispatcher of the Month — February 2020**

The Department of Emergency Management has selected you as Communications **Dispatcher of the Month for February 2020.**

While assigned to the roll of call taking in the month of November, you received a call from a male caller indicating his partner had passed out and was turning black and blue. From the very beginning, the caller was very distraught and struggled with keeping his composure. Stephen, this was a very stressful call but you remained firm, focused, and very calm while you continued to ask clarifying questions. At one point you tell the caller, "Help me help you". It was very evident that he was scared, but with your perseverance CPR was initiated. Your instructions were clear and precise, and you were able to successfully get him to follow your instructions effortlessly. You took this caller from blind panic to a place of calmness where he was able to help the patient with your instruction.



You remained on the line until SFFD came on scene, and even though calls are usually disconnected at this point, you remained on the line. You recognized the caller was emotionally distressed and you wanted to show support. Stephen, you did something that we as Dispatchers almost never do; you allowed this call to become personal. You gave him your name, and you also gave him permission to go ahead and cry. You acknowledged how scary the whole situation was, and then you encouraged him to talk; you continued to listen and empathized.

Stephen, not only did you provide lifesaving instructions to someone in a serious medical emergency on this particular day, you also became someone's lifeline who desperately needed emotional support and guidance. You went well beyond the call of duty. Thank you for providing this excellent service, for your ongoing dedication and for being so kind. We are so proud of you here at DEM. **Congratulations Stephen!**

The Hebel Economic Forecast For 2020



By Mike Hebel, Financial Correspondent
Certified Financial Planner

Opportunity of a Lifetime

Most investors may not have recognized it at the time, but March 2009 offered one of the best opportunities for equity appreciation in a lifetime. The United States was in the worst financial crisis and deepest recession since the Great Depression of the 1930s, global stock markets had been in a free fall, credit markets had seized up, and large financial institutions faced total collapse. The S&P 500 (index of large-cap U.S. stocks) had fallen 57% from its peak in October 2007 to its last low on March 9, 2009 marking one of the worst bear markets in U.S. financial/economic history. And then the Bull Market charged forward with the DJI racking up gains of 18.8% in 2009, 11% in 2010, 26.5% in 2013, 7.5% in 2014, 13.4% in 2016, 25.1% in 2017 and then 22% in 2019. Wow!

Stocks soared in 2019. According to Wilshire Associates' estimates, the value of U.S. equities increased by \$7.5 trillion, or 27.7%, in 2019 – making this year the best for the U.S. stock market since 2013 when equities added \$5.4 trillion in total wealth.

Fast forward to February 26, 2020. The current bull market is now the longest ever (over 4000 days), besting the October 11, 1990 – March 24, 2000 bull market. And, absent a world-wide coronavirus pandemic- it's not over! Happy Anniversary! As of July 2019, the U.S. economy's growth is the longest economic expansion on record. This growth is spurred by job growth with the U.S. economy adding jobs for the last 112 consecutive months. Unemployment recently touched its lowest level in 50 years.

The negative stock market performance in 2018 with the DOW down 5.6%, S&P 500 off 6.2% and NASDAQ Composite slumping 3.9% may repeat this year with corporate profits, both here and abroad, under unanticipated pressure from China's coronavirus outbreak.

2009 – 2019: Fabulous Year for Investors

U.S. bull markets since the 1930's have averaged a duration of 57 months and returns of 164.5%; the current bull market is now over 133 months in duration and has produced a return exceeding 475%. That puts the DOW more than 21,915

points above its March 2009 bear-market low (6,547). Wow! If you had put \$100,000 into the S&P 500 in the spring of 2009, you would have more than \$575,000 today (Shoulda, Coulda, Woulda!). Another Wow!

Since 1850, when U.S. recessions began to be measured, this decade (2010-2019) is the first to experience no recession.

Ponder and reflect on what has truly been one of the most dramatic journeys that any generation of investors has ever experienced. Will it continue in 2020? Yes, I say, if the coronavirus is contained and the world's economic markets return to their pre-virus state.

Enter the Coronavirus

No one really knows how stocks will perform in any given year because so much can change. In late 2019 economic pundits and prognosticators were forecasting a 2020 year ending DJI at 30,000 to 32,000.

Those forecasts immediately became suspect when China announced that a coronavirus, originating in an open meat market in Wuhan, was causing respiratory infections and deaths. To date there are over 80,000 confirmed cases in 38 countries, the majority in China's Hubei province – which is about 10 times as many people as were infected with SARS in 2003. Of these 80,000 over 2,000 are outside of China. Within the U.S. there are about 43 known infections. There are now world-wide 2,700 confirmed deaths. While cases in China may be slowing, recent outbreaks in Japan, Italy, Iran, and South Korea (with 980 cases – the largest number outside China) recently sent the U.S. and international equity markets cascading downwards. The 1,900 DJI point loss on February 24th and 25th is this index' largest two-day point loss on record. Markets are certainly reacting to peak uncertainty waiting for clarification

as to whether the virus has peaked (infections/deaths). Events are still too fluid with global markets reacting to any snippet of news regarding the virus to help determine the likelihood of a significant slowdown in global growth and corporate earnings. Epidemiologists say there is not enough data to reasonably assess whether this virus has peaked and is contained. Such a determination will likely help determine if, in 2020, the global stock markets' correction gets uglier.

The World Health Organization (WHO) still hasn't declared the novel coronavirus a global pandemic, but financial markets seem to be reacting as though this has happened. The U.S. Center for Disease Control recently warned that it expects the virus to spread to the U.S. and told businesses and schools to prepare for a nationwide spread of the virus.

The End of the Bull Market? Not Yet!

Bull markets do not have expiration dates. Eleven years, however, is a long time for a bull market to run, and skeptics have been there all the way announcing its immediate demise. But I am not ready to write a death certificate. Despite the constant drumbeat of pessimism, except for the coronavirus, signs aren't pointing toward an imminent bear market – and might not for a while. The U.S. economy has a sturdy foundation in low unemployment, low interest rates, strong wage growth, modest corporate profits and robust consumer spending. A market correction does not portend a recession.

We know that economic recessions are the one thing guaranteed to kill the bull market. Except there's no sign that the U.S. is on the verge of a recession. As Ed Yardeni, president of Yardeni Research, recently commented: "The next recession is the most anticipated of all time." And when may the next recession

Knight Kiplinger's Financial Advice

Knight Kiplinger is the editor-in-chief of *Kiplinger Personal Finance*, a highly regarded monthly magazine, founded in 1947, that gives practical and useful advice on all things financial. With 70 years of giving practical advice to readers on how to save, manage, invest and spend their money, Knight has distilled his wisdom. Here is a sample.

1. Wealth creation is not a matter of what you earn. It's how much of it you save.
2. Your biggest barrier to becoming rich is living like you are rich before you are.
3. Pay yourself first. Arrange to have your retirement and other savings deducted from your paycheck before the money hits your bank account.
4. No one ever got into trouble by borrowing too little
5. Conspicuous consumption will make you inconspicuously poor.
6. The key to stock market success is not your timing of the market. It is your time in the market – the longer, the better.
7. Diversify, because every asset has its day in the sun – and its day in the doghouse.
8. Keep a cool head when others are losing theirs. The foundations of great fortunes are laid in a bear market not bull markets.
9. Money can't buy happiness, but it can make unhappiness easier to bear.
10. Sharing your wealth with others is more fun than spending it on yourself.

This is a terrific reference which I highly endorse for both novice and skilled investors. Pick up a copy at your favorite book store or on-line. A first time subscriber can get 12 issues for \$14.97 – a saving of \$44.91 from the cover price. Kiplinger's also published an annual *Kiplinger Retirement Planning* magazine full of excellent advice for those in or near retirement. I also highly recommend this annual issue which hits the news-stands in June of each year.

be expected? Yardeni says 2021. Mike Wilson, market strategist for Morgan Stanley, believes the next recession will probably occur within the next 12 to 18 months and, he believes, it will be very modest and shallow (like 1990, and not like 2001 or 2008). Ray Dalio, prominent hedge fund manager, believes that the probability of a recession prior to the next presidential election (2020) is relatively high at 70%. Ben Bernanke, former Fed chair, also believes that we will see the next recession sometime in 2020. Nouriel Roubini, the NYC economist who accurately predicted the 2008 crash, has argued that economic conditions will be ripe for a financial crisis and a global recession in 2020. BlackRock's global chief investment strategist Richard Turnill puts the odds of a recession by the start of 2021 at more than 50%. As recently reported in Duke University/ CFO Global Business Outlook survey, more than 80% of U.S. chief financial officers believe that a recession will hit the economy by the end of 2020. Marc Seidner, chief investment officer of non-traditional strategies at Pimco sees a 70% chance the world economy will enter a recession over the next three to five years – a recession that will be shallow and long (saucer shaped).

It pays to remember that recessions and bear markets (a decline of 20% or greater from the previous market top) are inevitable and not the worst thing that can happen. The S&P 500, after all, dropped 57% from peak to trough during the financial crisis of 2008, but investors who held on through it had recovered their losses by the end of March 2013. The worst damage was suffered by those who couldn't take the pain and sold near the bottom; they never made their money back.

Carnegie, Buffett, and Schwab

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

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

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

virus, Buffett remarked that this is likely to have a short-term negative effect on stock markets, but do not bet against the United States to succeed. He noted that stocks fluctuate, but over time they go up – often in years when least expected.

Charles Schwab, founder and chairman of Charles Schwab & Co. frequently tells investors: "Buying stocks is the best way I know to achieve growth. I also believe that investing is an act of optimism – optimism and belief in the growth of our country, our economy and the companies that drive it. Sometimes maintaining that optimism means you have to look beyond the turbulent present and focus on the future. After all, growth is rarely a short-term affair."

The Hebel maxim: *There is no safe, quick and easy way to build wealth. A firm commitment to a well-conceived long term investment strategy using a well-diversified portfolio is required to accumulate wealth over time. This endeavor is best viewed as a marathon rather than a 100 yard sprint. Within the context of alternating bull and bear markets, the main long term forces of the market have historically favored the bull. The Tolstoy addendum: Everything comes in time to those who know how to wait...there is nothing stronger than these two: patience and time, they will do it all.* (Leo Tolstoy, War and Peace)



POA welfare officer Mike Hebel and Voya investment advisor Joe Collins discuss the recent performance results of the CCSF deferred compensation plan.

