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Detailing to Depletion

By Martin Halloran
SFPOA President

At the end of this fiscal year on June 30, 2014, the department will see the last of the DROP (Deferred Retirement Option Program) members retiring based on service. Depending on the figures provided by either the department or the POA, those numbers range from 65 officers up to possibly 80 officers. These numbers do not include folks who are retiring based on regular yearly attrition. That number could possibly reach an additional 40 to 50 officers annually.

Although the department has been aggressively hiring new patrol officers as quickly as possible based on the commitment to public safety made by Mayor Edwin Lee, the staffing within the SFPD is at one of its lowest levels in decades. The department has confirmed that its necessary staffing is nearly 300 officers short — well below the mandated number of 1971 sworn officers set by the City Charter.

I realize that the numbers will eventually bottom out and swing back toward a staffing increase. I applaud the Mayor for recognizing this problem early and addressing it swiftly. If the Board of Supervisors of a few years past had extended the DROP program we may not be in this predicament. But they chose not to, so we are in a staffing crisis, and the department must strive to deal with it efficiently and effectively.

My over-riding concern is officer safety. Our members — the department's most valuable resource — are being increasingly stretched to ineffective staffing limits, and serious safety questions have developed around the diminishing numbers. Is there sufficient staffing to cover the fundamentals of street patrol, including the most critical need of all — the 10-25 back-up



responses?

The number one complaint I hear from our members is, "Marty, there is *nobody* working. Everyone is being detailed out. We had just one car working the entire district!"

Details

Outside details are nothing new. They are routine and prevalent in the SFPD. A world-class city tends to generate a myriad of special events, as well as a large number of spontaneous, non-permitted demonstrations, marches, and/or violent protests. Add to these — some 200 scheduled events per year — details like Giant's games, hospital prisoner watches, mandated POST in-service updates, and other necessary training and the need for local station staffing adjustments becomes nearly an art form.

Hospital details require a minimum of two officers. The perpetual fixed post details (i.e. Turk & Taylor, 16th & Mission, Friendship Alley, etc.) also require a minimum of two officers. The weekly numbers required for spontaneous marches, protests, demonstrations, celebrations, fairs, block parties, or organized parades that the SFPD must facilitate and staff are nearly incalculable.

The SF Giants

Last season, I have heard this valid staffing concern voiced many times about the Giants game details. Of course, the complaints tapered off at the conclusion of last year's season. Well here we are less than three weeks after the Giants home opener and, as Yogi Berra once said, "It's *deja vu* all over again."

For every home Giants game the department details two officers to AT&T Park, drawing from 5 of the 10 district stations. These officers handle pedestrian, crowd, and traffic control around the perimeter of the park. This is on top of the officers inside of the stadium that the Giants pay for, not the department, to maintain order. When the Giants are at home against

the Dodgers, or if there is a playoff game, then all 10 district stations are required to detail a minimum of two officers.

Don't get me wrong; who doesn't love the Giants? I'm out at the ballgame whenever I can make it, but when the franchise has shown their worth to be over \$1 billion, and it ranks as one of the top five wealthiest franchises in the MLB <http://blog.sfgate.com/johnshea/2014/03/26/forbes-sf-giants-oakland-as-are-filthy-rich-check-these-numbers/#21888101=0> then I think the time has come for the department to make some logistical changes in order to ensure that there is adequate patrol coverage at district stations while also sufficiently policing AT&T Park.

A Possible Fix

In the context of the department staffing crisis, I have offered to the administration several suggestions enumerated below to rethink the deployment of officers to Giants' games. Leaving regular patrol officers out on the streets within the districts will better serve our community and must be addressed now.

1. Negotiate with the San Francisco Giants franchise to supplement the cost of SFPD officers on the perimeter of their stadium similar to the franchise covering the cost of the officers on the interior of the stadium. This would illuminate the detailing of on-duty officers being removed from patrol duties at district stations for the duration of home Giants game. This would also be consistent with the fiscal coverage provided by the San Francisco 49ers franchise at Candlestick Park, even though that stadium is owned by the city.
2. Absent of a successful negotiation with the Giants, the department should seek additional funding

from the San Francisco Board of Supervisors to cover the cost of officers conducting official duties along the perimeter of AT&T Park for Giants home games. This would also eliminate the necessity of detailing officers to AT&T for Giant home games.

3. Negotiate with the San Francisco Sheriff's Department to take over duties within the facilities that their department maintains control. San Francisco General Hospital is under the jurisdiction of the San Francisco Sheriff's Department. According to Sheriff Ross Mirkarimi, the housing of inmates within their jail facilities are at the lowest point in decades. Transfer the excess deputy sheriff's to custody responsibilities at SFGH.
4. Fixed posts at district stations shall only be manned if the watch for that shift has 80% staffing or better. The 80% staffing appears to be the threshold that the department wishes to maintain. It should apply that ratio to fixed post details.

I have to say that Chief Greg Suhr, and his Command Staff, are doing their utmost to provide the best service and protection to all San Franciscans based on the means at hand. But our department is at a tipping point where staffing at the district stations must be addressed now. If my suggestions were taken on a temporary basis or on a pilot program initiative then that would be a start. If my suggestions are taken as a long-term solution to a serious FOB problem, at this time, then all the better. The residences of this city deserve proper police coverage, and certainly our members deserve ready and fast back-up. Either way this department must stop detailing officers out of FOB to the point of depletion of patrol.

Slainte



"Lifesaver"

POA Public Affairs Video Wins "Telly" Award

By Martin Halloran
SFPOA President

Good news! I just got a call from the Telly Awards in Cincinnati saying we won another Telly for Best Regional Public Affairs commercial for our video titled "Lifesaver." That video stars Northern Station Officer Matt Lobre re-enacting his heroic actions of July 4, 2014 when he pulled an elderly woman from a burning building on Pine Street.

The award is for the Best Regional Public Affairs TV spot. The Tellys have over 14,000 entrants (not all in this category, of course) from 16 countries, and is a Cincinnati-based competition with a 45-year history. "Lifesaver" was our second SFPOA win in this category. We previously won for our video about Officer Eric Batchelder titled "Unstoppable" that was produced in 2013.

All of our excellent public affairs videos have been developed and produced by long-time POA friend and advisor, Paul Kinney. Paul is based in Sacramento where he runs a successful production company.



Matt Lobre and the "Telly"

Scan this QR Code to see the latest award-winning video:

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Counselor's Corner

A (Former) Insider's View of the Scottish Independence Vote

By Gregg Adam,
SFPOA Counsel



This month's column goes a bit off-topic. As an immigrant to these parts still struggling to shake off (or maybe it is to retain) a brogue (that friends and family in Scotland charitably describe as "mid-Atlantic"), lots of people have been asking for my views on the pending Scottish Independence vote.

The whole issue seems a little bit odd to people over here. It is a bit like paw and grandma calling it quits on a 60-year marriage. In this case the marriage dates back to 1707, a time when the fledgling colonies were forming in New England.

There are no particular pent-up grievances forcing the issue at this time. Rather, as is often the case, the timing is a creature of political opportunity. Beginning in 1997, Tony Blair's new Labour government (which relied significantly on Scottish seats for his large majority in the Westminster Parliament), implemented a campaign pledge and allowed a referendum in Scotland over whether there should be a reconstituted Scottish Parliament (the original had been closed after the 1707 Act of Union between Scotland and England). Large majorities voted in favor of (1) recreating a Scottish Parliament with certain devolved powers, and (2) also giving it the authority to vary tax rates from those set for the rest of the United Kingdom. The Parliament opened with much pomp and circumstance on May 12, 1999.

In the first few election cycles to the new Parliament, the Scottish Labour Party predictably dominated, without achieving overall majorities. But in 2011, in a major shock to the establishment, the SNP won 53% of the seats and an overall majority.

Bear in mind that—akin to our own federal system—Scots also still send Scottish MPs to Westminster. Yet whereas the SNP was a mere bit player at Westminster, with rarely more than 5 or 6 MPs out of 650, it was after the 2011 election governing North of the Border. The canny SNP leader, and Scottish First Minister, Alex Salmond ("Slippery Salmond" to locals) quickly announced that he would implement the SNP's election manifesto pledge (and the party's *raison d'être*) and hold a referendum on full independence.

After some deliberations, Salmond announced that the historic vote would take place in September 2014, the year of the 700th anniversary of the Battle of Bannockburn, when Robert the Bruce's (see *Braveheart*: "You have bled with Wallace, Now bleed with me!") vastly outnumbered spearmen impaled the heavily armored knights of "proud Edward's army, and sent him homeward, tae think again" (as the chorus of Scotland's National Anthem reprises), thereby achieving independence from England rule for the first time. No coincidences or

surprises in the choosing of that date.

And if nationalist fervor does not carry the day alone, another more recent phenomenon might. That is, whereas Scottish voters have shown disdain for the Conservative (or Tory) Party for decades, the UK's national coalition government is dominated by the Tories and its clean-cut former Eton (an epitome of English privilege and aristocracy) schoolboy Prime Minister David Cameron. The party of Disraeli, Churchill and Thatcher currently holds 303 of the 650 seats in Westminster (and governs in coalition with the Liberal Democrats), but has only 1 of the 59 Scottish seats at Westminster—as was recently joked in Parliament itself, there are now more polar bears in Edinburgh Zoo than there are Tory MPs North of the Border.

So while most of us never really thought Scots would actually vote to divorce themselves from the UK, the perfect storm of a historical anniversary and a loathed national government have suddenly made it seem possible.

The lethargic efforts so far of the "Better Together" ("No" to Independence) campaign have hardly helped. The (normally warring) coalition of Labour, Tory, and Liberal Democrat politicians who have been forced together to defend the status quo have largely framed their campaign around all the supposed reasons why independence will be a disaster. But that may backfire. Whether they support independence or not, Scots do not like being told they could not stand on their own feet. The Economist carried a story two weeks ago about a "Better Together" rally where a local asked a panel of pro-union MPs if they could give a positive reason for keeping Scotland in the UK. After an awkward silence, the best the MPs could come up with was that it was akin to a good bottle of wine (whiskey might have been a better comparable), "you're not exactly sure how it all comes together, but it works in the end."

Presumably the pro-union campaign will rally round something more creative and positive. In truth, Scots have done well out of the United Kingdom. Whether through the springboard of the British Empire and vast contributions of Scots to places like India, Hong Kong, South Africa, Australia and Canada, or the access to the markets and technologies of the vastly larger English domestic market, economically at least, the Union has been good for Scotland. And fears that Scotland's culture and institutions would be subsumed by England proved largely unfounded—to this day, Scotland retains, for example, a separate legal system and a separate religion.

So this pundit thinks the referendum will probably coincide—through fortuitous timing and the political abilities of Alex Salmond—with the high-water mark of independence sentiment, I still think it is destined to come up just short, but somewhere the ghost of William Wallace is enjoying every moment of it.

Is this Scotsman Aiming for Independence?

Find out by reading Counsel's Corner on this page.



Gregg Adam, POA Counsel,
at a clay shoot sponsored by
the CCPOA and benefiting the
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Minutes of the April 16, 2014 SFPOA Board Meeting*

- 1. Sergeant at Arms (SA) Val Kirwan called the meeting to order at 12:04 hours.
- 2. SA Kirwan led the board in the Pledge of Allegiance.
- 3. SA Kirwan asked for a moment of silence for law enforcement and military personnel killed in the line of duty. He also asked the board to pause in remembrance of Officer James Richards.
- 4. Secretary Mike Nevin swore in Officer Mark Trierweiler as the new board representative from the Airport.



POA Secretary Mike Nevin congratulates new Airport Bureau Rep Mark Trierweiler after administering to him the oath of office, Item #4.

tion to approve the March 2014 minutes. The motion received a second from Vice President Tony Montoya. It passed unanimously by voice vote.

- 9. President's Message. President Marty Halloran told the board that the meeting would be adjourned in memory of Officer James Richards (Central).
- 10. President Halloran sent a letter to Supervisor David Campos following his remarks at a town hall meeting in regards to the OIS in Bernal Heights. (See April Journal)
- 11. President Halloran announced several POA endorsements for the June primary election: David Chiu for Assembly; Phil Ting for Assembly; State Senator Alex Padilla for Secretary of State; Yes on Proposition A: Earthquake Safety and Emergency Response Bond; No on Proposition B: Waterfront Construction Exceeding Height Limits Initiative.
- 12. POA scholarships applications are being accepted for both the Jeff Barker Scholarship and the Frank and Wendy Paskin-Jordan Scholarship.
- 13. President Halloran and SA Kirwan updated the board on the "Suspension Relief Fund" for the active members who have been suspended without pay. The main event will be held on May 22 at the Italian Athletic Club.
- 14. The Doug Gibbs Memorial is being moved from Lake Merced boat-house to the Lake Merced Police Range. The date of the new dedication is to be determined.
- 15. The POA and the City are in discussions only at this time regarding 10-B. There have been no official changes.
- 16. The POA video featuring Officer Matt Lobre's (Northern) lifesaving effort has received a Telly Award for "Best Regional Public Affairs TV Commercial."



L to R: Lt. Jack Hart, PAL Cadet Sergeant Casey Chow, Cadet Captain Ari Russack-Smith, Cadet Lieutenant Ryan Prasadi, PAL Coordinator Off. Edith Lewis. These sharp looking, future SFPD members were central to the PAL presentation to the Board of Directors, Item #6.

- 5. Secretary Nevin conducted roll call.
- 6. Captain Rick Bruce (retired), multiple members of the Department, and several PAL cadets addressed the board regarding a financial request for \$20,000 to support the SF Police Activities League (PAL). PAL was founded in 1959 by the SFPOA. The POA has been the #1 sponsor. Last year's donation was \$17,500. After the presentation and discussion, President Marty Halloran explained the board would discuss this request under financial requests.
- 7. The Commemorative Badge Company presentation was postponed.
- 8. Treasurer Joe Valdez made a mo-

- 17. The Emerald Society dinner honoring Sergeant Tom Maguire (Bayview) and Captain Mike Moran (retired) will be on May 9th.
- 18. The POA will have a General Membership Meeting on May 8th at the United Irish Cultural Center. All members are encouraged to attend.
- 19. The next round of Q50 promotions are expected to be in the next fiscal year (begins July 1st).
- 20. The POA is awaiting a draft agreement from the Department regarding P2 for Mounted/Hondas.
- 21. President Halloran asked all board representatives to provide him with information related to on duty detailing of officers (ex. Giants games).
- 22. Vice President's (VP) Message. VP Montoya updated the board on recent meetings with Personnel.
- 23. Treasurer's Report. Treasurer Joe Valdez provided the board with copies of the monthly budget/expense report. We were under budget by \$12,000.
- 24. New Business. Secretary Nevin informed the board of the following political contributions: Kimberly Toney Williams (Superior Court Judge) \$500; Assemblymember Phil Ting \$1,000; David Cortese (San

Jose Mayor) \$1,100.