Voya SFPD Investment Advisor Joe Collins

1145 Market Street, 5th floor, San Francisco, CA 94103
Phone number: (c) 860-655-7719
email: Joe.Collins@voya.com

Annual contribution limit for 2020: \$19,500
Age 50 and over in 2020: additional \$26,500
Special 3 year catch-up provision for 2020: \$39,000

Long Term Investing Pays Off: SF Deferred Compensation Investing Performance "Stay The Course"

Average Annualized Total Return as of January 31, 2020

	1yr	5yr	10yr/	(Incep)	Net Fund Exp. %
Stability of Principal					
Stable Value Fund	2.55%	1.86%		1.78%	.30%
Stable Value Fund	2.54% annualized crediting rate through 3-31-20				
Bonds					
Intermediate Core Bond Fund	10.65%	3.72%	4.48%		.30%
Intermediate Term Index Fund	9.66%			6.77%	.03%
Asset Allocation					
Retirement Fund	11.24%	4.95%		5.01%	.39%
Target Date 2020 Fund	11.32%	5.13%		5.49%	.39%
Target Date 2025 Fund	11.79%	5.66%		6.28%	.39%
Target Date 2030 Fund	12.57%	6.41%		7.13%	.42%
Target Date 2035 Fund	13.09%	7.23%		7.96%	.42%
Target Date 2040 Fund	13.57%	7.71%		8.26%	.43%
Target Date 2045 Fund	13.49%	7.70%		8.25%	.43%
Target Date 2050 Fund	13.49%	7.70%		8.25%	.43%
Target Date 2055 Fund	13.49%	7.70%		8.25%	.43%
Target Date 2060 Fund				7.60%	.43%
Target Date 2065 Fund				7.65%	.43%
Large Cap					
Large Cap Equity-S&P 500 Index	21.68%	12.36%	13.96%		.01%
Large Cap Social Equity	24.24%	13.24%	14.77%		.12%
Large Cap Value Equity	10.17%	7.54%	11.20%		.35%
Large Cap Growth Equity	25.26%	14.64%	15.16%		.28%
Small / Mid / Specialty					
Small-Mid Cap Equity Index Fund	13.88%			5.31%	.04%
Mid Cap Active Equity Fund	10.97%	7.74%	11.45%		.53%
Small-Mid Equity Fund	19.18%			5.05%	.76%
Real Estate Fund	4.53%	2.76%	10.55%		.90%
Global / International					
International Equity Fund	9.22%	5.56%	6.64%		.52%
International Equity Index Fund	11.84%			1.19%	.04%

"Miranda" Investment Admonishment: Current performance may be lower or higher than performance data shown. Performance data quoted represents past performance and is not a guarantee or prediction of future results. The investment return and principal value of an investment will fluctuate so that, when redeemed, shares/units may be worth more or less than their original cost. Consider the investment objectives, risk, fees and expenses carefully before investing. In the column entitled (Incep), performance numbers indicate performance since the inception of the fund.



San Francisco Police Department Auxiliary Law Enforcement Response Team
February 1, 2020

Introducing the SFPD A.L.E.R.T. Corner



By David A. Bolaffi
SFPD ALERT Senior Team Lead (ASTL)

The SFPD Auxiliary Law Enforcement Response Team (A.L.E.R.T.) is a group of civilian volunteers trained by the SFPD whose primary responsibility is that of disaster first responders who are ready to assist the SFPD in the "72 hours" immediately following a declared emergency. ALERT was the brain-child of SFPD Captain Steve Tacchini (Ret), with its first graduating class in April, 2013 consisting of 23 members and has since grown to over 150 members. ALERT is under the leadership of Commander Daryl Fong of the Community Engagement Division and the Program Coordinator is SFPD Lieutenant (Ret) Marina Chacon.

ALERT members come from a variety of backgrounds including but not limited to PhD's, medical professionals, retirees, technology, construction trade professionals, educators and there is even one father and son team.

In order to join the ALERT program, one must either live, work or attend school in San Francisco, be 18-years of age or older (16 with parental/guardian approval), undergo an SFPD background check, and then attend two 8-hour training classes conducted by active SFPD Officers and Senior members of the ALERT program where members will be trained in The Law, Deployment Protocols, Station Operations, Traffic Control, Radio Communication Protocols, Conflict Resolution/ Problem Solving, Medical Assistance Protocols, Missing Person



and Evidence Searches and Patrolling & Site Protection.

District Stations may also request ALERT volunteers to assist them with various non-disaster related events such as working in support of officers on foot patrols at street fairs or other large annual events. ALERT volunteers are also prepared to assist the Department in the most highly at-risk missing person

cases and ALERT volunteers regularly assist the SFPD Community Engagement Division at events including the annual Polar Plunge, MADD and MS walks, Fleet Week, Guardsmen Tree Give-Away, the annual MLK Freedom March and the Special Olympics Torch Run. After a disaster, ALERT volunteers may be asked to assist with traffic control, well-being and welfare safety checks on vulnerable individuals, and the securing of resource

locations.

For more information on the ALERT program, please visit the ALERT page on the SFPD's website at <https://www.sanfranciscopolice.org/community/programs/auxiliary-law-enforcement-response-team-alert-program> or email/call the ALERT Program Coordinator at sfpdalert@sfgov.org / (415) 558-5545

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Resetting Your Career is Part of the Job

By Michelangelo Apodaca

If you are reading this article, it means you have obtained this month's issue of the *SFPOA Journal*. Most likely, you are a monthly subscriber or received it from someone who is associated with Law Enforcement. As a reader and contributor to the *Journal* myself, I find many of the articles of professional interest, but started to realize they affect me more personally. I read stories of our collective law enforcement history; of people who have either worked in our Police Department, are currently working, or have significantly contributed to the betterment of us as a law enforcement family.

the stuff [negative] going around and I try not to bring it along with me when I leave work. I'll be involved in the conversation, but I'm not going let it control my entire being."

Many of us can't help but carry everything that happens at work with us even when we go home. It's part of our lives. It's who we are. Many of us have chosen to work in a profession that expects us to make quick decisions, hopefully with correct or desirable outcomes, and with minimal knowledge going into it. All this said, as I read various *Journal* articles I am so touched by the humanity, the caring, and the dignity of our law enforcement family. Collectively, we do

Collectively, we do more each day for the public, and for each other than is ever reflected in any statistical collection or analysis.

With the current state of the country, changes in local laws, and all the various City departments doing their part to keep our communities safe and moving us into the 21st Century, I see a common thread. For those people who have been around a long time, on the one hand, it may seem that not much has really changed — crime is crime, we do our jobs, we do the best we can, and outcomes happen. On the other hand, things have changed tremendously. More restrictions on how we do our jobs, what we can or cannot do, and again, outcomes happen. More tools (Body Worn Cameras) and technology (Mobile phones) have also contributed to the way we do business.

I hear of many frustrations from department members who are on the street doing their jobs, trying to do the right thing for the right reasons, but the outcomes are not always what they expect; both practically and administratively. Case in point was when an officer in the Mission was dealing with a homeless individual who committed a minor offense and also needed social services. Although the individual committed a minor violation, instead of arresting the individual for the minor issue, the officer took the necessary steps to get the individual the social services they desperately needed. The officer's supervisor decided that the letter of the law should have been applied and writes up the officer for not taking full legal action.

I take this all into account as I come to work and talk with my law enforcement colleagues. What we hear from those around us does affect how we see the world. I was told by one of my coworkers who works downtown, "I hear all

more each day for the public, and for each other than is ever reflected in any statistical collection or analysis.

As an example, it gives me joy to see the photographs in the Loon's Nest section of the *Journal* of former and current SFPD members playing golf together — camaraderie. Knowing that those members DID SOMETHING worthwhile in their careers and are now enjoying retirement together is powerful. This job brings us closer together than most others and the relationships we make during our time here is stronger than most any other profession.

The letters of thanks written by people who benefited by something provided to them by the SFPOA is uplifting. When I read those letters of thanks, I think to myself, we, the members of the SFPOA are contributors to the well-being of others. We are right in the middle of it and part of the solution.

We know that life has a way of throwing us curve balls, especially when we least expect it. We always seem to handle anything that comes our way. No matter what perceived obstacles come our way, we handle them the best we can. We support each other in accepting the day to day challenges we face — professionally and personally. We have gotten very good at handling the professional obstacles — this is evidenced by the fact that no matter what happens each day, we still find the courage to come into work and do whatever is needed. We get the job done. We see each other go through a lot of life's ups and downs; marriages, divorce, kids growing up, elder parents, retirement, death of those we've worked alongside, friends, and family.



The Police Unity Tour is just one example of police officer camaraderie beyond the job.



Team SFPD and Corporal Singh's family.

We are not alone. We've never been alone. All along the way, throughout our careers we've had the support of friends, family, and neighbors. Many of us have been supported by community, church, and those that see our value and worth. Through it all, we never lose sight of why we entered this profession and the good work that we have done and continue to do, even if you've left the department. When you feel completely frustrated with the system or feel like quitting, think about why you started this journey.

"I suggest for each of us to take a moment to hit the reset button on what we do and how we approach each day."

If you reflect on your life you may realize there has been a time(s) when you've either looked up to someone as a role model, or counted on someone, or someone who came to your aide when you needed it. There may even have been a time you were not aware that others were looking out for you. But they were

there, silently. In a world where so many times people are just there to repress you or put you down, take time to lift someone up. You already do this. Continue to do the good work you do each and every day. Try not to let all the noise around you distract you from your purpose.

You may be surprised how doing good for others does something good for your own well-being. I say the following words to many of the new hires/transfers who come to the Airport Bureau for their orientation week. When people see you in uniform, in our various roles, they are looking to you because they think you can help them. And isn't it an honor to be able to help someone? In many instances, you are the guardian that can help them. Whether it is because you've got to take them to jail, or because they need to receive some sort of social services. I suggest for each of us to take a moment to hit the reset button on what we do and how we approach each day. Embrace the mindset that each day when you reset, you may find a fresh beginning with opportunities to be a real hero to someone who needs you. The intent of writing this article is to continue the conversation and thank you for all that you do on the job and in your own personal lives.