- 25. Representative Matt Lobre (Northern) questioned why the Department sent out notice of no discretionary time off for August 8, 9, and 10th.
- 26. Representative Greg Stechshulte (Mission) went to the recent OIS class at the Academy, and he encouraged other representatives to do the same.
- 27. Old Business. Representative Frost (Investigations) addressed late court cancellations where members were not personally served. President Halloran stated that the POA would file a grievance if necessary.
- 28. Representative Scott Edwards (Mission) will be testing an online board voting procedure he has set up.
- 29. Representative Edwards questioned what the rules were in regards to FH hours being carried into new fiscal year. This will be followed up by POA.
- 30. SA Kirwan addressed an issue of officer safety related to a pursuit that went from the city into the peninsula. Officers can utilize C12 or C13 so that City and Airport officers can communicate. He passed out instruction for board representatives.
- 31. Financial requests. Representative Scott Edwards (Mission) made a motion to give \$25,000 to PAL. The motion received a second from Representative Steve Landi (Traffic). After a discussion, Edwards withdrew his motion and made another motion to give \$20,000 to PAL. The motion received a second from Representative Greg Stechshulte (Mission). The motion passed by voice vote with all in favor except Representative Joe McCloskey (Tenderloin).

President Halloran adjourned the meeting at 13:41 hours. The meeting was adjourned in memory of Officer Submitted by Secretary Nevin

* 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, April 16, 2014

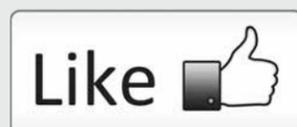
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Chief's Corner



It's hard for me to believe that it has been three years since being sworn in as SFPD's 42nd Police Chief; but it has! Three years ago the headlines read: "...keeping crime down with a department that is already down 110 officers and facing layoffs will be an unenviable task." One periodical listed the "challenges to be faced: Budget, Technology, Crime and Safety, and Scandal/Politics." Well it has been three years and we have risen to the challenges, met them head on, and overcame them.

This Department has met and embraced more changes in the last three years than maybe in any other three year period in the history of the SFPD. We closed a \$14.5M budget gap in the first year by working together to figure out pay/pension/work schedules and later worked with the POA and the Mayor's Office to arrive at a contract extension through 2018. We also worked with the Mayor, Board of Supervisors, and Commission to come up with a staffing plan to get back to full-staffing by the end of the contract extension. We did this despite being at the lowest staffing levels ever (down 300 officers in the summer of 2013).

Our inroads in reducing violent crime continue to be successful, homicides currently at a 30 year low, we got email in the first 60 days of this administration and, as of late last year, we are the only Department in the state with a smart phone with internet capability and CLETS access in the hand of every officer on the street...and the list goes on and on.

No way that any of the above could have been accomplished without the cooperation and selflessness of the rank and file (sworn and civilian) of the SFPD — YOU! Working with the POA and City Hall, enabled us to come up with cooperative solutions to complex pressing issues and concerns. This

cooperative effort was the only way we have been able to accomplish all that we have. Now that we have the recipe for success, we must continue to move the Department forward by continuing to partner with the community we serve and be as large a presence as we can make ourselves.

Having gained the ground that we have gained, it is critical to continue to build on our success as many more challenges lay before us. As we add back the 300 officers, we must continue to be the smartest most thoughtful cops we can be — and insist that the new 300 be "just so" as well. We need to continue to be a Police Department that has the best interest of our young people at heart. We need to continue to be "that cop" in the eyes of children so that they continue to run towards us asking for stickers versus taking a step back wondering why we are in their neighborhood(s). We have done so much having 300 less officers to do the work; surely, with the 300 being added back — almost monthly — we can do even more. We must consider where we are as the start of something big and not the finish line of a race well run. Where we are is where we should have been long ago. We need to be a Department constantly moving forward. If we stop to admire our accomplishments we will fall back and that cannot happen. We must always

be looking for the next opportunity to grow and be better. To never be satisfied with where we are is the only way to insure that we will always be working towards being at our best.

In closing, I want to thank everyone for all you have done these past three years to keep this beautiful city of ours safe. I know it has not been easy, as so much has been asked of you... and there have been fewer of you to be asked so you were asked often. There has not been one instance where I have not been proud of how you have handled yourselves. There have been many tough situations. Many of those situations had never presented themselves before; and yet, you rose to the occasion and we made it through. There are more reasons than I can count, to believe the next three years will take us to even greater heights and accomplishments.

Take a moment to reflect on making it through what you've made it through these past three years and I think, like me, you will shake your head at just how good you've been and why you are so rightly referred to as "SF's Finest".

Thanks again! God Bless!
Be safe out there!

Greg Suhr
Chief of Police,
San Francisco Police Department
Oro en Paz, Fierro en Guerra

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- Articles should be typed, double-spaced, or submitted via e-mail or on disk in Microsoft Word.

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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.
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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.

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.

Regularly Scheduled Meetings or Events

Event	Location	Date & Time	Coordinator
Meeting, Veteran Police Officers Association	Pacific Rod & Gun Club 520 John Muir Drive, SF	Second Tues. of Every Month, 11:00 am	Larry Barsetti (415) 566-5985 larry175@ix.netcom.com
Meeting, Widows & Orphans Aid Association	Hall of Justice, Room 150, (Traffic Co. Assembly Room)	Second Tues. of Every Month, 1:45 pm	Mark McDonough (415) 681-3660 woasfpolice@gmail.com
Meeting, American Legion SF Police-Fire Post	Park Station Community Room 1899 Waller St., SF	Second Tues. of Every Month, 4:00 pm	Greg Corrales (415) 759-1076
POA Board of Directors Meeting	POA Building	Third Wed. of Every Month, Noon	POA Office (415) 861-5060
Meeting, Retired Employees of CCSF	Irish Cultural Center	Second Wed. of Every Month, 11:00 am	Reyna Kuk (415) 681-5949
Retiree Range Re-qualification	SFPD Pistol Range	First Fri. of each Month, 0730 – 1130	Range Staff (415) 587-2274

Specially Scheduled Events

Washington High Sch. Alumni Assc. Hall of Merit Induction Dinner Honoring Comm. Rich Corriea	Terrace Room, The Cliff House 1090 Pt. Lobos, SF	Thursday May 1, 2014 6:00 PM	Denise Joseph (415) 750-8400
PAL Golf Tourney	Harding Park Lake Merced, SF	Thursday May 8, 2014	PAL (415) 401-4669
POA General Membership Meeting	United Irish Cultural Center 2700 45th Avenue	Thursday May 8, 2014 5:30 pm	Drop-in
<i>Emerald Society Awards Dinner</i> Honoring Sgt. Tom Maguire Captain Mike Moran Mr. Roger Gargano	United Irish Cultural Center 2700 45th Avenue, SF	Friday May 9, 2014 6:00 pm	Rachel Murphy (415) 794-7918 1716rm@gmail.com
<i>Retirement Celebration</i> Honoring Sgt. Eddie Cheung	Harding Park 99 Harding Road, SF	Saturday, May 10, 2014 6:00 pm	Bobby Cheung (415) 699-9982
<i>Dinner Celebration/Reunion</i> Celebrating Women of the SFPD	City Forest Lodge 254 Laguna Honda Blvd, SF	Tuesday May 13, 2014 5:30 pm	Mary Stasko (415) 307-7760
<i>Peninsula SFPD Retiree Luncheon</i>	Basque Cultural Center 599 Railroad Ave., So. SF	Wednesday, May 14, 2014 11:30 am	John (415) 699-4445 or, SFPDRETPEN@gmail.com
<i>Promotional Celebration</i> Honoring Commander Sharon Ferrigno	Jones Restaurant 620 Jones Street, SF	Tuesday May 20, 2014 6:00 pm	Laura Knight (415) 575-6391
<i>Retirement Celebration</i> Honoring Roly Cananles & Pyro	Candlestick Park Football Field 490 Jamestown Ave., SF	Friday June 6, 2014 3:00 pm	Michelle (707) 330-8815 Jose (415) 640-4793
<i>Hazey Golf Tourney</i> Benefiting Gary Hazelhofer Edu. Fund	Presidio Golf Club, SF Presidio 1667 Culpepper Dr., Petaluma, Ca	Friday, June 27, 2014 11:00 am	Kathy Buckley

San Francisco Police Officers Association Announces The Inaugural Mayor/Police Chief Frank Jordan & Wendy Paskin-Jordan Scholarship Fund

The SFPOA is about to embark on its inaugural scholarship awards for college bound dependents and enrolled college students by offering a scholarship to dependents of noncommissioned officers of the SFPD both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent's application.

Qualified applicants will be limited to 2014 High School graduates and actively enrolled college students with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2014.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2014 fall college semester.

Applications are available at the SFPOA office located at 800 Bryant St. 2nd Floor, San Francisco, CA 94103 (415)861-5060.

Pick up your application or mail the attached request for an application to the SFPOA.

Completed Applications must be returned to the SFPOA no later than May 16, 2014.

Request For Jordan Scholarship Application

Scholarship Applications must be returned to the SFPOA no later than May 16, 2014. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

Home Telephone: _____

Name and Rank of SFPOA member who qualified you as a scholarship applicant:

Assignment: _____ Ext. #: _____

Active: _____ Retired: _____ Deceased: _____

Your relationship to the SFPOA member who qualifies you as a scholarship applicant:

NOTE: This is not a scholarship application. It is a request form only.
Applications must be obtained from the SFPOA at 800 Bryant St., 2nd Floor, San Francisco, CA 94103

*The Good Old Days***Northern Station in the 1970s**

By Paul Chignell,
POA Legal Defense Administrator
Formerly Assigned to Old Northern
Station (1973-1979)

The legend is not that of the notorious Barbary Coast of San Francisco's early years. Nor was it an Eagle Scout enclave. It is about the "old" Northern Station and, more to the point, it is about the members of the San Francisco Police Department who were assigned to it in the volatile 1970s.

All San Francisco police stations have uniqueness, and each has been relevant in periods of San Francisco history and epic events. But for some reason, the important events, be they horrific, humorous, or serious, were quite numerous in the 1970s within the environs of Northern Police Station and the geographical bounds of the district. It might have been due to the small station at 841 Ellis Street between Polk and Van Ness that was situated in a district of tremendous economic and demographic diversity. It may have been because City Hall, the State Building, and the Federal Building were only a stone's throw from the police station. But it also was because the persons authorized and required to respond to the events of the times had distinct personalities and were assigned to the Northern Station.

The District

Today Northern Station sits on the corner of Turk and Fillmore Streets, but the basic boundaries of the district are the same. The Northern District encompasses the Western Addition, Polk Gulch, Fillmore upper and lower, part of the Tenderloin, Civic Center, Pacific Heights, Cow Hollow, the Marina and everything in between. In the 1970s, Radio Car Sector #1 in the lower Haight was the most dangerous. As one moved north, the district became less and less conducive to violent crime, ending in Radio Car Sector #5 in the Marina, where many of the residential blocks looked more like suburbia.

San Francisco Events

The 1970s brought great societal changes to the City of San Francisco and to the entire country. The murders of Mayor George Moscone and Supervisor Harvey Milk, the Jonestown suicide massacre, anti-war demonstrations, shootings of police officers, public employee strikes, the Zebra Killings, the SLA and Patty Hearst "ransom" food give-away, the emergence of gay power, racial tensions, feminism and other dramatic changes occurred within the epicenter of the Northern Police district. Police officers at the Northern Station as well as SFPD rank and file throughout San Francisco had to adapt to and respond to these issues on a daily basis.

Leadership

Running the Northern Station in the 1970s was no piece of cake. The cast of characters presented a daunting challenge to any police command or management person. But the fact is that the Captains assigned to the Northern were a special group. Among them were Captain Ernest Raabe, a man with a patrician look but who was not only hardnosed but compassionate. Following Ernie was one of the



Paul Chignell

finest police Captains who ever served in the SFPD, Captain Joseph Flynn. Joe Flynn was cerebral, a strong believer in the traditions of the Department, and a leader who knew how to delegate. He was so highly respected that when he strode through the lobby of Northern Station his officers looked at him in awe. Next came Cornelius P. Murphy, who ran the station with a professional approach and an ever-present twinkle in his eye. He was the son of Chief of Inspectors Cornelius P. Murphy. Con Murphy became a Commander and then became Chief of Police from 1980-1985. Following Con Murphy was the popular Captain Joseph T. Lordan. I can say without qualification that no one has ever said a bad word about this conscientious leader. He rose to become Chief of Inspectors and currently is seen with a boundless energy just short of 80 years of age walking many miles every day in Marin County with a great memory of the days at the Northern. This group of Captains steered the ship of the Northern through some tumultuous seas.

The lieutenants included Jim Solden, Rich Shippy, Dick Klapp, Rene Aufort, Merritt McKevitt and many others. They took their responsibilities seriously and were close to the troops. There was often a give and take between their bold leadership and being the focus of jokes and pranks by the rank and file.

Crazy Times

They say that when police work is slow personnel problems emerge within the stations. When police work is busy, the officers have no time for personnel problems, but they relieve stress in other -- often creative -- ways. In the 1970s at Northern Station officers were routinely on high alert. Shootings at and by officers were not uncommon. The remnants of the Black Panthers and the Black Liberation Army were still quite active. The Weather Underground was lurking in the neighborhoods and police officers were their collective targets. The stress of that era was palpable, and the crazy and pranks that occurred were the coping method of choice among the Co. E personnel.

One day, a large and intimidating officer was taken off of his beat by the lieutenant due to an egregious act. He marched into the office of the lieutenant and demanded to get his foot beat back. When the professional lieutenant refused, the officer

slammed his fist into the wall leaving a gigantic hole. There was alarm, and there were expectations, but no suspension or other retribution was ever levied. Instead, the incident was just chalked up to stress.

When officers would call in sick for the night shift one of the legendary lieutenants would always slam his clipboard onto the station floor sending a cascade of papers floating across the assembly room and destroying the clipboard.

Sometimes the paranoia was so extreme that one night a sergeant who was an Acting Lieutenant (and Stan you know who you are) entered the station from the side door in plainclothes to pick up his paycheck outside of his normal tour of duty. Two enterprising patrol officers promptly grabbed him and handcuffed him and placed him on the bench in the public area of the station. The Sergeant started screaming that he was the day shift lieutenant and demanded that the handcuffs be taken off and he be released. But the officers just felt that Stan was a homeless miscreant from the street who had meandered into the station. Finally, after a bout of yelling and screaming, other officers recognized the sergeant and released him on his own recognizance. He immediately chased the offending officers out into the street and thus into the pantheon of old Northern Station lore.

A particular lieutenant rarely read any report. He just thought whoever prepared the report knew what he or she was doing. So one of the real pranksters prepared a homicide report listing the lieutenant as the suspect. The lieutenant promptly signed the report and sent it down to the Hall of Justice. Next day there were alarm bells!

Moving radio cars was the rage at Northern. You would go to the 300 block of Fulton and handle a burglary report. When you came back to the radio car to continue on patrol the car would be gone. You would search the neighborhood and maybe find the black and white at Golden Gate and Franklin. This would normally happen if you had happened to eat a meal in another officer's radio car sector or if you had committed some indiscretion in the mind of the prankster officer.

One day a veteran officer came to me and said "let's go for a ride kid". With three years in the business I had no reason or inclination to say no. It was the midnight watch around 1:00 am. He was driving the old large patrol wagon. It was similar to the one that I had driven while assigned to Taraval Station two years before down Portola and to Market and then to City Prison with three prisoners in the back. Those large wagons were difficult to handle and going down Market we had swerved left and right and almost tipped over. The veteran officer and I proceeded up Van Ness to Lombard and then up Doyle Drive to the Golden Gate Bridge. I said to him, "where the f--- are we going?" He said "don't worry". We arrived on Bridgeway in Sausalito and he drove this conspicuous SFPD patrol wagon manufactured



The "old" Northern Station at 841 Ellis Street.

in the 1950s up and down Bridgeway with a few pedestrians staring in consternation. We then returned to Northern with nary a problem. Today the suspension punishment would have been demonstrative.

The Bench

Nothing was more important at the Northern Station in terms of infrastructure than "the bench." The bench was a long piece of furniture in the assemblyroom of the station that was used for numerous purposes. The poor souls arrested and taken to the Northern Station were handcuffed to the bench prior to booking and being transported to the holding cells. The Sergeant as noted above was handcuffed to the bench. Officers waiting for the lineup to hear their orders for the day waited on the bench. But the most famous utilization of the bench was the police strike in August of 1975. The beloved bench was moved to the front of the station where it blocked the ingress or egress of police cars so that the strike would continue until just resolution. The few officers who worked as scabs during the police strike never went past the bench. They left the station from the south side. The bench became the symbol for the station. It even supplanted the roof where many officers had adjourned to sun bathe during their lunch hours in past years.

The Traditions Upheld

Some of the most sacred of the traditions of the San Francisco Police Department continue today and they were evident in the 1970s of Northern Station. More of those traditions should still be with us today.

Police cars were radio cars. They are not prowl cars or patrol cars. They are radio cars. It goes back to the 1930s and 1940s when there were not radios in cars. With the advent of radios, which allowed officers to respond quickly and safely to calls for service, we still respect the term---radio cars.

All officers at Northern wore their black ties with the uniform shirt. All officers wore their service caps when outside their radio cars. In fact, if you were caught without your hat on, EVEN after chasing down a robber or burglar a grizzly sergeant would chastise you severely.

Sectors had integrity. There are five sectors in the Northern from the lower Haight to the water of the Marina. Officers were expected to handle all their calls for service in their sector and not to stray from their sector unless they were called to back up another officer. And you must eat lunch or dinner in YOUR sector and no other. More about food later.

Partners in police work were sacred. If you had a partner you worked with your partner. Partners instinctively knew what their partners would do in a crucial life-threatening situation. That was one of the essences of po-

continued on next page

Northern Station in the 1970s

continued from previous page

lice work in the 1970s. At the risk of offending many more partnerships, I list here some of them: Ron Akers and Rich Mifsud, Paul Chignell and Ray Kilroy, Bob Barry and Joe Mason, Bob Barry and Bob Martinez, John Monson and Gus Stremme, John Kelly and Dan Hallisy, Rich Baker and Willie Cunningham, Jim Long and Bob Donsbach, Clint Wilmerding and John Gallagher, Mike Harrington and Dan Foley, Dennis McCaffrey and Andy Citizen, Dale Smith and Mike Pedrini, Ron Parenti and Mike Pedrini, Jerry Senkir and Mike Paulsen, Marty Rohrs and John Ronan, Barry Johnson and Neil Jordan, Jack Santos and Dennis Jacobson and so many more.

John Gallagher

One of the mainstays of the Northern Station was Officer John Gallagher. Gallagher lived on Divisadero just north of Chestnut Street and he entered the SFPD in March of 1970. He spent the next forty-two years (42) years at the Northern Station. First he was in the illustrious Marina five (5) car and then for many years as the permit officer at Northern. He knew and knows the Marina like the back of his hand. He was a friend of the owner of the old La Barca restaurant at Laguna and Lombard and introduced Northern officers to that owner and many other business owners in the Marina. Those relationships with business owners in the Marina and in turn residents made the relationship between police and community quite strong. That continues today. John was a force in treating the community as partners within the entire district as well.

The Noble Rank

We all know that the rank of Sergeant is the most noble rank in any Police Department. Sergeants instruct and counsel and guide and motivate officers to do good work. They also keep the officers out of trouble. The sergeants in the Northern from the 1970s were efficient, grizzled, old school and respected. I am missing about forty of them but know that I will hear from you if I don't list them. The memories of Mario Tovani, Frank Luizzi, Cliff Watts, Joe Mangan, Stan Damas, George Kowalski, Cliff Watts, Dante Del Chiaro, Tom McDonald, Frank Martinez, Larry Gurnett, Charlie Gale, Jim Dachauer, Art Lockwood and Tom Easton are indelible. So, too,

is that of Sergeant John Macaulay who was gunned down just around the corner from Northern Station, and whose memory has been honored by naming a public park and children's playground after him. That park sits just two blocks from the old station.

Food

Food and eating is an important past-time of working police officers. Of utmost importance in the 1970s was to find a place to eat that was inexpensive but still nutritious. Zim's was a great choice because cops got fifty (50) per cent off at the Zim's at Jackson and Van Ness and it was a nice location. But the Doggie Diner at Golden Gate and Van Ness though high in carbohydrates was a police haven. Of course the Big Horn barbecue on the 700 block of Geary was also in good favor with all of the officers. Some of the adventurous sergeants went to the PS restaurant on Polk for excellent food in the middle of a gay experience. The Jack Tar Hotel buffet was a delicious treat but you had to get the permission of the three car sector officers---that being Mike Paulsen and Jerry Senkir. Victor's Pizza on Polk Street was the best, but you needed the occupants of the four-car sector to assent to that culinary delight.

One of the things you never did was venture east of Leavenworth! That was the dividing line between the Central and Northern districts, and one never ate lunch or dinner in another police district.

Danger

The Northern was dangerous. As previously stated, militant groups were bombing police stations and police funerals. The Black Liberation Army was operating in the district, as were the Zebra killers, and the "soldiers" of the notorious Symbionese Liberation Army (SLA). Anti-police fervor was quite evident.

Hanks 500 Club and the neighborhood in the lower Haight was on fire with street crime and criminals, many with weapons. In 1974 Joe Samson and I were involved in a shootout at Hayes and Octavia that elevated this young patrolman's consciousness about the dangers. No officers with any sense in their heads ever parked a radio car near the "Pink Palace" high rise public housing project on the 1200 block of Turk unless you wanted your windows shot out or a heavy appliance thrown from a high floor to squash the roof of your radio car. All officers, even

the slugs, rolled up the windows and locked the radio cars and checked the cars carefully after returning from an assignment. From 1968 to 1978 multiple San Francisco police officers were gunned down and ambushed. We were warriors but we were also scared of what could happen.

In 1973, a hapless Police Chief and Police Commission closed the Park and Potrero police stations in a near-sighted effort to save money. The officers from Park came to the Northern and worked side by side with us. They gave us an education on the violence against police officers in the Park district, particularly the murder of Officer Peter McElligott, the assassination on Waller street of Officer Richard Radetich, and the bombing of Park station which claimed the life of Sergeant Brian McDonnell. These Park station officers were aggressive and did not take any guff from the criminals in the Western Addition. We were thankful for their assistance. The San Francisco Police Officers' Association along with irate community organizations were instrumental in placing a charter amendment on the ballot which passed. That amendment mandated the reopening of Park and Potrero stations. The officers went back to Park with great fanfare.

The conditions upon which police officers worked resulted in another San Francisco Police Officers' Association victory in November 1974. Led by the legendary POA President Jerry Crowley, POA official Gale Wright and many others, Propositions H and M were passed mandating significant raises for long retired officers and a new Tier 1 retirement for active officers. Northern Station officers massed at the elections department at City Hall three blocks from the station to observe the vote count and rejoice in a tremendous victory. Our joy was short lived.

Strike and Murder

If truth be known, the three-day August 1975 strike by San Francisco police officers and belatedly joined by firefighters was in large part buttressed by officers from Northern Station. We were a few blocks from City Hall and stalwart in our resolve to strike and get a fair settlement. Also, the Board of Supervisors was holed up at the Jack Tar Hotel at Post and Van Ness just three blocks away. The Board was hysterical calling for retribution and demanding that Governor Jerry Brown

(yes the same guy Governor today) break the strike by calling in the National Guard or the CHP. He refused. Members of the Board were attacking the police and drinking heavily. Mayor Joseph L. Alioto negotiated with us and settled the strike with a fair settlement of 6.5% pay raise. Of course in subsequent years we faced the wrath of the Board and voters but recovered from it all years later.

On November 27, 1978 former Supervisor Dan White, who was also a former San Francisco police officer (once assigned to old Northern Station) and firefighter, murdered Mayor George Moscone and Supervisor Harvey Milk and then went to St. Mary's Cathedral and subsequently surrendered at Northern Station to yours truly. This tragic and horrific crime spree claimed two innocent lives and caused San Francisco police officers significant anguish for years to come. Again, the Northern Station was the focal point.

Heroes

There were many heroes at the Northern Station.

The support given officers by Station Clerks Jean Thompson, Dorothy Michaels, and Pat Celaya (in the 1970s civilian clerks transcribed officers' dictated reports) was unparalleled.

The remarkable wisdom of Officers Ben Van Iderstine, and Kenneth Osgood as well as civilian Patty Kowalski, who were mainstays of the operation will never be forgotten.

Police work was at the top of the list. So many officers contributed greatly to removing dangerous criminals from the streets and protecting victims. At the risk of offending others just as heroic I must mention Officer Tom Eisenmann (also known as Mr. Foot for his penchant for kicking in doors) who was a one-man wrecking crew in the 1970s making hundreds of excellent constitutional arrests.

The perseverance of the few female officers in a different age and under trying circumstances is still tough to understand. I applaud them.

Don't Forget

At least 300 officers traversed the Northern Station in the 1970s. Many were not mentioned in this article but they are remembered.

All police stations in San Francisco have a story. This is one of them.

When you drive by 841 Ellis, remember that time.



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FROM THE ARCHIVES

By Rob Pedersen, *Ingliside Station*

I was a bit surprised to read one of the headlining articles from May 1972's "Notebook." A former member eulogizes the loss of our nation's most ambitious law enforcement officer: J. Edgar Hoover.

The eulogy almost reads as a parody today, knowing that Hoover was anything but an honest crime fighter who ran office by merit. Hoover was an extremely partisan entity, ordering his special agents to do his own personal biddings, regardless of legality.

We praise as a people bold ideas. We often forget to consider downsides that come with such bold ideas when caught up in them. On its face in contemporary times, Hoover led the fight against Communism in America. He was the face of modern crime fighting. However, time would show that Hoover spied — very illegally — on everyone from American political leaders and allies to social opponents. Hoover also ignored rising violence and crimes committed by organized crime syndicates. This appears to be quite the opposite of the law enforcement image he sought to obtain.

Despite illegal spying and condoning of organized crime, Hoover paved the way for a modern and efficient crime-fighting machine in federal law enforcement that we enjoy today. Do Hoover's ends justify his means, though? Is this the version of law enforcement to emulate? It is easy to consider modern parallels. Consider them on your own, though. What do you think?

While we strive for law and order, we must always remember the lessons of the past or we shall be doomed to repeat them. I believe this to be an absolute fact in life.

What no one can argue, however, is that the Federal Bureau of Investigation's headquarters in Washington, D.C. still keeps his name on the front of the building, even 42 years after his death.



THE SAN FRANCISCO POLICE OFFICERS' ASSOCIATION

NOTEBOOK

To Promote the Efficiency and Good Name of the San Francisco Police Department and its Members



Vol. 3
Member of ICIPA-International Conference of Police Associations
SAN FRANCISCO, MAY, 1972
No. 4

Association Action Saves Police Jobs

Association Celebrates 30th Year

BY MIKE HEBEL

On Monday, April 26, 1942 at a regular meeting of the Police Commission consisting of Ward G. Walkup, President; William P. Wobber and Walter McGovern, the Commission approved a petition from a committee of police officers requesting permission to form an organization of police officers for the general betterment of working conditions. The organization was titled "The San Francisco Police Officers' Association."