I leave you for now, with a quote from Virgil, one of the most famous ancient Roman poets from the Augustan Period, "The noblest motive is the public good."



Like golf, softball, soccer, and basketball, sports has long been a tradition of off-duty police camaraderie.

Widows' and Orphans' Aid Association

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

Tuesday, February 11, 2020

The Widows' and Orphans' Aid Association of the San Francisco Police Department held their monthly meeting on Tuesday February 11, 2020 at 12:30pm. The meeting was held at 850 Bryant Street Room #150 in San Francisco, California.

Roll Call: President Jim O'Meara, Vice President Al Luenow, Trustees Rob Forneris, Lou Barberini, Leroy Lindo, and Ray Kane, were present. McDonough and Taylor participated by Conference Call. Administrative Assistant Sally Foster was available by Conference Call. Trustee Ryan Walsh was excused.

Approval of the Minutes: Trustee Ray Kane made a motion to accept the minutes from last month. Trustee Lou Barberini seconded the motion. The motion passed without objection.

Receiving Applications; Suspensions and Reinstatements: There was no new applications, suspensions or reinstatements. Membership Dues of \$100 are due now, and will be late after March 31, 2020. A member who has not paid their dues by March 31, 2020, will be suspended by order of our President. A letter of suspension will be sent to the last known address on our records. Failure to acknowledge the mailed letter does not negate the suspension.

Communications and Bills: Treasurer Dean Taylor read aloud the bills and paid beneficiary claims. The beneficiary of passed members of Michael Gallegos and Barbara Pinelli received their WOOA benefit. Treasurer Taylor reported our ending figures and expenses for the year 2019. Our fund is just under \$8,400,000.00. We have prospered since transferring the fund to the Schwab group. The 2019 Summary Annual Report is available on our sfwidowsandorphans.org website. We will mail 2019 Summary Annual Report to any member who requests a copy. Contact Mark McDonough at (415) 681-3660 or markmac825@comcast.net. Trustee Leroy Lindo made a motion to pay the bills and beneficiaries. Trustee Rob Forneris 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 three of our members:

William Dougherty, age 79: William Brian Dougherty was born in 1941, in San Francisco, California. Bill is listed as being a "Glazier" prior to his career in the S.F.P.D. Bill entered the San Francisco Police Department on October 16, 1966, at the age of 25. Bill entered the Academy and wore star# 1002. Bill worked the following assignments during his 38-year career: Potrero Police Station (January 30, 1967), Central Police Station (December 1, 1967), Richmond Police Station (April 6, 1977), Bill was promoted to the rank of Q-50 Police Sergeant and transferred to the Muni Transit Unit (April 9, 1980), Taraval Police Station (September 24, 1994), and to Richmond Police Station (February 11, 1995). Bill retired after 38 years on July 8, 2004 with a service pension. Awards: Bill was awarded a Bronze Medal of Valor for services rendered on August 9, 1972 at approximately 1000 hours. On that date Officers William Dougherty, Joe Giacomini, Francis Fahy, and Gary Marble arrested a suspect in the act of burglarizing a Gun Shop. The suspect armed himself with an automatic pistol, brandished and pointed the weapon menacingly at the Officers. After a tense confrontation, the Officers rushed the suspect and physically disarmed him and placed him in custody. Bill was awarded with his second Bronze Medal of Valor for services rendered on and undisclosed date in 1997 (award date was 12-12-97). At approximately 0930 hours, Sergeant William B. Dougherty, and Officers Joseph Engler, and Frank Mendez responded to an address on Spruce street to check on the well-being of a person. The Officers had received information that a subject had been yelling and screaming all night and was threatening to shoot someone. Mendez entered the rear yard and observed a broken window on the second floor of the building. Mendez also heard glass objects breaking against a wall. The Officers called Sgt. Dougherty to respond to the scene. Sgt. Dougherty rang the front doorbell in an attempt to contact an occupant. The person of interest responded and opened the front door and yelled something loudly at the Officers. The subject brandished something at the Officers from the stairs. The Officers

were blocked entry by an iron gate. The subject refused to open the gate, brandished the object and stated: "Come-in and I'll shoot you!" Sgt. Dougherty secured the building front and directed Engler and Mendez to attempt entry into the garage. Officer Engler had informed Sgt. Dougherty that a prior incident occurred with the same subject and guns were confiscated from the premises. The subject was subsequently committed for psychiatric care. Engler and Mendez forced their way into the garage and Sgt. Dougherty entered from the front. They could hear the suspect yelling and breaking objects inside the premises. Engler, Mendez, and Dougherty, with service weapons drawn, advanced down the hallway and into a living room where they observed the suspect seated on a sofa. Engler, Mendez, and Dougherty commanded the subject to drop the knives that he had in his possession. The suspect stood up and advanced toward all the Officers slashing a knife in the air. The suspect refused orders to drop the knife and came forward to within 4 feet of the Officers. The suspect, eventually dropped a weapon and his knives to the floor and avoided being shot by the Officers. The suspect was immediately subdued and handcuffed by the Officers. Sgt. Dougherty, and Officers Engler and Mendez, for their efforts in subduing a mentally unstable person, and placing their own lives in danger, were awarded a Bronze Medal of Valor.

Timothy Francis Cadigan, age 84: Timothy F. Cadigan was born on August 31, 1935, in San Francisco, California. Tim was born to parents Timothy and Nora Cadigan. The Cadigans lived in the inner Sunset District. Tim attended St. Anne's Catholic School, and St. Ignatius High School. Tim was in the class of 1953 at S.I. and played football for the Wildcats. Tim enjoyed all sports and was an active member of the Olympic Club where he played handball and enjoyed socializing. After High School, Tim proudly served in the United States Marine Corps and was stationed in Japan. Tim is listed as being an Apprentice Electrician prior to his career in Law Enforcement. Tim entered the San Francisco Police Department on October 22, 1958 and was assigned to star #1406. Tim worked the following assignments during his 30-year career in the S.F.P.D.: Central Police Station (March 9, 1959), Park Police Station (December 7, 1959), HDQ City Prison (June 29, 1960), Northern Police Station (April 17, 1961), and the Juvenile Bureau (May 31, 1971). Tim was promoted to the rank of Inspector on November 28, 1977. The record does not show Tim's assignments beyond the Juvenile Bureau, however, I was informed that he retired from the Burglary Detail. Awards: Tim was awarded with a 3rd Grade Medal of

Valor for services rendered on September 28, 1963. Tim, with Officers Burton Bishop, William F. Daily, and Peter M. Libert arrested a suspect who had just robbed a grocery store with a gun. Two Juveniles witnessed the crime and later positively identified the suspect. The Officers placed the suspect in custody and seized a concealed unloaded handgun and a knife. Tim was awarded with his second 3rd Grade Medal of Valor (the same year) for services rendered on December 12, 1963. Tim and Sergeant Augustus Bruneman arrested an armed suspect who had fired shots at other Officers after committing an armed robbery of a liquor store. The suspect was located hiding behind the back stairs of a nearby building in the area. Officers Thomas J. Dickson and Thomas Hurley were awarded 2nd grade Medals of Valor for their part in this incident. Tim was awarded a 2nd grade Medal of Valor for services rendered on January 14, 1964 for the disarming and the arrest of a suspect shortly after he had committed an armed robbery of a bank. Officer Edward P. Markey observed the suspect on the street and approached him with a drawn service revolver. The suspect observed Markey and brandished his firearm and pointed it at the Officer. The suspect then ran for cover behind a parked car after Markey fired a warning shot. Markey radioed for assistance and pinned-down the suspect with additional gunfire. Officer Tim Cadigan arrived in civilian dress and took a position behind the suspect. Cadigan ordered the suspect to drop his weapon and surrender. The suspect realized his situation was hopeless, and complied with Cadigan. Cadigan and Markey placed the suspect in custody and seized his handgun. Officer Tim Cadigan was awarded with his 3rd of three 3rd grade Medals of Valor for services rendered on January 8, 1965. Tim and Officer Clifford Tawney located and arrested a suspect who had just threatened another man. Tawney and Cadigan had observed the suspect walking down the street and ordered him to stop. The suspect ignored the command and continued walking. The Officers again ordered the suspect to stop and it was at that moment the suspect turned and faced the Officers attempting to draw his firearm. Officer Cadigan fired a warning shot and the suspect stumbled and fell to the ground. Cadigan and Tawney rushed to the suspect and placed him in custody, and seized the suspect's firearm. Inspector Tim Cadigan, with Inspectors Gerald Evans, George Guglielmoni, and Louis Hutzler were awarded with a Police Commission Commendation for services rendered on Wednesday July 13, 1983. The Inspectors combined their efforts

CONTINUED ON NEXT PAGE

Deaths

LEE CLARK
Age 86, Retired SFPD
Died January 28, 2020
Notified by J. Leach

DONALD FOUKE
Age 80, Retired SFPD
Died January 29, 2020
Notified by L. Pettitt-Fouke

CLARK SUMMERS, JR
Age 79, Retired SFPD
Died January 24, 2020
Notified by S. Bosshard

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



Lee Clark

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.

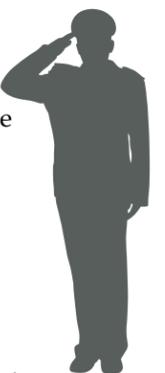
1912: Officer John J. Nolan, died from a fall while in foot pursuit.