The first meeting of this fledgling organization was held on May 1, 1942 at the Veteran Fireman's Hall located at 368 Fell St. It is reported that more than 100 police officers were in attendance. At this meeting the Constitution of the Association was presented. The Constitution set the dues at one dollar (\$1.00) per year payable on the first day of June of each year; it provided a monthly salary of ten dollars (\$10) to the Secretary; and it provided that members retired from the department for service or disability were to have an honorary membership with no right to vote or hold office and correspondingly no liability for dues or assessments. On May 15, 1942 at the Veteran Fireman's Hall, this Constitution was ratified by the members in attendance.

The first business undertaken by the Association concerned annual leaves of absence for 1942. In that year the San Francisco firefighters were told that no action would be taken by the Fire Commission to grant annual leaves and no provisions were made to grant equivalent time off at a future date in the event that no annual leaves were allowed in 1942. A committee of police officers was formed, chaired by Sgt. Quigley, to meet with the Chief of Police and Commission to insure that members of the Police Department were granted annual leaves. It is reported that the Association was quite successful in its first undertaking — police officers were granted annual leaves in 1942.

J. EDGAR HOOVER 'The Legacy He Left'

By JERRY D'ARCY

There are many legacies a man can leave behind after his death. Some men leave vast fortunes. Some men leave a wealth of friends.

Very few men are able to leave a legacy as meaningful as that left to all of us by J. Edgar Hoover, the priceless legacy of honesty in law enforcement.

During his final years, when there were many who still loved him—and others who hated him—too many tended to overlook the accomplishments of his life.

The greatest accomplishment of all was the fact he brought honesty and trust to members of the law enforcement profession.

He did this from the day he started as director of the Federal Bureau of Investigation, the day he started cleaning out polluting political patronage, the cancerous corruption that had infested the FBI.

J. Edgar Hoover stopped the system of political hack-control. He dried up the juice of political patronage, juice that had eroded the basic trust in law enforcement so vital not only to the men in uniform, but to all our citizens.

J. Edgar Hoover built an FBI that was beyond the reach of political manipulation, beyond the control of the corrupt. An FBI devoid of influence peddling and suspicion.

There is no greater legacy he could have left to the profession to which he devoted his life—law enforcement.

The Honorable Joseph L. Alioto, Mayor of San Francisco, Room 200 - City Hall, San Francisco, Calif. 94102

Sir:

Our Association realizes that austerity measures must be taken in the next fiscal year due to the City's financial situation. However, we urge you to reconsider your recommendation which deleted ninety eight (98) Q-2 Patrolmen positions from the 1972-1973 Police Department budget request.

The Department Planning Division failed to separately justify the need to replace seventy seven (77) Patrolmen, lost because of those persons promoted under Proposition E.

The Q-2 Patrol strength during the fiscal year 1971-1972 was 1,381. This figure declined as of June 1971 to a figure of 1,304, due to the promotion of seventy seven Q-2 Patrolmen under Proposition E. The Patrol strength of Q-2 Police shown in the budget for 1972-1973 then appeared to be an existing total of 1,304 rather than accurately portraying a demonstrated need to return to normal Patrolman strength.

Such an action can only weaken law enforcement services available to the citizens of San Francisco. Such action renders the "thin blue line" even thinner. In the past two fiscal years you have increased the strength of the San Francisco Police Department. We have applauded this action in that the City became a safer place not only for its citizens, but also for its Policemen. We beseech you not to reverse this trend, for the City's criminal element knows no budgetary restrictions and continues to multiply itself.

Again, we exhort you to recommend to the Board of Supervisors that the ninety eight Q-2 Patrolman positions be reinstated into the Police Department's 1972-1973 budget. You realize, of course, that if your original recommendation prevails twenty-one Q-2 Patrolmen, presently being trained in the Police Academy, will be terminated as of July 1, 1972.

Very truly yours,

GAC/eg
cc: Chief Donald Scott
Police Commissioners
Board of Supervisors

Gerald A. Crowley
Secretary, S.F.P.O.A.

A strange budget was submitted by the Mayor's office to the Finance Committee of the Board of Supervisors. The budget contained requests for ten new Policewomen, fifteen new civilian employees, one Helicopter and the firing of nine Policemen already working.

The Association letter (above) outlines the inequities of the budget proposal and prompted the City Administration to rectify this error.

The Board of Supervisors were extremely helpful in our fight to save the jobs of our Fellow Officers.

Supervisor Feinstein and all Finance Committee members should be congratulated for their firm stand in this matter.

—Jerry Crowley

WHAT 'J' IS ALL ABOUT

What we're really talking about in Proposition 'J', for the most part, is survivors' benefits. There are provisions within Proposition 'J' whereby full allowances are paid the widow of a fireman who might die as a result of illness or non-industrial injury. The same provisions apply for a policeman's widow, who was not covered at all previously.

Also, under 'J', a surviving wife is eligible for benefits if she was married to a fireman or policeman at least one year prior to his death, rather than one year prior to his retirement. Along with the widow, under 'J', a child, regardless of age, who is dependent upon his father—a policeman or fireman—for

—Continued on page 2

PROPOSITION 'H'

The duties of a Sergeant of Police are many, all of which connote responsibility. He is the leader; he is the one his men will first confide in; he is the one his men often look to for advice; he is the main person his men look to for guidance. He is also the intermediary between the "brass" and the "men," and at times he is open to censure from the "brass," his "men" and sometimes the public.

From the first minute he is assigned as a Sergeant, he must be willing to act accordingly, and knowing the caliber of the two men I have in mind, they did act accordingly and were in all ways a Sergeant. The widows of Sgt. Jack Young and Sgt. Code Beverly are presently receiving allowances, resulting from deaths of their husbands occurring in the line of duty, based on a salary less than a Sergeant's. To remedy this gross inequity be sure to vote YES ON PROPOSITION "H".

PROPOSITION 'I'

When Proposition "I" wins on June 6, Police Sergeants will finally achieve pay parity with Fire Lieutenants. At the present time, Fire Lieutenants receive \$1351 per month or \$32 more than Sergeants.

This obvious inequity has been recognized by all segments of the local community; Proposition "I" is being endorsed by such varied persons and groups as the Mayor, Board of Supervisors, Sheriff Hongisto, Chief Scott, Officers for Justice, Firefighters' Union, Downtown Association, Black Leadership Forum, Parents & Taxpayers, Labor Council, ILWU, Reverend Cecil Williams, Judge John O'Kane, Dr. Kennedy and many others.

Carlton Goodlett, Judge Joseph Although the campaign committee is pleased with the present progress of the campaign, a great deal of work and effort must still be done to insure passage of Proposition "I". All persons willing to help please call 863-1363 or 553-1207.



Closing Down
Officers Robert Payne (left) and Randall Thomas, the last two uniformed officers from the last midnight watch collect their equipment and close Southeast (Potrero) Station, taking the station Log Book to its final resting place at the Hall of Justice.

Vote YES on Propositions H-I-J

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Retirements

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

- Officer John Centurioni #2213 from Traffic Enforcement Admin.
- Sergeant Edward C. Cheung #960 from Central Station
- Deputy Chief John Loftus #1252 from Operations Bureau
- Officer Robert N. Merino #192 from Central Station

All of the above listed on SFPD Personnel Orders #7 (March 26, 2014) and #8 (April 9, 2014)

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WIDOWS' AND ORPHANS' AID ASSOCIATION

PO Box 880034, San Francisco, CA 94188-0034 ♦ Established 1878 ♦ Telephone 415.681.3660

The monthly meeting of the Widows and orphans Aid Association of the San Francisco Police Department was called to order on Tuesday April 8, 2014. The meeting was held as scheduled at 850 Bryant St, Room #150, at 1:45 PM.

Our regular order of business was pre-empted with a report by our financial representatives from Abbot Downing, which is a branch of Wells Fargo Bank. Janet Walker and Ash Dags reported modest earnings in our portfolio for the first quarter, and discussed our diversified accounts and advised on our short-term, and long-term forecast.

Roll Call of Officers: President Al Luenow, Secretary Mark McDonough, Treasurer Dean Taylor, and Trustees Sally Foster, John Centurioni, Leroy Lindo, Joe Reilly, and Ray Kane were present. Vice President John Keane was excused.

Approval of the Minutes: Trustee Joe Reilly made a motion to approve the March 2014 Minutes. The motion

was seconded by Trustee Leroy Lindo. The motion passed without objection.

Receiving Applications for New Members; Suspensions and Reinstatements: There were no suspensions or reinstatements. Academy Class #238 will be leaving the Academy for the FTO program in May. We are scheduled to make our WOOA Membership presentation to SFPD Academy Class #241 on May 29, 2014 at 11:30.

Communications and Bills: Trustee Sally Foster made a motion to pay our monthly bills and approve the payments of two death benefits for fallen members Abe Martinez and Bernard Shaw. The motion was seconded by Trustee Joe Reilly and passed without objection.

Report of Visiting Committee: Trustee Leroy Lindo attended the Funeral Service of fallen member and active San Francisco Police Officer James Richards. The following words are a report from Trustee Lindo regarding the Service for Officer Richards:

"On April 3rd I attended the Funeral service for Officer James Richards who passed away on March 17th. The service was well attended by his family, friends and co-workers. During the service, a beautiful version of "Amazing Grace" was sung by a family friend named Tachina Danielle. Lieutenant Cornelius Johnson gave an eloquent and passionate tribute to Officer Richards that received a well-deserved ovation.

Throughout the service, all of the speakers spoke about how Officer Richards was a "nice guy" who enjoyed his job and loved his wife, Mayra, who I spoke to and offered condolences on behalf of the Widows and Orphans Association. At the repass after the service, those in attendance ate a well prepared meal and spoke about their relationships with Officer Richards, a.k.a. "Dinky".

Report of Trustees: Trustee Lindo, who attended last month's Retirement Seminar at Sigmund Stern Grove, reported a positive response by members regarding our advice to schedule their WOOA payments with "direct deposit" after retiring from the SFPD. Trustee Lindo also requested that we provide members of the Seminar with their current Beneficiary Records for review and to keep in their records. The request was unanimously approved as a necessary step to further our attempts at serving our members to the best of our ability.

Report of Special Committee: Trustee Sally Foster reported her diligent and thorough search of a reasonably affordable Flower Shop to serve us for the families of our fallen members. Trustee Foster recommended "JustFlowers.com." Trustee Joe Reilly made a motion to approve the recommendation. The motion was seconded by Trustee Lindo and passed without objection. We will use "JustFlowers.com" with an open mind to review any other recommendations in the future.

Unfinished Business: Our board, in response to the overwhelming SFPD retirements, billing issues, and payroll and direct deposit rosters, will conduct a "hand-check" audit of our physical files to ensure accuracy and efficiency.

Our entire board expressed their approval and will meet next month to examine and account for our files and their contents.

New Business: No report this month.

Good of the Association: No report this month.

Adjournment: President Luenow moved for a moment of silence for our fallen members. President Luenow then set the next meeting for May 13, 2014. The meeting will be held at 850 Bryant St, room #150, at 1:45pm.

All Members: Please visit our website at "sfwidowsandorphans.org". Our "resources" section on the top right side of the tool bar contains Beneficiary Forms. If you feel a need to make a change, please print out the form, complete it, and have a board member, or Notary sign it as a witness. Presently two board members, John Keane and Ray Kane work at 850 Bryant St. Otherwise check for a retired board member near you, or seek a Notary. If you seek to only submit an address change, use the Beneficiary Form. A witness signature will not be necessary for the address change. Any correspondence, or bill payment can be sent to: WOOA, P.O. Box 880034, San Francisco, Ca. 94188. We can be reached by telephone at 415 681-3660. **Your messages will be returned.** Our continued thanks and gratitude go out to **Retired Captain Paul Chignell of the POA, Captain William Roulades of Personnel, and Inspector John Monroe of the Police Commission** for their continued assistance with contacting members, providing career information of fallen members for our obituary section, and for providing member information on medals of valor and department awards. I will graciously accept any information from family and friends of fallen members in regard to our obituaries prior to submitting this monthly article to the *Journal*. The **2013 Annual Summary Report** will be available on the above mentioned new website.

Mark McDonough,
WOOA Secretary

San Francisco Police Officers' Association Announces Annual Jeff Barker Scholarship Awards Program

The SFPOA is about to embark on its annual scholarship awards for your college bound dependents by offering a series of scholarships to dependents of SFPOA members, both active, retired and deceased who have held continuous SFPOA membership for more than one year prior to dependent's application.

Qualified applicants will be limited to 2014 High School graduates with a "C" average or better. This presents a perfect opportunity for those creative students who may not have the opportunity to apply for other scholarships to do so now. Successful candidates will be judged on their scholastic records, extracurricular activities and local community involvement.

The scholarship finalists will be selected by the SFPOA Scholarship Committee. Awards will be presented by August 2014.

Take advantage of this opportunity to compete for the Scholarship Assistance Awards for the 2014 fall college semester.

Applications are available at the SFPOA office located at 800 Bryant St. 2nd Floor, San Francisco, CA 94103 (415)861-5060.

Pick up your application or mail the attached request for an application to the SFPOA.

Completed Applications must be returned to the SFPOA no later than May 16, 2014.

Request For Barker Scholarship Application

Scholarship Applications must be returned to the SFPOA no later than May 16, 2014. Applications received after that date will be returned.

Applicant's Name: _____

Address: _____

Home Telephone: _____

Name and Rank of SFPOA member who qualified you as a scholarship applicant: _____

Assignment: _____ Ext. #: _____

Active: _____ Retired: _____ Deceased: _____

Your relationship to the SFPOA member who qualifies you as a scholarship applicant: _____

NOTE: This is not a scholarship application. It is a request form only. Applications must be obtained from the SFPOA at 800 Bryant St., 2nd Floor, San Francisco, CA 94103



Photo courtesy of Insp. Matt Perez

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The Murder of Officer Peter McElligott

By Gary Delagnes, Past President
Paul Chignell, Former President

The authors gratefully acknowledge the assistance of Captain Jason Fox, Retired Inspector Kevin O'Connor and Police Services Aide Luis Zabarte in the preparation of this article.

Larceny

The violence began shortly after 2 a.m. in the early hours of June 19th, 1968. Edgar Allen, Jr. and Donald Ray Caldwell pulled into the gas station at 19th Avenue at Irving Street in a stolen 1966 Oldsmobile, but they were not there to purchase fuel. Instead, a gun was pulled on the service attendant, and the two men robbed him of \$62 in cash and the station's *Blue Chip Stamps* dispenser. The police search for the suspects had barely begun when the two felons committed their second armed robbery from the service attendant at a gas station located at 7th Avenue and Lincoln Way.