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

Read *Men of Courage*, by Captain Thomas G. Dempsey (retired)



Widows' and Orphans' Aid Association

CONTINUED FROM PREVIOUS PAGE

in an investigation in regard to a series of robberies committed against banking institutions. After a lengthy and diligent investigation, the Inspectors identified the vehicle used by a suspect in the robberies. The Inspectors set up a surveillance of the suspect vehicle and eventually observed a male and female enter the vehicle and drive away. The Inspectors followed the suspects and their vehicle until they could coordinate a roadblock. The roadblock stopped the suspects and their escape route and they were taken into custody. The Inspectors were able to gain the suspect's confession of committing 22 robberies in San Francisco, San Mateo, Santa Clara, and Alameda County. The female was identified as a suspect in three of the South Bay robberies, and was subsequently charged. In 1963, Tim had met the love of his life Sandra at the Portal's Bar located in the West Portal neighborhood of San Francisco. They married 6 months later and in 1970 they moved to Terra Linda where they raised their three daughters. Tim and Sandra were married for 55 wonderful years. Tim is survived by his wife Sandra Cadigan, his daughters Dana McKeon (John), Colleen Maddalena (Mike), and Christine McGuinn (Sean). He was a devoted and loving Grandpa to his five grandchildren Julia and Jack McKeon, Gina Maddalena, and Lauren and Ryan McGuinn. Tim is also survived by his sister Angela Cadigan and was preceded in death by his parents Tim and Nora Cadigan, and his sister and brother Noreen and Jim Cadigan. Tim loved playing cards, reading books and in particular history related books, gardening, hiking in Marin County, following the San Francisco Giants and 49ers, and spending time in Lake Tahoe.

Donald A. Fouke, age 80: Donald A. Fouke was born in San Francisco, California on June 5, 1939. Donald is listed as a "Plant Operator" prior to entering into law enforcement. Donald entered the San Francisco Police Department on January 3, 1964, at the age of 24. Donald wore star# 847. Donald graduated from the Police Academy and worked the following assignments during his 27-year career: Central Police Station (March 30, 1964), Richmond Police Station (March 15, 1965), Northern Police Station (August 23, 1970), Personnel (March 14, 1979), Potrero Police Station (Promoted to the rank of Sergeant and transferred on June 12, 1979), Mission Police Station (FTO February 13, 1980), Richmond Police Station (January 27, 1982), Mission Police Station (Promoted to the rank of Police Inspector and transferred on December 1, 1982), Juvenile (August 5, 1985), and Management Control (September 19, 1987). Donald retired on July 9, 1990 with a service pension. Awards: Donald Fouke was awarded with the highest honor in our Department, a Gold Medal of Valor (1st Grade Medal of Valor at that time), for services rendered on October 27, 1967. Donald pursued an

armed robbery suspect who had just robbed a supermarket. During the foot chase, the suspect fired several shots from his firearm at Officer Fouke. Fouke returned fire until he and the suspect reached an area that was congested with citizen foot traffic. Fearing he may endanger the public, Fouke ceased using his service revolver. Fouke rushed the suspect who had his back to Fouke. The suspect turned around to face Fouke and Fouke was able to kick the suspect's gun from his hand. Fouke then took the suspect into custody. Donald was awarded with a Bronze Medal of Valor for services rendered on Wednesday August 11, 1971. At 1943 hours on that day, Donald and several other San Francisco Police Officers combined their efforts to rescue two helicopter pilots that crashed into the waters of San Francisco Bay. A citizen who assisted had to be rescued before the incident ended. Police Officers Robert S. Foley and Robert J. Macey received the Gold Medal of Valor. Officers Martin R. Rohrs and Donald Velez each received a Silver Medal of Valor. Police Officers Michael Folena, Michael G. Pera, and George Zube each received a Police Commission Commendation.

Report of Special Committee: No report this month.

Old Business: No report this month

New Business: No report this month.

Good of the Order: No report this month

Adjournment: President O'Meara led our board in a moment of silence for all our fallen members. President O'Meara scheduled our next meeting for Tuesday March 10, 2020 at 850 Bryant street in San Francisco, California. The meeting will commence at 1230 hours. President O'Meara adjourned the meeting.

To All Members: Members who wish to change their beneficiary can access forms on our website at sfwidowsandorphans.org. Click on the RESOURCES box on our face page and the link will appear. Print out the form and complete the form with all necessary requested information. Mail the form, and any other correspondence to **WOAA, P.O.BOX 4247, SAN RAFAEL, CA 94913-4247**. I can be contacted by phone at **(415) 681-3660** or by email at markmac825@comcast.net. Each month we pay our debt of gratitude by thanking the following people who assist our efforts of customer service to our members: Retired San Francisco Police Captain and the POA Defense Administrator Paul Chignell, Retired San Francisco Police Lieutenant and the host of the Gold Country Reaper Rene LaPrevotte, Retired San Francisco Police Sergeant and the long-standing editor of the *POA Journal* Ray Shine, David Ng of Personnel, Risa Tom of the Police Commission Office, and finally to the Command Staff and the Officers of the Traffic Solo unit who graciously afford us space for our meetings and files.

Mark J. McDonough,
WOAA Secretary

Croydon Police Chief Walks Home in Underwear After Firing

February 24, 2020

CROYDON, NH — Police Chief Richard Lee said he was forced to leave Town Hall in his underwear Tuesday after the board of selectmen voted to dissolve the town's one-man police department.

"I was told that I had to turn over the keys to the cruiser and my uniform immediately. I had no other means of transportation, as the cruiser is a take-home vehicle, and I have no spare clothes in the office, so I did as ordered," Lee said Wednesday.

Lee said he started walking toward his home in Newport during a snowstorm wearing boots, a hat and his underwear, before his wife picked him up.

"Someone called my wife... but I probably made it about three quarters of a mile before she got there," he said.

Lee said he complied with the board's requests for everything except access to evidence and other police records.

Lee, who was employed by the town of 700 for about 20 years, was its prosecutor as well as its only police officer. It is unclear whether criminal cases can be followed through in his absence.

Select board chair Russell Edwards said Tuesday's decision to eliminate the police department was an economic one.

"We didn't feel we were getting the value for our money," Edwards said.

At last year's Town Meeting, the board of selectmen put a surprise warrant article on the ballot to eliminate the police department and sign a \$55,000 a year contract with the Newport police department. At the time, Lee's department was estimated to cost the town about \$40,000 a year.

Selectmen Gary Quimby and Reagan Clarke resigned in the ensuing public outcry, leaving Joe Marko to appoint Ian Underwood in an emergency meeting.

The two later appointed Edwards.

Voters forced the board to hold a Special Town Meeting in May, at which the decision to dissolve the department was reversed by a 121-to-51 vote.

Edwards said the town is paying closer to \$50,000 when fuel and telephone costs are included. Lee works a part-time, 32-hour a week schedule, and state troopers already patrol the town when Lee is off duty, he said. The town now will rely on the state police.

"What kind of a town lets their chief of police walk out in a snowstorm in his underwear?"

Lee will receive a month's severance pay.

Heather and Rick Sampson, who have been showing up at most of the selectmen's meetings since the trouble between Lee and the board began last year, said Lee isn't exempt from criticism of his job performance, but he did not deserve this kind of treatment.

"Richard's not perfect, no human being is," Heather Sampson said.

Her husband said the incident reflects poorly on the character of selectmen and the town.

"What kind of a town lets their chief of police walk out in a snowstorm in his underwear?" Rick Sampson said.

From www.unionleader.com



Photo courtesy of Insp. Matt Perez (ret.)

Duggan's Serra Mortuary, Daly City

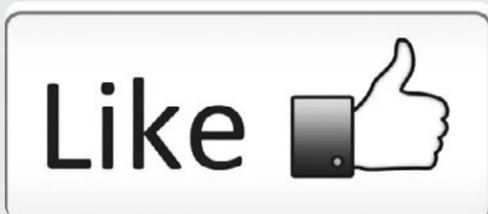
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Police-Fire Post 456 News

By Greg Corrales
SFPD 1969-2014



responsible citizenship.

The American Legion's Americanism Commission has established certain qualifications for prospective Boys State citizens and works with the respective programs to insure compliance. Guidelines for Boys State participation include:

- Only males who have successfully completed their junior year of high school and have at least one semester of high school remaining are to be considered.

- Only young men with outstanding qualities of leadership, character, scholarship, loyalty and service to their schools are to be considered.

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. If you know of a young man who has completed his junior year and would be interested in being sponsored please contact me at your earliest opportunity.

This is our American Legion Birthday and a time to reflect on the 101 years that have passed since the founding of our great organization. Principles over politics. Patriotism over Partisanship. This has been the manner in which The American Legion has advocated for meaningful veterans legislation over the last 101 years. It is why we are the most respected and successful veterans' organization in the country.

The author of America's greatest

legislation, Past National Commander Harry Colmery, knew that it was right for America to remember returning war veterans by making it possible for them to obtain formal educations and purchase homes. While others scoffed that such a benefit would 'break the treasury,' The American Legion held firm and ensured the passage of the Servicemen's Readjustment Act of 1944, also known as the GI Bill of Rights. But The American Legion did not rest on its laurels even after that significant and historical accomplishment. Today we are still serving and still fighting. We are fighting to improve post-9/11 GI Bill benefits so the current generation of veterans can pursue the educational opportunities needed to succeed in the 21st century. We are fighting to ensure veterans have access to quality health care and that the VA System is responsive to the unique medical needs of people who have served this country.

While some groups criticize the high cost of veteran benefits, The American Legion reminds the public that the true debt is one that can never be truly repaid – it is a cost that is on display in every U.S. military and veteran cemetery around the globe. Benefits are not given, they are earned and available to anyone who is willing to visit their local recruiter and sign the dotted line. We are also fighting to make sure that the flag of the United States is constitutionally protected from desecration. If it's sacred enough to place on a soldier's coffin, it is important enough to protect from physical desecration.

We are not in this for ourselves; we are in this for our brothers and sisters-in-arms. We are in this for the husbands, wives and parents of those who served. And like President Lincoln once promised, we do this to "care for him who shall have borne the battle, and for his widow and his orphan." As it has been

since our founding, citizens of this great nation know that when America calls, American Legionnaires will continue to say "At your service!" The American Legion will always be an organization of principles, not politics.

Darrien Brown, a senior at Virginia Tech was suspended from the university through the fall semester after an anonymous participant filed a *hazing complaint* over a blood-pinning ceremony, which involves placing a unit pin on a person's chest and pushing it in to puncture the skin. The Oct. 18 incident was held by the Corps of Cadets' Bravo Company and had been approved by Brown's superior, Cadet Commander Nelson Demarest. An unidentified participant later alleged that the event constituted hazing, focusing specifically on the blood-pinning ceremony. The event had been a yearly tradition to integrate sophomore members of the company, fostering camaraderie among the cadets.