Officer Frank Reed, 24, and his 25-year old partner, Peter McElligott were working the Park Station midnight watch, patrolling on the fringe of the Western Addition. Reed, a three-year veteran, was driving the radio car. McElligott was junior to him by just one year. Both young officers were destined for defining recognition within the SFPD, but not before first crossing paths with two second-rate thugs. That confrontation would not be routine.

Duty

Following the 19th Avenue robbery, Reed and McElligott noted the description of the suspect vehicle as it was broadcast over the police channels. They anticipated that the suspects might head for the darkness of Golden Gate Park to avoid detection. It would take the officers several minutes to travel from the Western Addition toward the possible getaway route, but that was just enough time for Allen and Caldwell to pull their second robbery on Lincoln at 7th.



The murder scene as it appears today, in daylight, on Bowling Green Drive, Golden Gate Park.

On their approach, Reed and McElligott drove west on Kezar Drive with the thought of possibly intercepting the suspect vehicle. The hunch paid off. They spotted a matching car driving eastbound on Kezar, and saw it make a hasty U-Turn and slip into the park. The two young officers followed.

Reed and McElligott affected a traffic stop on that vehicle on Bowling Green Drive, just yards off the more heavily traveled Kezar Drive. That corner of Golden Gate Park, not far from the Children's Playground and the city corporation yard, was a secluded, lonely backstreet lacking even the smallest refraction of lighting that served the busier boulevard. Only the lights of the patrol car lighted the blackness at the traffic stop as McElligott approached the suspect car from

the right, Reed from the driver's side. Neither officer was equipped with a portable radio. PIC radios would not become standard SFPD issue for several more years -- nor would bullet-resistant vests.

Reed later recounted that as he approached the driver side window all he could remember was a loud explosion. The driver, Allen, had fired directly at him. Reed felt searing pain in his hand and chest, and was spot-blinded by the gun blast. Reed fell backwards to the ground as he reached for his service weapon. He could see the suspect step onto the doorjamb of the suspect vehicle and fire twice more across the roof of the vehicle. He would soon learn that those shots hit McElligott.

The sudden confrontation left both officers down and shot. McElligott's wounds were catastrophic and fatal. Reed was hit at least twice. One round traveled through his hand and ricocheted into his chest. Reed, partially blinded by the gunpowder residue, drew his weapon and emptied it into the fleeing suspect vehicle while lying wounded on the pavement. He was then able to crawl back to the police car and put out a description of the suspect vehicle. He could see that McElligott was seriously wounded. Reed was able to call for help and engage the siren, holding it tightly to alert responding officers to his location as he passed out.

The first officers to arrive on the scene following the shooting were officers Macillus and Rapp. Officer Reed, who was seriously wounded, immediately asked the officers to retrieve his weapon, which he had dropped after firing on the suspects.

Officer Macillus urged Reed to remain calm, assuring him that that he was going to be all right. But Reed felt pain in his chest and was concerned about the wound. Both officers immediately gave aid to Officer McElligott, who had been shot twice, but it was apparent that he had not survived the attack.

After Reed had emptied his gun into the suspect vehicle, the car spun out of control and smashed into a large tree about 200 feet from the scene of the shoot-out. One of Officer Reed's shots wounded suspect Donald Caldwell. Reed's heroics caused the two suspects to abandon their vehicle and attempt their getaway on foot. A command post was established and a meticulous bush-by-bush search of the area was conducted by scores of responding officers, some with K-9s. Approximately 300 yards into the park, near the infamous Hippie Hill, the two suspects were captured hiding in the brush.

Travesty

At the time of the murder of Peter McElligott, Donald Caldwell should have been in prison. He was a career



Officer Peter McElligott, second from right.

criminal who, at the ripe old age of 20, had already been arrested 10 times for violations ranging from auto theft to armed robbery. But, as is so often the case, he was free on probation, and thus free to prowl around all-night service stations and develop his "resumé."

The shooter, Edgar Allen Jr., was also 20, and also a career criminal out on the make. He had 9 prior arrests as an adult, including drug sales, stolen auto, and felony hit and run.

He was arrested for petty theft with a prior in the Potrero District on May 25, 1968, a month before he killed Officer McElligott. He was released once again by the courts, and the murder of a young police officer occurred one month later. The dysfunction of the criminal justice system was again reported in the newspapers, but the reports were straightforward, devoid of outrage or even alarm, because such travesties had become so commonplace. The *San Francisco Chronicle* blandly reported, "Police records show both Allen and Caldwell have been arrested many times before on a variety of charges, including auto theft, assault, possession of marijuana and, in Allen's case, inciting a riot. Both are presently on probation."

Both young officers were destined for defining recognition within the SFPD. . .

Memory

Peter McElligott would have been 26 years old the day before he was buried, on June 21, 1968. He was the 72nd San Francisco police officer to die in the line of duty. He was a native San Franciscan, and had graduated from St. Ignatius High School before continuing his education at City College, and then the University of San Francisco.

Peter McElligott married Joan Marie Kerr in 1968, just four months before he was killed. Joan Marie's father, SFPD Sergeant James Kerr, had inspired his future son-in-law, a former US Marine, to become a San Francisco police officer. Sergeant Kerr's instincts proved true, as the young McElligott quickly developed a reputation as being an outstanding and conscientious police officer. On the night that he was killed, Peter McElligott had only recently learned that his new wife was pregnant, and that he would soon be a new father.

Peter's younger brother, Michael, also joined the SFPD and had a proud and distinguished career.

Paul Chignell and I were able to interview Frank Reed. Some 46 years later, that young, senior patrolman with just three years in the business is now a long-retired Deputy Chief. The events of that night have stayed with him, and his recall is as clear and focused as it was when he emptied his weapon at the fleeing cop killers.

Reed emphasized that he and McElligott were operating by the book. Neither officer deviated from the training and the protocols they had been taught. They had conducted themselves as they had been trained, but for the rest of his career he drew from his bitter experience that pitch dark night to teach and improve the quality of training for police officers, and specifically to teach advancements in felony traffic stops.

Peter McElligott was an academy classmate of POA Welfare Officer Mike Hebel. Both young men had entered the SFPD in 1966 when they were each assigned to the 103rd recruit class. Mike recalls, "I first met Pete McElligott in 1964. We both attended USF. Pete worked at Bowerman Hardware at Sutter and Divisadero, and when he left I got his job. Then in June of 1966, we met for the second time in the police academy as classmates."

After a moment, Hebel continued. "I remember vividly how our class grieved when Pete was killed. I am sure Frank [Reed] is haunted by that night and wishes things could have ended differently, but he showed tremendous bravery and officer McElligott never had a chance when he was shot down by the coward, Edgar Allen Jr."

Aftermath

Both Caldwell and Allen went on trial in May of 1969. The jury was only out for three hours before returning a verdict of guilty on all counts, including first-degree murder.

How much time did these two cop killers do after stealing a car and a gun, committing two armed robberies, murdering one officer, and wounding another? Neither criminal did more than 15 years in prison. To add insult to injury, both suspects are reportedly still alive, both 66 years of age, and residing in different cities in Northern California. It is not believed that either man ever atoned for his evil, or ever rehabilitated into a being of any redeeming worth.

Officer Peter McElligott, who would have been 70, still lies in his grave nearby the city that he served. Rest in peace, brother. . .

In Memoriam...



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

2006: Sergeant Darryl Takeo Tsujimoto, Heart attack during training exercise.

1969: Officer Joseph Brodnik, killed while detaining burglary suspects.

1955: Officer Henry J. Eidler, killed in auto collision.

1916: Sergeant John J. Moriarty, shot and killed by counterfeiter.

1916: Officer Peter Hammond, shot by homicide suspect.

1913: Officer Byron C. Wood, shot during burglary investigation.

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)

Deaths

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

Name of Deceased	Date of Death	Age	Status	Notification by
Joseph Hession, Sr.	April 21, 2014	80	Retired SFPD	M. Ortelle
Hubert Numau	August 17, 2013	68	Retired SFPD	D. Sheehan
Alfreddie Steward	March 27, 2014	67	Retired SFPD	E. Chiang

*Notifications are made by a POA member, family member, or other reliable source.

The POA Journal believes the information to be true and correct, however the staff or employees of the SFPOA make no official confirmation.

Submitting Obituaries and Memorial Tributes

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

The McElligott Case

Murderous Irony

By Ray Shine, Editor

After police radios across the city broadcast the shooting of two police officers inside Golden Gate Park, nearly every available patrol officer responded to seek out and capture the killers. A perimeter was delineated, a command post established, and a meticulous search of the dark overgrowth ensued. After a while, two suspects were found and taken into custody — alive.

Several of the officers involved in the search, arrest, reporting, and prosecution of this tragic event would eventually all be ironically linked by cruel fate to the death of Officer Peter McElligott. They were:

Officer Code Beverly. One of the K9 searchers and arresting officers in the McElligott murder, recently promoted Sergeant Beverly was killed in the line of duty on January 28, 1972 while casually walking a foot beat in the Mission District. Sgt. Beverly was suddenly sprung upon and shot to death by a drunken miscreant whose only motive was a general hatred of police. Sergeant Beverly's name was the 82nd chiseled into the marble Wall of Honor at the Hall of Justice.

Sergeant Brian McDonnell. The author of the initial police report about the assaults, killing, and arrest of the McElligott murderers, this Park District Sergeant was the Station Keeper on February 16, 1970 when he was mortally wounded

by the blast of a bomb planted on the window sill of the Park Station business office. It is widely believed that members of the urban terrorist group Weather Underground had planted the device. Sergeant McDonnell died from his wounds two days later, on February 18, 1970. His is the 76th name on the Wall of Honor. (Sergeant McDonnell's uncle, SFPD Sergeant Joseph Lacey, was shot and killed in the line of duty on December 30, 1956.)

Officer Joseph Brodnik. Then assigned to the Potrero Police District, Officer Brodnik had arrested and booked McElligott's murderer, Edgar Allen, one year prior to the Golden Gate Park shootings. On May 1, 1969, Officer Brodnik was shot and killed by a gang of burglars he and his partner had detained in the Mission District. Officer Brodnik's is the 74th name cut into the Wall of Honor.

Officer Whitey Guinther. Officer Guinther narrowly evaded certain death on the very same morning that Officer Peter McElligott was shot and killed. While most on-duty patrol officers were surrounding McElligott's killers in Golden Gate Park, someone seized the opportunity to fire seven bullets into the business office of Taraval Station where Officer Guinther was detailed. The shooter or shooters fired from the park across the street from the station house, and they and their motive are still a mystery.



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Promotional Party for Commander Sharon Ferrigno #290



Please join us for a night of fun and celebration as we honor Commander Sharon Ferrigno to her newly promoted rank of Commander of Police.

Jones Restaurant

620 Jones Street, San Francisco

Tuesday, May 20, 2014

6 pm Cocktails (Open Bar) 7 pm dinner

Menu: The dinner will be served family style.

Appetizer: Crab cakes, Artichoke Fritters and baked Robiola puff. Salad: Caesar salad.

Main Course: Filet Mignon with mashed potatoes, onion rings, and chili rosemary oil. Dessert: Fresh Strawberries, Belgium waffle, vanilla gelato, balsamic reduction.

Cost: \$50.00 per person.

There will be an Open Bar from 6pm-10pm.

Please contact the following people to reserve your spot:

- Co.A: Sgt. Phil Pera 415-315-2400
- Co. B: Sgt. Dan Miller 415-553-1373
- Co. C: Sgt. Chris Schaffer 415-671-2300
- Co. E: Ofc. Mike Walsh 415-614-3400
- Co. G: Lt. Bill Conley 415-666-8000
- H.O.J/GTF: Lt. Laura Knight 415-575-6391

Please make payment and reserve your spot by May 13th, 2014.

Please make checks payable to the Richmond Station Floral Fund.



Retired San Francisco Police Officers' Lunch

The second Peninsula Retired San Francisco Police Officers' lunch will be held on **Wednesday, May 14, 2014 (11:30 AM)** at the **Basque Cultural Center** located at 599 Railroad Avenue, South San Francisco.

Please join us for a lunch of Salmon with Champagne Sauce or Breast of Chicken Chasseur served with bread/butter, vegetables, rice and a dessert of ice cream or sorbet. **The cost per person will be \$24**, which includes tax and tip, which will be collected at the door.

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

Please RSVP by May 6th with your entrée choice to John Tursi at (415) 850-6862 or John Bisordi at (415) 699-4445 or by email at SFPDRETPEN@gmail.com.

To all the women who have worn the star.....you're invited:

An Evening to Celebrate the Women of the SFPD

Tuesday, May 13, 2014



City Forest Lodge

254 Laguna Honda Blvd

5:30 pm to 9:30 pm



Appetizers - Open Bar - Buffet Dinner - Dessert

Parking included (next door church parking lot)

Price: \$50.00

All women of the SFPD, active, former and retired are invited to share in this evening. Please get out those Academy pictures and other action shots to share, and maybe we can put together a slide show!

Please reach out to any SFPD women you know, and invite them to join you for this historic evening of fun, stories and friendship.