Somewhere along the line the public seems to have forgotten that Warriors have certain ceremonies and traditions of which they are very proud and which non-Warriors find difficult to comprehend. One of the proudest moments in my life was on the drop zone after my tenth parachute jump. I had earned the right to shed my lead Army jump wings for gold Marine Corps jump wings, which were punched into my shirtless, bare chest.

The San Francisco Police-Fire Post meets on the second Tuesday of every month. Our next meeting will be Tuesday, March 10, 2020. We meet in the Park Station community room. Meetings start at 1600 hours. All veterans with a law enforcement or firefighter background are welcome. Questions should be directed to Post Adjutant Greg Corrales at (415) 759-1076 or at gc1207@comcast.net. God Bless America!



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POA Mail

Monday, February 3, 2020
 FROM: Sonoma County Deputy Sheriffs' Association

Dear President Montoya, and all our L/E brothers and sisters of SFPOA,

The Sonoma County Deputy Sheriffs' Association conveys our full support of the San Francisco POA and its members in regards to your efforts to seek justice for the deliberate attack on Officers Hayes and Flores by Jamaica Hampton on December 7, 2019.

The primary role of the District Attorney is to protect the community he or she is elected to serve. District Attorneys represent the public and endeavor to improve public safety by prosecuting those who threaten the well-being of the community and its citizens by breaking the law. Ultimately, a DA strives to improve the community he or she represents by making it a better place to live for everyone by, in part preventing crime, prosecuting people who break the law and seeking justice for victims of crime.

The unprovoked attack on these fine officers by a felony burglary suspect who is not being criminally charged cannot be allowed to go without prosecution. The decision by San Francisco District Attorney Chesa Boudin to withdraw charges against this Hampton is outrageous. It is an attack on all of law enforcement and all victims of crimes. District Attorney Boudin's actions have clearly shown he will put criminals first and will ignore victims of crimes.

We of the Sonoma County DSA stand with you as you pursue to have Attorney General Barr prosecute this crime. Please reach out if there is anything we can do or help you with. No request is too big or small.

Warmest Regards,
 Mike Vail, President
 president@sonomacountydsa.org

Anthony Diehm, Vice President
 vicepresident@sonomacountydsa.org

Editor —

I read the story about new San Francisco DA in the latest *Journal* with great interest.

I was a member of the SFPD in the 60s, 70s, and 80s, retiring in 1990s. In the 60s, the Weather Underground flourished, placing bombs to maim and kill indiscriminately, including the bombing of Park Police Station killing Sgt. Brian McDonnell.

According to news reports, Chesa Boudin was raised by Bill Ayers and Bernardine Dohrn, the founders of the Weather Underground. Recently, Bill Ayers said while being interviewed on Fox TV that they should have bombed more.

God help the members of the SFPD and the citizens of SF.

Respectfully,
 John L. Sheveland,
 Retired SFPD

Dear Chief Scott,

I would like to take this opportunity to thank you, and all members of the force, for the professional and courteous behavior of the San Francisco Police Department at the "walk for Life West Coast" on Saturday, January 25, 2020.

Their presence ensured that the "walk" was a success. As always, your officers kept everyone feeling safe!

I am grateful for the dedicated group of men and women working for

the citizens of San Francisco.

God Bless the SFPD!

Sincerely,
 Anita Flores

Dear Ms. Flores:

Thank you for taking the time to write and commend members of San Francisco Police Department who gave assistance during the Walk for Life West Coast event on Saturday, January 25, 2020.

Your appreciation means a lot to us especially to those members whose efforts are seldom acknowledged. I will forward your letter to SFPOA for them to share with those who came and gave assistance.

Sincerely,
 William Scott
 Chief of Police

Dear SFPOA —

Thank you for your gift on January 02, 2020. With your support of Banner of Love, you are making a difference in the lives of children, teens, and adults with disabilities at the Pomeroy Center. We hope you enjoy the event!

With gratitude,
 David Dubinsky
 Chief Executive Officer

Dear President Montoya,

I want to commend you on your article in the *POA Journal* for February 2020.

On behalf of victims and public safety, we at Crime Victims United, serve the families who have lost precious loved ones, and support the safety of our law enforcement officers, strongly agree with your position.

Our uphill battle for public safety continues. We will not give in or give up and are encouraged to hear such supportive sentiments from you and your association.

We look forward to working towards a safer California.

Sincerely,
 Harriet Salarno
 Chair & Founder

Dear Chief Scott and all the policemen and women who were at the "March for Life" on Jan. 25, 2020.

Thank you for protecting and helping us in every capacity.

Your men and women are great! We appreciate each and every one of you.

Be assured, you are all in our prayers. Continue doing a great job. Blessings to all.

Anna Albericci
 Our Lady of Mount Carmel Church
 Bus Captain for the Walk

Dear POA —

Operation Dream thanks you for the contribution to our annual Christmas Toy Drive. Your support allowed us to provide toys to children from low income neighborhoods.

Thanks again for your continued support.

Leroy Lindo,
 Secretary, Operation Dream

Dear POA —

Thank you so much for the beautiful floral arrangement you sent my family when my father passed away. The gesture was incredibly thoughtful and meant a lot to me and my family. Your support during a difficult time was very much appreciated.

Love,
 Nicole Jones & Family



Editor —

The unidentified officer next to Rich Bodisco is James Bates. Both officers were assigned to the Accident Investigation Bureau at the time the photo was taken. I was their Sergeant. The photo was probably made inside the Traffic Bureau. I remember the film crews from the Streets of San Francisco milling about in the rear parking lot outside the Traffic Bureau on several occasions. Jim Bates retired on disability pension and moved to the Santa Rosa area. He has since passed away.

Lt. Jim Sturken, Retired SFPD



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 San Francisco, CA 94103
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 415.552.5741 fax
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 RICK ANDREOTTI
 Sergeant At Arms

February 24, 2020

Ms. Jennifer Shaffer
 CDCR
 BPH Executive Officer
 ATTN: PRE-HEARING CORRESPONDENCE
 P.O. Box 4036
 Sacramento, CA 95812

Re: Angelo Pavageau
 CDCR#: B58812

Dear Ms. Shaffer:

On behalf of the 2100 sworn members of the San Francisco Police Officers Association, we strongly urge you to deny parole to Mr. Angelo Pavageau.

The crimes committed by Mr. Pavageau are so vile and heinous that he should forever lose the ability to freely roam the streets of civil society, nor should there be any indication, whether official or symbolic that he has "paid his debt to society." He most certainly has not.

Mr. Pavageau forced Annette Carlson to participate in the murder of her husband Frank Carlson by helping him tie up her husband and forcing her to watch as he savagely bludgeoned Frank Carlson to death. He forced her to watch blow-by-blow. Mr. Pavageau then raped and tortured Annette over the course of three hours. Finally, he burned down their family home as he left Annette for dead.

This was one of the most brutal crimes imaginable and there is zero doubt that Annette Carlson was forced to relive that crime for the rest of her life. Mr. Pavageau's savagery continues to haunt the Carlson family to this day.

There is zero redemption in Mr. Pavageau. We see no sense in subjecting potential additional victims to the evil and horror Mr. Pavageau delivered upon the Carlson. Please, deny his parole.

Sincerely,
 Tony Montoya
 President

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 2020 issue is

Monday, March 23, 2020

Contact journal@sfpoa.org or phone 415-861-5060 for more info.

www.nydailynews.com

Lawmakers Call on NYC Mayor to Raise NYPD Pay

A group of state lawmakers are calling on Mayor de Blasio to boost the pay of New York's Finest.

Denis Slattery

New York Daily News

Visit New York Daily News

at www.nydailynews.com

Forwarded to the *Journal* by Matt Lobre

ALBANY — A group of state lawmakers are calling on Mayor de Blasio to boost the pay of New York's Finest.

Sen. Andrew Gounardes (D-Brooklyn), the chairman of the senate's civil service and pensions committee, and nearly two dozen fellow Democrats signed off on a letter Monday lamenting the relatively low wages paid to members of the NYPD when compared to neighboring departments in Westchester, Nassau and Suffolk.

"These pay inequities are particularly

unjust given the increase in responsibilities that police officers have taken on," the lawmakers write.

The letter comes as the de Blasio administration and the Police Benevolent Association, representing roughly 24,000 officers, prepare to enter arbitration on a wage contract to replace an agreement that expired a year and a half ago.

As contract negotiations continue, the lawmakers called on the mayor to weigh the wages paid by surrounding cities and counties and to take into account the number of NYPD officers who choose to leave the city for other departments.

A missive was also sent to City Hall from Assembly members led by Assemblyman Peter Abbate (D-Brooklyn).

The letters notes that NYPD officers

earn an average of 40% less than the MTA Police, Port Authority Police, and State Troopers, and almost 50% less than cops in police departments in the city's suburbs.

"This leads to increasingly severe attrition, as officers flee in droves to take jobs in other municipal or state-level forces that pay more," the lawmakers write.

The Dems argue that the NYPD's top patrol officer salary of \$85,292 pales in comparison to state troopers' \$103,159, or Suffolk's \$139,233. They also claim that the pay is "not nearly enough to sustain a family or purchase a home in the New York City metropolitan area within which officers are required to live."

A majority of City Council members

sent a similarly-worded letter last year.

PBA President Patrick Lynch praised the show of support from state legislators.

"We applaud Senator Gounardes, Assembly Member Abbate and their colleagues for taking a stand on behalf of cops in their neighborhoods," he said in a statement. "They know how much safe streets mean to their constituents, and they don't want to see the NYPD hamstrung by below-market police salaries that make it difficult to recruit and retain the Finest."

"Once again, the de Blasio administration is not listening to the voices of regular New Yorkers," he added.

Burned Out: First Responders Leave Putnam County in Alarming Numbers

There are eight ambulances, one full-time firetruck and another part-time truck.

These need to be staffed, but it's getting harder and more expensive to do so.

February 17, 2020

PUTNAM COUNTY, Fla. — An alarming situation.