For tickets and/or more information:

- Marta McDowell Backgrounds (415)-218-5455
- Kate Bartel Co. E (415)-305-2701
- Josey Russell Co. B (650)-504-2785
- Mary Stasko Retired!!! (415)-307-7760



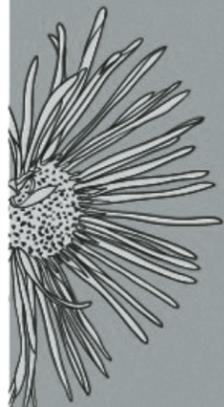
Kate Sullivan, First San Francisco Policewoman

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Friday, May 9, 2014
6:00pm - 11:00pm

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Sgt. Eddie "Money" Cheung #960

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\$75 per person
Limited Seating - RSVP by May 5, 2014

Contacts:
Bobby Cheung, Airport 415-699-9982
Tina To, Co. A 415-470-8550

Please make checks payable to Bobby Cheung
Indicate entrée selection on your check

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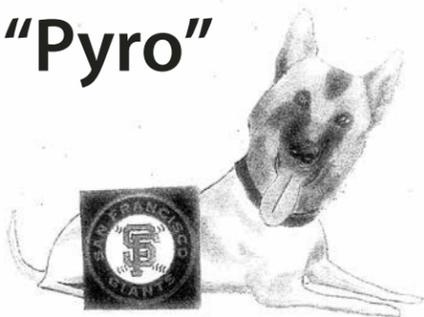
Please make checks payable to Rose Smith



Please RSVP by Tuesday, May 22, 2014 to:

FCU/SVU	Rose Smith	707-293-4350
Chief Office	Maria Oropeza	415-553-1919
Police Comm	Risa Tom	415-553-1667
Co. A	Dominic Panina	415-860-6142
Co. B	Josey Russell	45-504-2785
Co. C	Maureen Barron	415-328-1510
Co. D	Maria Ciriaco	415-328-1510
Co. E	Tony Manfreda	415-614-3400
Co. F	Ryan Crockett	415-638-0300
Co. I	Rich Struckman	415-850-625
Co. K	William Murray	415-553-1927
Airport	Al Pardini	650-821-7026
SVU	Candy Hilder	415-553-7931
Tactical	Jerry DeFilippo	415-850-6711

Retirement Barbecue for Roly Canales and His Partner "Pyro"



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Contact:
Michelle Liddecoet, 707-330-8815, K9 Unit
Jose Jiminez, 415-640-4793, K9 Unit

Police Car gets Stuck on top of a Boulder at a Taco Bell

By Will Lerner

The Sun spoke with Sergeant Bill Davis, Naperville Police Department's public information officer. Sgt. Davis told the paper that the officer was "attempting to turn around in the lot to check on a vehicle when he over-steered, and drove over the curb and the rock." The car wound up coming to rest, "almost precisely atop the boulder's peak." Naperville Police are in the process of getting an estimate for repairs, and say the incident has been forwarded to their Internal Affairs Unit for further investigation. There were no injuries.



Helping Our Own

The following members of our law enforcement family need our help:

Deputy Ricky Del Fiorentino Memorial Fund

Donations may be made to the: Ricky Del Fiorentino Memorial Fund, Savings Bank of Mendocino County, PO Box 3600, Ukiah, CA 95482, (707) 462-6613.

New to List

Family of BART Sergeant Tom Smith, Jr.

Sergeant Smith was accidentally killed while searching a felon's home. A memorial fund for the Smith family has been established. Deposits can be made at any Wells Fargo Bank for account number: 5148561086. They can also be mailed to The Tommy Smith Memorial Fund C/O Wells Fargo, 11020 Bollinger Canyon Road, Suite 1, San Ramon, CA 94582.

ADA Pam Underwood needs our help!

This fundraiser is being created to help offset the extraordinary medical costs that our dear friend Pam is paying while undergoing chemotherapy for ovarian cancer over the next several months. After undergoing extensive surgery, including a hysterectomy and an appendectomy, she learned that the cancer has spread to her liver and lungs, rendering her at Stage 4.

Anyone wishing to help Pam can send a check made-out to Pam Underwood to: Brenda Peralta, San Francisco District Attorneys Office 850 Bryant Street (3rd Floor), San Francisco, Cal. 94103

Family of Michael Howard

The Michael Howard Family Memorial Fund has been established at the SFPCU for Officer Michael Howard, who died from cancer in November 2013. Mike's, wife is bedridden and has been battling ill health for many years. Mike leaves behind three children. The youngest is in her senior year of high school. We ask that any donations be made to the SFPCU account #1385244.

— Off. Yesenia Brandt, Ingleside Police Station

Fund for Adelina Ines Daher-Tabak

A college fund for the young daughter of Debbie Daher-Tabak and Morris Tabak has been established. Those wishing to donate to the future education of young Adelina can submit their contributions to:

The Adelina Daher-Tabak's Educational Fund
Account No. 1384670, San Francisco Police Credit Union
2550 Irving Street, San Francisco, CA 94122

Mike Gannon Insurance Agency

Phone (925) 837-2502 • Fax (925) 837-8109
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Deputy City Attorney Tim Benetti

Tim Benetti, a great friend of the San Francisco Police Officers' Association and the San Francisco Police Department, has some serious health challenges and is in need of our collective assistance. Tim is currently at a rehabilitation facility and hopes to return to work in several months. He is currently assigned to the San Francisco Employees' Retirement System where he has assisted many of our members facing retirement issues. In addition, Tim has been instrumental in working with police officers at district stations in code enforcement and other legal problems.

Please help Tim in his time of need. His catastrophic illness program (CIP) number is 001822. Please retrieve a CIP form and donate sick time to Tim.

— Paul Chignell

Children of Cullen Cahill

A fund has been established at the San Francisco Police Credit Union for Officer Cullen Cahill's children for their college education. The account number is 1382907-S2. If you are a SFPCU member, you can transfer from your account directly into the account number listed above. This can be done online at <http://www.sfpcu.org> or by calling 800-222-1391.

Checks can be mailed to: SF Police Credit Union, Main Office
2550 Irving Street, San Francisco, CA 94122

Welsh Family Fund

As all of you know, they have been struck with a great tragedy of losing both parents. We feel compelled to support and to help Phil's three children; William, Phil and Caroline. We are asking for donations towards this offering for the kids. No amount is too small to the San Francisco Police Credit Union college fund.

— Lisa Corry and Linda Delahunty

Donations for Phil's Children's college fund can be made at:

San Francisco Police Credit Union

RE: Phillip Welsh children's college fund
P.O. Box 22219, San Francisco, CA 94122-0219

Westbrook Children Fund

A fund has been established at the San Francisco Police Credit Union for Officer Thomas Westbrook's children. The account number is 1373377-S1. If you are a SFPCU member, you can transfer from your account directly into the account number listed above. Checks can be mailed to:

SF Police Credit Union

Main Office, 2550 Irving Street, San Francisco, CA 94122

SF Police Credit Union

802 Bryant Street, San Francisco, CA 94103

Frankie Shouldice

Frankie is the 12-year old son of Inspector Ronan Shouldice of CSI. Frankie is battling leukemia.

A "Friends of Frankie Shouldice" account has been established at the SFPCU #1373520

— Marty Halloran

UPDATE: Ronan Shouldice is in need of donated vacation time to help him attend to Frankie.

Contact the Catastrophic Illness Program (415) 837-0875.

Attention All POA Members

We Need Your Email Address!

Keep Updated With the Issues and Events
that Directly Affect Your
Future and Career.

Phone the POA at
(415) 861-5060, or email
info@sfpoa.org

to register your personal email address



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POLICE-FIRE Post 456 NEWS

By Greg Corrales



Myles Eckert was excited when he found a \$20 bill in the parking lot of an Ohio Cracker Barrel recently. The 8-year-old boy planned to buy a Lego video game with his unexpected windfall. But fate took him in a different direction. While dining in the restaurant with his family, he noticed a uniformed member of the Air National Guard at a different table. Myles wrote a message on a post-it note and presented the \$20 to the man, who was dining with his own family.

"Dear Soldier," the note started. "My dad was a soldier. He's in heaven now. I found this \$20 in the parking lot when we got here. We like to pay it forward in my family. Today is your lucky day! Thank you for your service. Myles Eckert, a Gold Star kid."

Myles was only four-weeks-old when a roadside bomb in Iraq took the life of his father, Army Sergeant Andy Eckert in 2005. While Andy was denied the opportunity to raise this outstanding young man, we can all imagine how proud he would be of his son's commitment to "pay it forward."

It is a commitment that The American Legion shares by advocating for veterans and supporting military

families through our programs. We remember those who are no longer with us because they sacrificed their lives in defense of our freedom. These sacrifices have occurred throughout our nation's history. It was a sacrifice that was so eloquently recalled by President Ronald Reagan, when he stood at an outdoor lectern in Normandy, France, on June 6, 1984. "Behind me is a memorial that symbolizes the Ranger daggers that were thrust into the top of these cliffs. And before me are the men who put them there," Reagan said. "These are the heroes who helped end a war."

Many of the men lay beneath the thousands of crosses at Normandy American Cemetery. Others found peace at Arlington, or in their hometown burial places. And many, many more survived the war and raised families under the peace and freedom that they and their fallen comrades fought so hard to achieve.

In the days that followed the D-Day landing of 70 years ago, thousands more brave Americans would make the supreme sacrifice. Private Joe

Gandara of Santa Monica voluntarily advanced alone and destroyed three hostile machine guns before he was fatally wounded on June 9, 1944 in Amreville, France.

Just twenty years old, the soldier from the 507th Parachute Infantry Regiment was denied the opportunity to raise a family of his own. Instead, his 69-year-old niece received the Medal of Honor from President Obama on his behalf during a ceremony on March 18th. It was a ceremony that American Legion National Commander Dan Dellinger attended and will never forget. Gandara and 23 other veterans of World War II, Korea and Vietnam were at long last recognized for heroic actions that cost many of them their lives, but will forever earn their place in history as recipients of the nation's highest military award.

We continue to lose American heroes everyday in Afghanistan and in military training accidents and missions around the world. Some were only teenagers and most of those killed in action were under age 25.

This is why Memorial Day is so important. We don't just honor those with the highest medals or even those who participated in the most hellacious firefights. We honor the more than one million men and women who lost their lives defending America in wars from the Revolutionary to the Global War on Terrorism.

It is fitting to remember heroes like Private First Class Jesse A. Givens. Before going to Iraq, PFC Givens wrote a letter that he hoped his family would never open. Like many of us, he wrote

the letter to be given "just in case..." Well, "just in case" happened in May 2003. To his 6-year-old daughter, Dakota, he wrote, "Never be afraid to be yourself. I will always be there in our park, when you dream so we can play. I love you, and hope someday you will understand why I didn't come home. Please be proud of me." The American Legion is proud of Jesse and his brothers and sisters-in-arms that loved America enough to die for it.

We are also proud of their families, who have sacrificed so much. Long after the battlefield guns have been silenced and the bombs stop exploding, the children of our fallen warriors will still be missing a parent. Spouses will be without their life partners. Parents will continue to grieve for their heroic sons and daughters that died much too early.

We need to be there for them, not just as members of the American Legion, but as American citizens. Nobody can replace these fallen heroes, especially in the eyes of their families, but we can offer shoulders to cry on, assistance in educational expenses, and assurances that their loved one's sacrifice will never be forgotten.

Americans must remember that freedom isn't free. In fact, it's only possible because our fallen heroes have paid its high price. As the unofficial beginning of summer, let us never lose focus on what Memorial Day means. It is not about beaches, picnics or auto races. It is a day to remember. Let us remember. And let us pay it forward.

God Bless America and God Bless our Fallen Heroes!



Questions about your DROP roll-over options?

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FR021419-6B9D

Retirement Planning Seminar Class # 64

Three Days At Sigmund Stern Grove

By Mike Hebel

Welfare Officer, Attorney, CFP

The Trocadero Clubhouse at Sigmund Stern Grove hosted the latest SFPD-POA pre-retirement seminar (February 25, 26, & 27) — class #64. The Stern Grove with its club house and concert pavilion is a beloved community treasure and part of San Francisco's romantic history. The Clubhouse, built in 1892 as the Trocadero Hotel and beer garden, is a beautiful Victorian, stick-style resort with its multi-gabled roof, Hansel & Gretel architecture, and delicate ornamentation. Shortly after the 1906 earthquake and fire, Police Chief William Biggely arrested Mayor Eugene Schmidt's bagman — the notorious Abe Ruef — on corruption charges at this very site. Just after this infamous arrest, the Chief disappeared while on late-night boat trip from Tiburon to SF. The Grove property was purchased in 1931 by Mrs. Sigmund Stern and donated to the City. It is a festive and fitting venue for the seminar.

Seminar in its 30th Year

This seminar, titled "The Gino Marionetti and Michael Sugrue Memorial Seminar", honors its two founders. May they rest in peace. This seminar is now in its 30th year having started in March 1985. Since its inception, more than 2,665 participants have completed this seminar.

Special thanks to **Captain David Lazar** for providing the necessary funding to expand the seminar subjects. A very big thank you to **Chief Gregory Suhr** for reinstating the long-standing tradition of allowing members a three day training detail as a thank-you for years of dedicated service — to make their succession plans for a successful and prosperous retirement. **Chief Suhr** continues the tradition of gifting every retiree with his/her police officer star as the Department's recognition for a job well done; this has also reduced to zero the number of missing/lost police star reports made by those members approaching retirement age.

40 Participants

Forty participants attended this lively and informative seminar which was coordinated by **Cyndee Bates**, POA staff administrator.

The seat of honor, which is reserved for the most senior member in attendance, was given to **Al Miranda** — a member of the 136th Academy class of April 1980. A special moment of appreciation was offered to senior department member **Captain Greg Corrales** (44 years' service joining on 9-16-1969).

All of the attendees were in the Tier II (hired on or after November 2, 1976) retirement plan. Class attendees were from the 136th to the 184th recruit classes. The 240th recruit class has just completed its basic training program.

The long standing tradition wherein members attending from Taraval Station either provide sunshine or presto-logs for the fire-place was followed with **Marty Lalor** providing the logs. Mostly sunshine prevail for the entire 3 days.

Hot Topics

POA president **Marty Halloran** warned that leaner times were ahead since the SFPD was now 34% ahead of

the top 10 California police agencies in wages paid to police officers. Marty stated that a large exodus of police officers was expected over the next 2 years with as many as 500 police officers reaching a full/maximum pension status (a full one-third of the Department, not including the Airport Division). Between 2008 and 2012, over 800 police officers joined the KMA club. These officers entered the department between 1979 and 1982 when an unprecedented 22 Academy classes were graduated; then from 1984 through 1988 there were no Academy classes due to CCSF fiscal problems followed by only one class in both 1989 and 1990.

Marty outlined the next 3 pay increases: 1% on 7-1-2015; 2% on 7-1-2016; and 2% on 7-1-2017. On July 1, 2017 a Q 4, step 5 police officer will receive \$132,000 in wages and be entitled to an earned annual pension benefit of \$119,000. He noted that the full sick pay buy-out will remain until June 30, 2018 — the date upon which the current MOU will end.

Proposition A (November 2013 ballot) was passed by the electorate protecting city retiree health care for the next 40 years. Marty detailed the role that he and the POA played in ensuring the passage of this legislation sponsored by supervisor Mark Farrell.

Mike Hebel urged all to consider participation in the 30 – 30 programs: 30 years of service and then at least 30+ years' collecting a retirement benefit with no death before age 80.

Instructor Comments

Veronica Rodriguez and **Maria Newport** set forth all the basics of the **CCSF Retirement plans**. They most adequately described the benefits of and qualifications for service and industrial disability pensions. Also explained were death benefits, beneficiary designation, and cost of living adjustments. With regard to service pension calculations, the age factor goes up every 3 months while the service factor increases each day. To schedule a retirement interview call 415-487-7070 up to 6 months before your expected date of retirement. Also, said **Veronica**, keep your beneficiary designation current. They both noted that the date of retirement chosen will effect cost of living adjustments as well as the SP/OU/VA payout. Basic colas are effective on July 1 of each year; to get the cola for any given year you must retire on or before July 1 of that year; but remember that payouts (SP/OU/VA) are based on your rate of compensation for the month in which you retire (higher payout if you retire after July 1). There were options for retiring members to reduce their monthly pension so that a spouse/partner/beneficiary could get a larger monthly pension as a survivor. **Maria** explained that the pension benefit calculation for new plan members (Tier II). It is based on the highest average monthly compensation paid to a member. The Retirement System compares each member's earnings for the 12 months immediately preceding their retirement date with the member's highest fiscal year earnings. Whichever is higher is used for the pension calculation. **Maria** explained the cost of living adjustment changes resulting from the successful passage of Proposition B (June 2008 ballot)

wherein the basic cola (up to 2%) is now compounded and the supplemental cola, when excess earnings from the Retirement System Trust Fund are present and when the Trust is 100% market-value funded, was increased from 0.5% to up to 1.5%. In the best of years' the compound cola is 3.5%.

Joe Collins, Prudential Retirement Services deferred compensation account executive, urged participants to select an appropriate asset allocation plan for themselves identifying their risk tolerance, time horizon, and retirement savings target. The SFDCP has 18 options and, if desired, a self-directed brokerage account. Joe said that the police department's average deferred compensation balances are the highest amongst all city departments. He said that the new target date portfolios (2015 to 2055), with their automatic rebalancing, were particularly attractive offerings for broad diversification. Joe explained all the distribution options: defer distribution (up to April 1 of the year following the year in which you reach 70 ½), lump-sum payment (full or partial), periodic payments (amount certain, period certain), annuity payment (fixed, fixed with period certain, joint and survivor) or a combination of these options.

When to start **social security payments**? The class agreed, the sooner the better. If you began to collect at age 62 (the earliest age allowable) rather than at age 66 – 67 (normal retirement age for baby boomers born after 1943), it would take 14 years for the older recipients to catch up. Monthly social security payments for police officers, subject to the windfall elimination provision, average between \$100 to \$450 after deduction for Medicare part B.

Dennis Meixner (retired SFPD), licensed tax preparer, covered the issues of federal and state taxation in retirement, Social Security off-sets, and retirement plan (traditional and Roth IRAs) distributions. With his short tax quiz, he clearly demonstrated the tax savings for those awarded an industrial disability retirement. Service retirements are fully taxable while IDR retirements are tax advantaged (paying state/federal income tax on less than half of the gross amount).

We were pleased to have estate attorney **Gerald Woods** join the seminar explaining the basics of estate planning (wills, trusts, gifting, probate and its avoidance, estate taxes, powers of attorney, property titles, and medical directives. **Dominic Gamboa** (retired SFPD) presented an interactive, informative and entertaining class on *Fitness for Life*. Dominic urged class attendees to adopt life-styles that would ensure a longer, healthier life. His suggestions included an annual physical check-up, avoiding fatty, processed foods, weight management, and adequate exercise for life-time fitness.

Retiree Associations & SF Police Credit Union

The class was reminded that police wages were set by Charter amendment prior to 1953; by annual salary survey from 1954 onward; and now by collective bargaining since 1992. Thanks to **Glenn Sylvester** and **Larry Barsetti** for discussing the Veteran POA and the Retired City Employees organization. They said that the most valuable assets

a police retiree has are his/her CCSF health plan and retirement plan. They urged the class participants to qualify for social security benefits (40 units) and to consider finding some type of post-retirement employment or volunteer opportunity; just "doing nothing" will lead to a disastrous retirement. **Darlene Hong** (VP – Organizational Development) provided many convincing reasons why members should continue their financial contacts with the **SF Police Credit Union** and make it their primary financial institution. **The SF Police Credit Union is a co-sponsor of this Seminar**. Thanks Darlene for the morning beverages and treats. Darlene has completed more than 29 years service with the Credit Union — congratulations. **Darlene** introduced **Chris Breault** who provides financial planning services for credit union members.

Health Care Issues

Attendees were stunned by the costs of **health coverage upon retirement**. Few had realized just how good the POA Memorandum of Understanding is in keeping these costs down for members and their families. After retirement, there is no subsidized dental plan, but thanks to Proposition E (Nov. 2001 ballot) there now is a medical care monetary subsidy for the retiree's principal dependent. The member's health care cost on retirement, depending upon the plan selected and the number of dependents included, is zero or highly subsidized. **Susan Rodriguez-Corns**, HSS benefits analyst, urged participants to take care of their dental needs before retiring. She emphasized that the HSS plans, excepting the City's plan, were geographically limited. She said that the HSS walk-in hours are 8 am to 4:45 pm; phone calls are taken for four hours every day. City retirees are indeed very fortunate to have life-time medical care; most employers terminate health care coverage at age 65. **Claire Zvanski**, former longest serving employee elected commissioner on the **City Health Service Board**, spoke on the funding of retiree health plans, the importance of Medicare reimbursements, and the pre-funding of retiree health care that new City employees (hired after January 10, 2009) will be required to make (up to 2% of salary) so as to pre-fund their benefits to the year 2038. **Claire** said that 75% of health premiums are for drug/pharmacy benefits. At age 65 city retirees must purchase Medicare part B; for those not eligible for Medicare, their health care costs are significantly higher. Kaiser is now available throughout both northern and southern California for retirees.

Dr. Forrest Fulton, Ph.D. (formerly of the behavioral science unit, retired July 2003, and thereafter became a certified **gerontologist**) reminded the attendees that men are the suicide gender with men's rates now increasing and women's decreasing. Reason: women are better at expressing their feelings. He urged the use of stress reducers including restriction of caffeine and alcohol and the elimination of tobacco. Relying on the work of George Valliant entitled *Aging Well*, Dr. Fulton said that longitudinal research has shown what life styles led to a successful life. He mentioned: good attitude, positive self identity, intimacy in relationships, love-work-play in balance,



career transitions, generous & giving back, keepers of meaning, mentoring other people, integrity and a personal value system, need for a retirement plan with fun and creativity, wisdom in old age, and a spiritual dimension to help give meaning to life.

Mike Gannon (SFPD 1972-1998) spoke, robustly and vigorously, on the issue of **long term care insurance**. Mike is a licensed insurance salesperson (since 1984). He said that long term care is not covered by the CCSF health plans or by Medicare. As he told the attendees: "You deserve a long walk in the sunshine. You deserve the glory and honor that you earned as a public safety hero." With the average stay in a nursing home now 2.5 years and its annual cost of \$74,208 for a private room, he urged all to consider long term care insurance. Since almost 25% of original applicants for long

term care are denied (medical issues), he urged picking this up in your early 50's. He thought that excellent long term plans were available from Genworth (GE), Met Life, NY Life & John Hancock; he also urged comparison with the plan offered by CALPERS. Mike quoted his favorite financial advisor, Suze Orman: "1 in 1200 homeowners will use their fire insurance, 1 in 240 automobile owners will use their auto insurance, but 1 in 2 long term care insured's will call upon their policy for financial assistance."

Mark MacDonagh explained that the **Widows and Orphans Aid Association of the SFPD** was founded on January 13, 1878 for the express purpose of providing financial assistance to police officers' families at the time of a member's death. Retirement/Death benefits were first provided by the City and County of San Francisco in 1889

through the Retirement System. The Aid Association's original benefit was \$100 for a modest funeral and \$1,000 to help maintain the financial stability of the surviving family. The current annual dues are \$72; the current death benefit is \$17,000. Upon retirement from the SFPD, payroll deduction is no longer available. Members thereafter receive an annual statement or may do automatic transfer from the SF Police Credit Union or some other financial institution. To be eligible for benefits, a member must join while still an active member and must be under age 46. Contact info: woaasfpd@gmail.com or 415-681-3660.

Retirement Board commissioner Herb Meiberger helped bring this seminar to a most successful conclusion. Herb proudly told the attendees that San Francisco's retirement fund is amongst the best funded in the United States and may be best funded in California. It is safe, sound, and well capitalized. Herb said that the Trust Fund, for purposes of paying a supplemental cola, would probably be fully funded (market value) between 2018 and 2020 depending, of course, on

rates of return achieved by the Trust Fund. (Note: Mike Hebel is more optimistic; he believes the supplemental cola will again be paid between 2017 & 2019.). The Trust Fund is currently 87% funded putting it, in terms of financial health, in the top 10% of public pension funds.

Our collective thanks to **Jim Standfield** (Toast Catering, 650-877-8225) for providing 3 delicious and ample lunches.

Next Seminar

The next retirement planning seminar is scheduled for **September 23, 24 & 25, 2014**. The seminar will be available to the first 40 persons, members and their spouses/partners, who contact the POA after the announcement is sent to all members with or near retirement eligibility. Preference is given to those members who are near retirement or who have already contacted the Retirement System for their retirement dates. The seminar fills up quickly so don't delay. Contact **Cyndee** at the POA (861-5060) if you desire advance notification for these seminars or wish to sign up.

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: March 26, 2014

To: David Solis, Public Safety Dispatcher

From: Florian Taylor, Employee Recognition Coordinator

Re: Communications **Dispatcher of the Month** — April 2014

The Department of Emergency Management has selected you as Communications Dispatcher of the Month for your humanitarianism and display of compassion.

On February 8, 2014 while off duty you on viewed a pedestrian who had been struck by a vehicle. You immediately rendered aide and remained with the patient until paramedics arrived on scene. The patient was transported with head injuries.

David, you are commended for your professionalism and caring act of kindness. You went beyond the call of duty. A hand written letter was received from the patient thanking you for your help. She quoted, "You were the most helpful person I encountered during that entire ordeal." This goes without saying. Your actions reflect positively on you and the Department of Emergency Management.



For being selected Dispatcher of the Month we are able to offer the following:

- Parking in the "Employee of the Month" space for the month of **April 2014**
- One-hour off, with Shift Manager approval
- "Employee of the Month" engraved pen and key chain
- See's Candy Gift Card

A Special "Thank You" to the Police Officer's Association

POA President Marty Halloran makes a point, eliciting laughter from Police Chief Greg Suhr, while Public Safety Communications Coordinator Lynn Feeney admires a plaque presented to retired Dispatcher Gladys Quevedo-Jaco during Dispatcher's Week.

The POA's on-going support during Dispatcher's Week over the years is very deeply appreciated by Public Safety Dispatchers at DEM.

Thanks so much for your generosity!
— Your Friends at Communications

9-1-1 dispatchers are San Francisco's first responders in partnership with police, fire, and EMS.

NATIONAL PUBLIC SAFETY TELECOMMUNICATORS WEEK
9-1-1 dispatchers your first first responders
APRIL 6-12, 2014

SFPDEM
SAN FRANCISCO DEPARTMENT OF EMERGENCY MANAGEMENT

POA President Martin Halloran presents a plaque to Public Safety Dispatcher Gladys Quevedo-Jaco on April 11, 2014 to honor her 28 years of public service.



Academy's Force Options/ Defensive Tactics Team

By Phil Helmer
Training Division Staff

POST recently instituted a new protocol which mandates that each training Academy in California use the same Force Options Training System, the IES-Milo Range. To help bring this to fruition, POST is purchasing the system for all training facilities.

I am very happy to report that in January our Academy received a much over due and sorely needed IES-Milo Range Force Options Training System.

Over the last few months, we have been utilizing the new system. There have been some bumps and snags along the way, but all in all, the Milo Range is a great system.

Some the benefits of this system includes but are not limited to:

- Over 500 new scenarios
- Unit-specific scenarios.
- High definition videos
- Enhanced branching abilities
- Automatic recording and dual play back features
- Night adaptation to any scenario
- Full auto shoot back cannon

The IES-Milo Range Force Options Training System has been well received by most of the officers who have trained on it, and we look forward to seeing you up here. As always, be safe out there, and may justice and fortune ever be by your side.

Instructor Development Course

By Captain David Lazar
Training Division

For several years, the Department has been a leader in developing POST-Certified Instructors. POST requires that instructors teaching recruits and other certified courses receive Instructor Development training. In the mid-1990's, then Captain Daniel Lawson, Sergeant William Bray, and Officer Al Trigueiro put together an incredible course, and well over 200 members have since received the training.

When I arrived at the Academy in December of 2012, Officer Lucy Clemmons did an outstanding job maintaining the high standards of the course which was very popular and well received by participants.

Today, the course is still recognized

in the State as one of the best Instructor Development Courses. It is organized by Officer Dan Chui who has assembled a great team with Sergeant Douglas Farmer (Bayview Station), Inspector John Evans (CSI) and one of the original founders, retired Officer Al Trigueiro. The course is offered four times a year, and we work to enroll retired and active members who plan on teaching upon completion of the course.

In 2010, retired SFPD Solo and SFPD Academy instructor, Ray Shine, working part-time for the MTA Training Division, arranged for several SFMTA Transit Inspectors to attend the course and carry the lessons they learned back to their facility to develop Accident Investigation courses for MTA personnel.



The photo is last class taught at the Academy from March 3-7, 2014. The participants were from the San Mateo Sheriff's Office, Santa Clara County Sheriff's Office and the SFPD.



Alert Class 3.

April 13, 2014, the First Anniversary of the SFPD ALERT Program

By Carol Kunkle
Advisory Board Member and Volunteer

To those dedicated people who worked so diligently to make the SFPD ALERT program a reality and more, thank you! To our own Ret. Sgt. Mark Hernandez, Captain David Lazar, and all the officers whose knowledge and insights captivated our students in the classroom, at training, and during drills, "thank you" to each of you.