"Stations just don't have the manpower," a former Putnam County Fire Rescue employee told First Coast News.

Some on the job now tell the On Your Side team the openings force them to routinely work 48-hours straight, and that's leading to more burnout.

"We're working our employees to death right now," Putnam County Commissioner Jeff Rawls said as he and others in county leadership search for answers to the problem.

While the population grows in Putnam County, the number of firefighter, paramedics serving them is declining. One recent departure is a veteran of the rescue squad who doesn't want to ruffle feathers but wants to help shed light on a major problem.

He left after nearly two decades on the force saying it had become financially and physically too difficult to keep working. So under the condition of anonymity, we got an inside look into a department in distress.

"You can't overwork people and fail to pay them and fail to accommodate them. That's not going to work for you," the former fire rescue employee said.

It took over a decade for all Putnam County government employees including firefighter-paramedics to get a raise. In December, after months waiting on raises to hit their accounts, firefighter-paramedics cashed their checks just before the new year. Wages, overtime and resignations led to a Town Hall

meeting in early January where the On Your Side team was the only television crew in attendance.

It's where we met Rhonda Drackett. Her life changed forever on Oct. 21, 2019, when her husband had a heart attack.

"When I dialed 911 they responded and unfortunately became lost. And when my husband received care, he did not survive," she said.

Drackett, who is running for county commission, says she wants to make it a priority to get first responders the tools and support they need.

There are eight active ambulances, one full-time firetruck and another part-time truck. These need to be staffed around the clock, and from what we've uncovered, it's getting harder and more expensive to do so.

Page after page of new hires between January 2016 and January 2020. Some 108 joining the department but cross-reference those names with the resignations list: 67 came and went. A total of 111 left the county in that span.

Many going to work in neighboring counties where the pay and retirement is comparable, but promotion opportunities and according to current firefighter-paramedics we heard from, far less mandatory overtime.

County Commissioners, who hold the purse strings in Putnam County have not put any measures on the ballot that would increase taxes: one way to add more resources to the department.

In a workshop, county leaders approved retaining a consulting firm to assist with solutions.

Reporter: "Does this concern you?"

"Absolutely," Rawls said, "The commissioners are responsible for public safety in the community and personally I take that seriously."

Rawls pitched the idea of home-buying credits or insurance reductions to attract more employees to the service. Those still being discussed.

"In my estimations that puts a life safety hazard because it put the employee out there for a long, long time without meaningful downtime," Rawls said.

Union leadership suggest burnout and overtime may be avoided if the County were to develop a strategic plan.

"A five, ten, 15 year plan to show these guys that there is a vision here in Putnam County and they should stay in Putnam County. If they don't see that vision and that opportunity, then they'll leave," Local 3529 union president Clu Wright said.

For those who have already left — the job, once a lifestyle, isn't easy to give up.

"I wish I could do more for them. I wish the citizens saw what they had, what they lose," the former fire rescue employee said.

From www.firstcoastnews.com

Volunteer Firefighter Uses 'Jaws Of Life' To Steal From Car Wash Coin Machine

Officials say the 'Jaws of Life' device was taken from his volunteer fire department

February 11, 2020

LIBERTY HILL, Texas — A volunteer firefighter was caught using the "Jaws of Life" to break into a coin machine at a car wash, police say.

The Liberty Hill Police Department arrested Casey Marre, 29, from Burnet, Texas for the incident. He's charged with criminal mischief over \$2,500, less than \$30,000, a state jail felony, according to a Facebook post.

Authorities were dispatched Jan. 17, 2020 at 9:25 a.m. to the Wash Time car wash. Officers were called to the scene and later found a "Jaws of Life" device was used to break into the car wash's

coin machine.

Approximately \$210 was taken from the machine and the suspect later fled the scene in a dark-colored sedan, police say.

Upon further investigation, officials found that Marre is a volunteer firefighter with the Burnet Volunteer Fire Department.

The "Jaws of Life" device was taken from the BVFD but was later recovered and returned, per authorities.

Marre was booked Jan. 31 at 8 a.m. He's being held in the Travis County Jail.

From www.ksat.com

Toledo Police Bans Tactical Vests For Officers

February 18, 2020

TOLEDO, Ohio (WTVG) — There are a number of tools police officers need to carry to fight crime on the street, and Toledo's top cop is addressing gripes about his new policy to ban a particular vest Toledo police officers used to wear.

Officers have been told they can no longer wear Molle tactical vests.

The order went into effect February 1.

"In my opinion, that looks too much like a military soldier," said Toledo Police Chief George Kral.

The chief is big on community policing. The past four police classes have been issued new bullet resistant vests.

Some officers don't like the new order. They claim the old vests helped to eliminate back and hip pain.

From www.13abc.com



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Book Review

Istanbul —A Tale of Three Cities

By Bettany Hughes
Reviewed by Dennis Bianchi

Bettany Hughes was born and raised in London, England. She graduated from St. Hilda's College, Oxford with a degree in ancient and modern history. She is currently a visiting researcher at King's College, London, a tutor for Cambridge University's Institute of Continuing Education. She has written two books on Ancient Greek subjects: *Helen of Troy: Goddess, Princess, Whore* and *The Hemlock Cup* and, *Socrates, Athens and the Search for the Good Life*. She has also written and presented documentary films and series on ancient and modern subjects for *National Geographic*, *BBC*, *Discovery Channel*, *PBS* and *The History Channel*. There



are historians who write in a manner that brings their subjects to life much better than others. Ms. Hughes is one of the best. Without being frivolous she also has a great sense of humor.

The city we now call Istanbul deserves attention, and not just because the country of Turkey has been in the news reports frequently of late. As the title indicates, it has been known by three different names, all of which depict their own glory and importance.

Ms. Hughes doesn't spend a lot of time writing about the site's prehistoric era, but gives that era a cursory gloss. However, when she begins to describe the ancient Greek city of Byzantium, (this is the spelling the author uses throughout the book and likely doesn't match what the reader is more familiar with: Byzantium) her story telling becomes more engaging and entertaining. She points out that our knowledge of the events and people that far back in time often rely upon myths. She also points out, however, that as scientists dig deeper into the areas being discussed, that evidence sometimes indicates the

myths may have been built around real tangible events. The Greek domination eventually gives way to Roman conquerors, and in 129 BCE, Byzantium enters into a truce with the Romans. Some three hundred years later, in 196 A.D. the Romans destroyed the walls of Byzantium and made it theirs. Emperor Severus rebuilt it in a more Roman fashion. After

much more turmoil within the state of Roman politics and after another 120 years or so, the Emperor Constantine fights the famous battle of *Milvian Bridge*. It was during this battle that Constantine allegedly was inspired by the sign of the Christian cross in the sky, which led to his victory. In 327, Constantine changed the name of Byzantium to New Rome as the Roman Empire had been divided into a Western and Eastern capital. In 330, New Rome becomes Constantinople. By this time, the persecution of Christians by Romans had come to an end, at least temporarily.

From that point until 1453, Constantinople was a most coveted place. Political opponents and regional enemies fought over it ferociously. The powers within the Catholic Church battled with themselves, as many attacks were waged upon the city by the followers of Mohammed. Ms. Hughes gives the reader many descriptions of the clashes of what we now call The Crusades.

Within this book there are a total of Eight Parts, comprised of 78 chapters in this approximately 700-page book. Some are short, some long, but all have a distinctive flair as the author attempts to condense 2,500 years of history into one book. I personally found myself almost totally engaged in the sections of the city's Greek and Roman past, and then learned a great deal about the many battles during The Crusades and the numerous attempts to breach the wall put in place by the Romans.

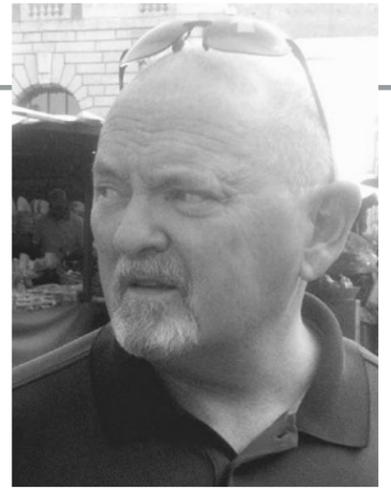
Even though the Ottoman Empire,

led by Mehmed II, conquered Constantinople in 1453, the name of the city was not formally changed until 1930. The Republic of Turkey was formed in 1923 and in 1930 the capitol of Turkey was moved to Ankara. At this time Constantinople was officially renamed Istanbul. Again, the author captures the reader's attention as she brings the city into the 20th Century. She discusses the demise of the Ottoman Empire and the battle of Gallipoli.

As I mentioned, the book is rather large and filled with complex situations and data. At one point I felt the need for a time line in order to follow along. The author has provided one. The book reminds us of how the world has been filled with bloody battles and death, but also slavery, often done in the name of religion. The ancient Greeks, Romans and Ottomans captured many slaves. Slave regulatory programs became part of government control. The author has also provided the reader with an extensive bibliography, as one would expect from a respected historian.

Within this book there are a total of Eight Parts, ... but all have a distinctive air as the author attempts to condense 2,500 years of history into one book.

Approximately ten years ago my wife and I spent several days in Istanbul, then embarked on a cruise of the Aegean Sea. One port of call was Ephesus, today a magnificent set of ruins. Ephesus was an important city within the Byzantine Empire and a Catholic shrine, *The House of The Virgin Mary*, can be found there today. Istanbul is a very cosmopolitan city. Its geographic location is on the Bosphorus, the entry to the Black Sea. There is a bridge in the city where one can stand with one foot in what is described as The



West while the other foot can be placed in The East.

The author also reminded me of our visit to the Hagia Sophia, a building that is sometimes called "the world's largest building" and was truly an engineering feat at its time. It was built as a Greek Orthodox Christian cathedral, was converted to a Roman Catholic cathedral, reverted to a Greek Orthodox cathedral but later, and currently an Islamic mosque.

In 2016 there was an attempted political coup in Turkey. President Erdogan, a native of Istanbul and once its mayor, proclaimed, "there is no power higher than the power of the people." The author found a shop's window with the graffiti, "ISTANBUL – BYZANTIUM – CONSTANTINOPLE – IS OURS." As the author points out, "The graffitist/s statement is a cogent one. Who does now own Istanbul? And what is her direction of travel? From those first Neolithic footprints, through the adventuring work of the Greek founding fathers, Rome's empire-builders, Christendom's creators, the New Justinians and the Young Turks, this has been a settlement with precedent and purpose, a potent capital with an innate energy that refuses to run dry. Istanbul can never be listless: the topography of the city means that you always arrive at it with dynamism. Locals note sagely that the Asian and European quarters of Istanbul can simultaneously experience different weather fronts.... The Greek poet Pindar believed that the secure foundation of cities was *eunomia*, good order, but Istanbul also encourages something which, physiologically, our minds seek – disruption. In terms of both historical fact and written histories this place reminds us why we are compelled to connect, to communicate, to exchange. But also to change."

Reading the book requires a bit of a commitment, but I believe it is worth your time. There is something to be learned inside these pages even for the most avid reader of history.

Behavioral Science Unit (BSU)

BSU: (415) 837-0875 Fax: (415) 392-6273

Confidential e-mail: sfpd.bsu@sfgov.org

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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!

Find the top languages spoken in the world by population for the March Word Search. Buena Suerte!

MANDARIN	MARATHI	YUE CHINESE
SPANISH	TELUGU	URDU
ENGLISH	WU CHINESE	JAVANESE
HINDI	TURKISH	ITALIAN
BENGALI	KOREAN	EGYPTIAN ARABIC
PORTUGUESE	FRENCH	GUJARTI
RUSSIAN	GERMAN	IRANIAN PERSIAN
JAPANESE	VIETNAMESE	
WESTERN PUNJABI	TAMIL	

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

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SF PAL News & Updates

By PAL Staff



Greetings from the SFPAL Team. It's starting to get busy for our many programs, and us so let's see what some of our programs have been up to.

The Cadets kicked off their training with a night of building searches. Our Cadets learned the importance of having a tactical plan before entering a building. They were taught the important steps an Officer must take prior to entering a building to conduct a search. They also learned the valuable lesson of communication and saw first hand how important it was to communicate with each other, in order to do a proper search. The Cadets practiced a few searches in order to perfect their skill. Two Cadets who did an outstanding job were Cadet Sgt. Ronaldo Smith, and Cadet Naim Nash. They used a proper search pattern and proper communication during their search. They located their subject and then concluded their investigation in a proper manner. I think the class is ready for their night of Sims!

The Cadets also participated in a night of Homicide training. SFPAL was lucky to have retired Inspector Gianrico Pierucci volunteer his time and expertise to train our Cadets. He shared great humorous stories to keep the night flowing. He set up a mock crime scene and had our Cadets involved in every manner that is needed to maintain a crime scene. Some of our Cadets took on the role of Patrol Officers, Inspectors, and some got to be CSI. The Cadets saw how

important it is to process the scene for witnesses and evidence. It was a great night of training. SFPAL is very lucky to have access to valuable resources such as Inspector Pierucci, who cares about the future. Thank You very much Inspector and we hope to have you back soon!

The Cadets ended their training block with a night of Housing/GTF. Sergeant Jeff Aloise, Officer Dudley, and Officer Beard took time out of their busy schedules to offer their expertise in this field. The group trained our Cadets last year and our Cadets really enjoyed their training. This class was no different. Our five new Cadets equally enjoyed the night. The Cadets were treated to a very informative presentation from the group and got the chance to do a Q&A after. The Cadets saw first hand how dangerous the job of a Law Enforcement officer is, and how Police Officers always have to be on their toes. A big SFPAL shout out to Sgt. Aloise and his team for all their great work!

We are excited to say that on February 12th, SFPAL held their first Girls Basketball practice at the Academy of Art University gym. Officer Morrow and Officer Costello got a chance to meet some of the new players and their parents. After a meet and greet, it was right to drills. The girls had a fun time,

and the coaches saw bonds starting to form after only minutes of knowing each other. We would like to thank the Head Women's Basketball Coach of the Academy of Art, Krystle Evans, for offering her expertise to the girls. We would also like to thank the Academy of Art University for this amazing partnership and hosting us. As explained to the



parents, this program is about building friendships for the future and teaching respect, teamwork, and persistence. We look forward to a fun season.

We hear that our Jiu jitsu students are learning some new and fun moves. Sensei Dante and his team continue to do a great job of mentoring the future of San Francisco. We'll have more to report from our Jiu jitsu program next month.

Shining Star

Our shining star this month is one of our many amazing sponsors, who help us positively impact our San Francisco youth. We would like to give a shout out to the Academy of Art University, who have been wonderful to work with and who care about our mission of building positive relationships among police officers, youth, and dedicated volunteers through youth sports and healthy activities. The Academy of Art University is a big supporter of our newly implemented basketball program by offering our participants access their top notch facilities, coaching staff, and College basketball

team, which is a unique opportunity for many of our program participants. We are grateful for our partnership and hope that together we can keep positively impacting SF youth.

That's all for now, folks.
Until next month,
Your SFPAL Team

Upcoming Events

Registration for our upcoming Flag Football program is currently open. For more information and registration please visit our website.

Our Annual Kids' Games event at Kezar Stadium presented by Cruise is scheduled for May 3rd, 2020. For more information, please visit our website. For sponsorship opportunities please contact us at admin@sfpal.org.

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



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Suspected Drug Dealer Loses Private Keys to Seized €53.6m Bitcoin

[Coin Rivet]
Oliver Knight
Coin Rivet February 21, 2020

The Irish Criminal Assets Bureau (CAB) has been unable to access €53.6 million in Bitcoin that was seized earlier this week as the suspected drug dealer lost the private keys.

Coin Rivet reported on the case on Wednesday – the largest seizure of assets in Ireland in more than 25 years.

While it was initially being hailed as a success it is now being described as a nightmarish situation for Irish authorities, who fear that the Bitcoin fortune will be irretrievable.

According to the Irish Times, Clifton Collins bought most of his Bitcoin in 2011 and 2012 using cash he made by growing cannabis, which the Irish High Court ruled as the proceeds of crimes.

In early 2017 Collins had more than 6,000 Bitcoin in one account although

he feared it was easy for hackers to eventually steal.

This led him to dispersing his Bitcoin holdings across 12 new accounts before storing the private keys in hard-to-find places.

He printed the private keys onto sheets of A4 paper before hiding them in an aluminium case containing his fishing rods.

But when he was arrested for cannabis offences in 2017 his house was cleared by his landlord, with many of his items being taken to a waste disposal centre in Galway.

Workers at the dump backed up Collins' claims by stating that they remember seeing fishing equipment before confirming that it was probably sent to Germany or China to be incinerated.

The alleged dealer had admitted to coming to terms with the losses, blaming his own stupidity.

While the large haul of Bitcoin



remains unrecoverable, police did manage to seize a smaller amount of Bitcoin that was accessible as well as €100,000 in cash.

The total amount of accessible Bitcoin that has been seized is worth €1.5 million which still marks a significant haul for the Criminal Assets Bureau.

Sports



Nick's Notes

By Nick Shihadeh,
Journal Sports Editor

Seals Softball Update

CHECK IT OUT: The Seals tournament team played in a one day tourney in Manteca at the Field of Dreams Sports Complex on Friday, February 7th. Various guys from the photo that accompanies this column were there as Claw and company once again failed to take a team picture at the actual event. The team played extremely well throughout the day and ended up in the championship game. Unfortunately, they couldn't quite get over the hump to win it and the championship drought continues.

According to Dave "Claw" Colclough:

"If Peanut would've come out to play, we probably would've pulled out the victory. Oh well." As far as the guys who did show up, everyone held their own all day long but the standout at the plate was Dennis Tupper who was a total destroyer with the bat. Denis "Doc" O'Connor also played well as this was his first tournament in about 2 years; having him back is a good thing.

Overall, second place out of 14 teams wasn't too shabby for The Seals in this opening tournament on the police circuit. They're back at it again in Manteca on Friday, Match 13th and are hoping to be just as competitive. As far as the SF Seals team that competes in the SF City League, they'll again be playing on Wednesday nights and will be starting their Spring run on March 4th. Good luck to The Seals in either capacity.

Spotlight On A Good Guy

Take a look at the picture of me posing with my good friend Steve Colvin (we were at Aptos Jr High and Lowell High School together many moons ago). The reason I'm putting him in this column is because he was a super athlete back in the day as a standout on the varsity football team and an All City (AAA) champion in track and field (discus) while at Lowell. In fact, he ended up being so good throwing the discus that he received a scholarship to the University of Maryland after high school.

The other reason I'm discussing him in my column is because as a higher up with Boston Properties, he treats the cops who work for him very well. Whether



Boston Property's Steve Colvin with Nick Shihadeh atop the Salesforce Tower.

it's the retirees who work plain clothes security at The Embarcadero or the active members who work 10B out there, Steve is always courteous, respectful and appreciative of those of us who have either done the job or who are still doing it. Thanks again to Steve Colvin—we need more people like him around.

Mike Dunne

Check out the photo of the Doherty and Dunne sweat shirt with my column. It was given to me some years back by Chris Dunne to commemorate the sporting goods store that his dad Mike was the proprietor of years ago in The City and eventually in SSF (see the article in this same sports section by Kevin Worrell about Mike Dunne). I knew of the store while growing up as it was a household name as the "go to" for getting all kinds of sports equipment. I started wearing the sweat shirt recently as I knew that Mike Dunne had been sick with cancer in recent years and was getting worse in the new year.

Unfortunately he passed away on January 20th and the eventual service for him was on Saturday, Feb 15th at St Peter and Paul Church in North Beach. I was there as a "reserve officer" with the Mounted Unit—we were on the horses performing honor guard duties in our dress uniforms with flags, and it was an honor to be doing so. What a sight it was to see all the people that were in attendance to honor Mike, as the large church was packed. It looked to me to be a reunion of sorts of natives of all ages of San Francisco (or the Bay Area), who one



A rare Doherty and Dunne sweatshirt.

way or another were connected to him in a positive way through his involvement in sports. This was through Mike either participating in sports, coaching kids in sports, running sports leagues, through his sporting goods store Doherty and Dunne, and even through his employment at T & B Sports in San Rafael in which he still worked at up until a couple of weeks of his passing. That I have to say is very impressive. Condolences of course go out to Chris and Amanda Dunne and to the rest of their family. Cheers to Mike Dunne and to his contributions to what was once a great City of ours.... That's all for now.... Stay well and safe and So See Ya next month



The Seals tournament team after enjoying a fabulous meal at Pete Mrabe's Don Pistos. Front Row (L to R) Ray Biagini, Mike Alexander, Dave Colclough, Tim Brophy Jr, Nick Stewart and Steve Filippi. Back Row (L to R) Jesse Montero, Paul McIntosh, Dennis Tupper, Tyler Dove, Doug Tennenbaum, Dustin Colclough, Kevin Worrell, Kevin Daniele, Nick Shihadeh, Frank Olcomendy and Will Palladino.

My Dealings With Mike Dunne (1945-2020)

By Kevin Worrell

Growing up in South San Francisco in the 1980s, I like everyone else knew Doherty and Dunne Sporting Goods that used to be in SF but had since moved to its SSF location. Mike Dunne was one of the proprietors and he was very generous while part of the SSF community.

As a kid I played all sports, but baseball shined above the rest as "south city" was a baseball town. From the age of 8 to 10 years old I played for the Doherty and Dunne sponsored "peewee" baseball team. I was very proud to be a part of that team as we were always competitive and had the best looking uniforms on top of that. We didn't have the internet or giant chains like Sports Authority for boys and girls back then, but, we had small businesses like Doherty and

Dunne that supported the community, and we in turn supported them. I bought all of my baseball equipment from there and it helped that everyone who was a resident of SSF would receive a 15% discount off the final price.

In 2009 I took over as the commissioner of the SF Police Softball League. Chris Dunne was a new officer in the department and had participated on the SFPD softball team in the California Police/Fire Games. I needed a salesman who could help me get the quality memorabilia I desired. Mike Dunne was no longer a business owner, having closed down Doherty and Dunne, and was now in his sixties but not ready to retire. He eventually got a job working for the Brusati brothers at T & B Sports in San Rafael. With the help from Chris who talked to his dad for me, I started or-

dering t-shirts and jerseys and whatever else was needed for the Police Softball League or tournament teams from Mike. He gave me great deals and quality work through T & B Sports and never missed a deadline. He was always on the go, would seal a deal on a handshake, and he would always come through while going out of his way to deliver the goods wherever I was. What a champion. The consummate professional!

I don't believe Mike needed to work at his age, but I believe he loved his job and the relationships he had forged over his lifetime. Last Summer Mike's Friends threw a luncheon for him celebrating his accomplishments either as a great native son athlete of San Francisco, his success and generosity as a business owner, his volunteering as a coach over the years, and of course his tremendous devotion

to his family. Three hundred fifty people packed the Italian Athletic Club to honor this great man and all of his sports contributions to The City. To name a few, Mike ran the Rec and Park touch football league in SF in the 70s and 80s and played in it too. He was also a stalwart in the North Beach fast pitch softball league during that time. Next time you wander into North Beach, go see the mural of all the great baseball names of San Francisco that are memorialized on a wall in Jasper Alley across from Gino and Carlo. Find the name "Dunne" and it will then resonate in your mind of what a great San Franciscan he was. Rest in Peace Mike, your legend will carry on through the memory of your passion and teachings my friend....

Hoops Update

By Steve Coleman

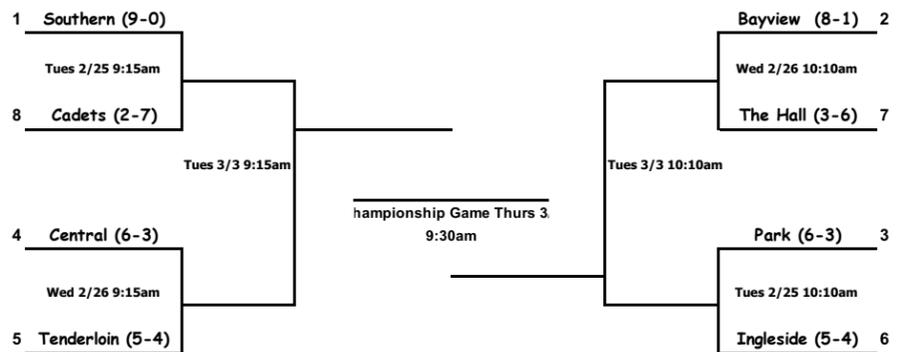
The Southern Bees finished this season a perfect 9-0 after defeating the Tenderloin Rats 56-55 in the final game of the regular season. Team manager Marvin Cabuntala has pushed all the right buttons this year and is hoping to bring Southern a long awaited championship. The Bees will square off against the #8 seed Cadets team. The Bayview Pit Bulls at the #2 seed will take on the #7 seed The Hall. These teams have developed quite a rivalry over the past few years. During their regular season matchup, the Pit Bulls escaped with a

close overtime win.

The Park Islanders at #3 will play #6 Ingleside Station. Ingleside edged Park in the last week of the regular season, and will have pull if off again as Park is their first round matchup. The Central Diners at #4 and Tenderloin at #5 square up in the battle of downtown teams. Both of these teams have strong veteran players who have lots of experience.

With the playoffs starting, every team participating feels that they have a good shot at winning this years championship trophy. The championship game will be played on Thursday, March 5th at 9:30am at Saint Mary's Gym. Good luck to everyone in their quest; it's been a great season!

2019-2020 SFPOA BASKETBALL



Register today for the 2020 George Brown Memorial ALS Golf Classic

Letter about a community event in memory of George Brown, written by Denise Brown, his wife.

A Story Of A True Fighter!

George Brown started his career with ING Financial Services and he worked with the municipal workers of the City and County of San Francisco, mostly police and fire, as a consultant for their retirement. In his occupation as a financial consultant, he was known to many as their "retirement services" guy and spent most of his day networking with his clients. He loved meeting with his clients, whether it was in an office, at a precinct, the airport, a café or of course, on the golf course. George had a passion for life and from the first moment I met him I knew he was, "the one." He said, "I can't cook, but I make great reservations!" That's the thing about George, he always knew how to make things happen- one way or another!



When George was diagnosed with ALS in August of 2013, although we knew it was an uphill battle, we made the best of every day! George was an amazing man who fought courageously and never gave up. His infectious smile lit up a room. He lived life to the fullest and never turned down a round of golf; unless it was cold out. He would say it was because of his Jamaican blood. He fought with such conviction on a daily basis, kept a positive attitude through the toughest times and when someone walked into the room he greeted them with that infectious smile. Everyone that met him knew it was his "signature move"!

to the hole, hole in one, putting contest and longest drive. Lunch and beverages will be provided on the course. Dinner will follow at the Lake Merced Golf Club with a silent auction, raffle and many great prizes. There are also many levels of sponsorship opportunities available. For more information, please visit www.GeorgeBrownALSgolfClassic.org or contact Denise Brown at 650-740-4531 or dbrown49er@gmail.com.

About The George Brown Memorial ALS Golf Classic

For the second year, in memory of our fighter, George Brown, we will be holding a memorial golf tournament to raise funds for care, research, advocacy and all-around support for The ALS Association Golden West Chapter. The tournament is on Monday, June 22, 2020 and will be held at the Lake Merced Golf Club, 2300 Junipero Serra Boulevard in Daly City. Registration will start at 9:00am and a Four Person Scramble format will begin at 11am. There will be a variety of contest opportunities: closest

About ALS

Amyotrophic lateral sclerosis (ALS), also known as Lou Gehrig's Disease, is a fatal neurodegenerative illness that affects nerve cells in the brain and spinal cord. The average life expectancy of a person with ALS is two to five years from diagnosis. As the disease progresses, people with ALS lose the ability to walk, move, speak, swallow and, eventually, to breathe- all while the mind and senses continue to function. ALS is not contagious and does not discriminate - it affects men and women of all ages, ethnic backgrounds, and socioeconomic communities around the world. Ap-

proximately 10% of those diagnosed have a hereditary or familial form of the disease. Those who have served in the military are diagnosed with ALS nearly twice as often as the general population. Currently, there is no known cure.

About The ALS Association Golden West Chapter

The mission of The ALS Association is to discover treatments and cures for ALS, and to serve, advocate for and empower people affected by ALS so they can live their lives to the fullest. Our vision is to create a world without ALS.

The Golden West Chapter serves people with ALS and their families in the state of Hawaii and 31 counties throughout California. Everything we do advances the search for effective treatments and cures for ALS.

For more information about ALS and The ALS Association Golden West Chapter, please visit our website at www.alsagoldenwest.org or email us at info@alsagoldenwest.org. You can also find us across social media channels at [@alsagoldenwest](https://www.instagram.com/alsagoldenwest).

SFPD Basketball League Standings

Teams	Record	GB
Southern	9-0	-
Bayview	8-1	1
Park	6-3	3
Central	6-3	3
Tenderloin	5-4	4
Ingleside	5-4	4
The Hall	3-6	6
Cadets	2-7	7
Northern	1-8	8
CHP	0-9	9

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Journal End Point: March 2020

Elevation or Height; What's the Difference?

Elevation is a measure of *feet*.
Height is a measure of *feat*.



Seen in this photo snapped in February of this year is SFPD retiree Val Kirwan (left) standing atop Mt. Kilimanjaro, Africa's highest peak at 19,341 feet. Although the mountain sits nearly on the equator in northeastern Tanzania, Val is wrapped up to insulate against the below freezing mid-day temperatures. With him are climbing companions, Robin Saron, and Val's nephew Kyle Bunte, who is sporting an authentic SFPOA "Buzz the Fuzz" knit cap. For perspective, the highest mountain peak in North America is Alaska's Mt. Denali, which is about 900 feet higher than Kilimanjaro. The highest mountain in the continental US is California's Mt. Whitney at 14,505 feet. Mt. Kilimanjaro stands almost one mile higher! Good job, guys!



Kilimanjaro as viewed from the African Savannah.