And, I cannot forget all of our graduates. We will be the ones assisting at the time of an unpredicted disaster. We applaud you for taking the first steps to

learn vital skills to help make our city stronger by making more safety personnel available and ready to help.

In early May, we will have another class graduating. Two more training drills will take place this year. Let's keep going together — we make a strong team. Encourage others to help make our city the best there is with safety all around.

The opportunity to learn with SFPD ALERT, is truly a life's experience.

As a quick reminder, please be sure keep your NERT recertification up to date. We are modeled after the SFPD NERT program — "the most good for the most people".

Congratulations ALERT!



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A FAMILY BUSINESS



238th Recruit Class Jamboree!

By David Lazar
Training Division

One of the Department’s main focus is for Department Members to serve as a role model and mentor our City’s Youth. Chief Suhr has made this a priority for his administration and has developed an innovative strategy by requiring this activity as part of the Academy’s curriculum. As a result, we have partnered with the Boys and Girls Club, YMCA and the Ella Hill Hutch Community Center. We require Recruits to visit these Youth Centers and participate with youth by playing ball,

helping them with their homework and just spend time with them. This has also been the goal of the Police Activities League by connecting the Cops with Kids.

The Academy’s effort is led by Retired Captain Rick Bruce and Officer Edie Lewis who provide a Youth Engagement lecture to the recruits and facilitate their site visits. The goal is for our newest Officers to continue mentoring and working with Youth in the various neighborhoods and districts the will serve.

Beginning with the 234th Recruit Class, this concept was expanded to

include a “Jamboree” at the end of the Academy so that we can not only celebrate the Recruit’s accomplishments but spend one last time with the Youth the recruit class has interacted with over several months to show that “Cops are cool”, are fun and very approachable.

On Thursday, April 17, 2014, in partnership with Captain McEachern and Officers from Northern Station, along with the YMCA and Ella Hill Hutch (a special thank you to Executive Director Rodney Chin-Buchanan YMCA and Sheryl Davis from Ella Hill Hutch), the 238th Recruit Class held

a Jamboree at the Margaret Hayward Playground in the Western Addition. We had a record number of kids for this latest Jamboree. Recruits played ball, the kids got a chance to see the Solos and Horses and the Recruits cooked a dinner BBQ for the kids. The event, led by Officer Edie Lewis, was attended by Chief Suhr, Deputy Chiefs Tomioka and Schmitt, Captains McEachern and Mannix and Retired Captain Bruce.

The 239th Recruit Class Jamboree is schedule for July 2014!

Ironman’s Team Academy is on the Map!

By Captain David Lazar
Training Division

The Ironman Competition has been a long-standing department tradition. It not only honors the memory of Officers Jeff Barker and Isaac Espinoza, but it brings out some the most athletic members of our department, as well as our partner agencies such as the District Attorney’s Office and Adult Probation.

Paul Yep came up with the brilliant idea to develop “Team Academy” for this year’s competition and recruited Assistant Team Leader Kevin Moylan to prepare us for this strenuous event. No one could recall ever having seen an Academy Team for the Ironman competition, nor did we believe anyone would take us seriously. I often remind the staff about how we must be an example for our new recruits, and this was one way to set that example.

On Wednesday, April 16, 2014, Chris Wilhelm began by setting the pace with 76 (100 lbs) bench presses. This was followed by Michael Palada (former Tac) with 49 pull ups, then it was to Lula Magallon with 119 Sit ups. Then it was on to the range with our soon to be Rangemaster, Andy Ting (a member of the Academy/Training Division) with a score of 665. Last, I ran Lake Merced in 35:21, coming in 10th out of 18 runners. Al Honniball and Teresa Philpott provided moral support for all of the competitors. I would like to thank Al Honniball and Lula Magallon who met me at Mile 3 and encouraged me all the way to the finish line!

Team Academy came in 4th place, beating out 7 teams, and were only 11 points away from surpassing 3rd place Central Station. We look forward to next year’s competition!



Lieutenant Paul Yep, Sergeant Chris Wilhelm, Teresa Philpott, Officer Michael Palada, Lula Magallon, Inspector Al Honniball, Captain David Lazar, Officer Kevin Moylan. Not pictured, Sgt. Andy Ting.



First place women’s Ironwoman team (left to right): Val Altamirano, Lori Peltier, Brenda Sosa, Carmen Walsh, PJ Kaur.

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One City, Many SAFE Neighborhoods

By Brent Sverdloff,
Executive Director, SAFE

SAFE Gala—Thursday, May 15

Start working up an appetite for fine food and fun! SAFE is hosting its annual springtime fundraising event, **One City, Many SAFE Neighborhoods**, on May 15. Come socialize with us at Original Joe's in North Beach from 6–9 pm. Valet parking will be available.

Count on an abundant assortment of fine Italian and American dishes and quality face time with some of your favorite members of the SFPD force. Chief Suhr will be our special guest, and SF Gate columnist and KGO host Beth Spotswood will emcee a brief awards ceremony to honor two of SAFE's partners in crime prevention.

Lastly, your ticket gets you access to a silent auction of exciting items and—drum roll, please—an open bar!



Eat, drink, and bid liberally, knowing that all proceeds benefit SAFE's programming.

Here are just a few of the auction items that could enrich

your life:

- Lunch for four with the Chief, plus a bay cruise on Marine One
- Private tours of the Police Training Academy, including use of the driving and firing simulators, courtesy of Captain Lazar
- A ride in the Pride Parade motorcade with Supervisor David Chiu
- Dinner at gourmet restaurants, deluxe wines, and other gastronomic



Original Joe's in North Beach — the site of the SAFE Gala on May 15.

delights

- Spa days and behind-the-scenes access to premier cultural institutions
- And other once-in-a-lifetime experiences and distinctive goods!

There's room for 100 or so attendees, and we're almost halfway to capacity. So show your support by buying your tickets today. Details at www.sfsafe.org/gala2014.

Deepest thanks to our initial event sponsors: Chevron Corporation, Original Joe's, Tonic Nightlife Group, Corporate Security Services, and Prepress printing. If you'd like to join these awesome partners in sponsoring the Gala, visit the web page www.sfsafe.org/gala2014, email us at gala2014@sfsafe.org, or call (415) 553-1984.

Panhandle Improvement Proposal

Did you know that the North Panhandle Neighborhood Association, Haight Ashbury Neighborhood Council, and Panhandle Residents Organization / Stanyan Fulton have joined forces to apply for a Community Opportunity Fund grant from SF Recreation and Park?

As a citywide program of the 2012 Clean and Safe Neighborhood Parks Bond, the Community Opportunity Fund (COF) Program is a six-million-dollar capital program that encourages residents, neighborhood groups, and park advocates to improve their parks. Proposed projects compete for the 2012 Parks Bond funding matched with private gifts, volunteer time, and addi-

tional public funding. The COF program goals are to improve the city's parks, leverage both resources and contributions, build community and foster stewardship, and strengthen community partnerships with Recreation and Park.

The Panhandle Improvement Proposal recommends enhancements that will create a safer experience for Panhandle users. One of the most urgent problems currently in San Francisco is traffic safety, including pedestrians, bicyclists, and motor vehicles. Repaving and expanding paths, making painted lines more visible in car traffic lanes, removing a high-risk crosswalk, and clarifying wayfinding in general will do a great deal to ease congestion and make for safer passage for visitors. Similarly, proactively addressing the lighting quality and coverage on the paths will eliminate cover for such illegal activity as graffiti, vandalism, and camping along the pathways and around the McKinley monument.

SAFE wishes this triumvirate success with their proposal!

Got a question or comment? Email me at brent@sfsafe.org.



Neighborhood Watch Success Story

By Luke Spray,
Public Safety Coordinator, SAFE

Strangely enough, it can be the things that separate us that in the end bring us closer together.

For the residents of 18th and San Bruno, a 10-lane freeway separated them from their neighbors living just a block to the west. All are members of MUNA, the Mariposa Utah Neighborhood Association.

While both sides of this divide enjoy sweeping views of Sutro Tower and the downtown skyline, this charming little part of the City's landscape had some unsightly problems. Decades ago, the ultimate sign of a modern city appeared in their neighborhood: the freeway. Putting a freeway through an urban neighborhood is no easy thing, and many neighboring streets became dead ends and impromptu cul-de-sacs. This proved to be a double-edged sword for the residents: while the seclusion of these streets means that the majority of the people walking by will be your neighbors, a small minority recognized this seclusion as an opportune place to commit illegal acts. Graffiti, illegal dumping, and drugs began to mar this otherwise charming set of streets.

These were not activities that embodied their community values, so they got together to do some-

thing about it. In 2008, SAFE Program Director Irina Chatsova helped these neighbors form a Neighborhood Watch group. Residents worked together to keep the block safe and cleaned up graffiti in their spare time. One neighbor with a particularly green thumb planted a beautiful community garden on a vacant lot.

When the problem of homeless encampments along the freeway persisted despite their best efforts, MUNA swung into action and formed a plan. After pulling together a variety of City agencies, they hired a landscape architect to draw up a proposal to make the area along the freeway more inviting. They decided that this land should not be a home for trash, fires, or drugs, but for the community as a whole.

They called their proposal "The Loop"—a lush, art-filled pathway that would encircle the freeway from the underpass at 17th to the footbridge on 18th. The Loop would reclaim the area for the community, giving them an opportunity to meet one



another amid greenery rather than graffiti.

While this little part of Potrero Hill still faces problems, the community knows that it can take on any challenge collectively. The situation that brought these neighbors together may have been troublesome, but those same circumstances bred relationships that thrive to this day.



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Technology Corner

By Susan Merritt
Chief Information Officer



Susan Merritt

New Technology Capabilities

Here are some highlights of new technologies we have implemented for SFPD in the past 12 months.

Smart Phones for Officers in Patrol — This year we rolled out 1,650 smart phones to Lieutenants and below in patrol. These devices are the first such mobile devices to be enabled with California Law Enforcement Telecommunications Systems (CLETS) access in the state.

SFPD Mobile — Under Chief Suhr's direction working with Attorney General Kamala Harris and Police Commissioner Suzy Loftus, our SFPD Technology team formed in a joint task force with the Department of Justice to develop our SFPD secure infrastructure for our smart phone deployment. This included our Mobile Device Management, Multi-Factor Authentication, RSA Tokens, etc.

Crime and CAD Mapping — Crime Data Warehouse (CDW) now has a "Maps" tab. It is available in the stations, on the phones; anywhere you can run CDW - instant mapping of all crimes - including both CAD calls and incidents. Please check it out if you haven't already.

Radio code Mapping — Based on your feedback, we added radio code mapping to Crime Data Warehouse. Now by using radio codes, we can instantly map vehicle collisions, shootings, and anything else identifiable with a radio code.

FBI CJIS Audit — We are pleased to report that we got a positive "in compliance" rating in 40 out of 43 areas in our February, 2014 FBI audit. To compare that to our 2008 results, at that time we got an "in compliance" rating in 7 out of 50 areas. That is 79 percentage point improvement. We are proud of the results and of the underlying work to make our SFPD systems and data more secure.

Current Projects

New Police Headquarters — For months our SFPD Administration Bureau has been planning, designing, and now starting to implement technologies and systems for our new state of the art Police Headquarters in Mis-

sion Bay. We think you will be pleased to know that SFPD will be a showcase of technologies in this beautiful facility. We are building a solid foundation for the department for years to come. New workstations and monitors, new phones, the introduction of web and video conferencing, a mini Department Operations Center, new conference room technology, boosted cell phone reception in the building, microwave and satellite failover, and a state of the art video wall are all featured in our new building. We will have technical capabilities unlike anything the department has had before.

What you may not know about this project is that we are actually building two new Network Equipment Rooms (where the large servers and "brains" of all our systems reside). Our primary Network Equipment Room will be at the Department of Emergency Management on Turk. The backup site will be at the new Police headquarters. Doing this accomplishes three things: 1) it gets our equipment out of the Hall of Justice and out of harm's way in an earthquake, 2) it sets us up in a highly secure, always on, redundant site at DEM, and 3) it provides a level of Disaster Recovery for all our systems unlike anything we have ever had before. If the Crime Data Warehouse, or Level 2, or HRMS, or other critical systems go down, they will be switched over in real time (or near real time) to the backup location. We do not have even close to this level of recovery available today.

New Clearance Codes and Process — We are working with investigations to implement mandatory entry of the clearance codes on incident reports. What this means for our department is that we will have much more timely and consistent reporting to the Department of Justice. We will also

change the clearance codes options to be the exact options required by the DOJ. We will make it as easy as possible for all by adding help text with descriptions of each type of clearance. Hopefully, this will be a small change for officers and investigators with a major positive impact on our department overall.

CAD Replacement — The Department of Emergency Management is replacing its CAD system. This has turned into a rather significant effort for SFPD Technology as we work with DEM to ensure minimal impact on our vehicle computer CAD queries and our Tiburon Web queries used by investigations. We have formed a team of investigators, officers, and dispatchers to try to work out all the issues to get the new system working exactly as we need for flawless execution of our Dispatch and CAD query functions.

eMerge — Our Payroll/Personnel Division and our Technology Division are working together with the Controller's office as the city moves to a new payroll system. This is a multi-agency, cross departmental effort. Our HRMS system plays a critical role in the transition and our Applications and Business Intelligence team has been working for months to ensure that all our time reporting and payroll can be done perfectly post eMerge. Cutover is scheduled for April 25, 2014.

What is Next?

e-Citations — with the city's focus on vision zero and pedestrian safety, we have launched the e-Citations project. We plan to provide an e-Citation app to run on our department issued

smart phones. The electronic citations will then provide us with reports and maps of exactly where and how many citations are being written. Since we already know the hot spots (Crime Data Warehouse map of 518's and 519's), we will be able to track the exact types of citations being written in those hot spots. This type of very targeted enforcement will hopefully reduce pedestrian and bicyclist collisions, injuries, deaths. E-

The project is not yet funded. We have requested funding and we are in the Request for Proposal Process to understand how much the effort will cost. More details at next writing.

Criminal History in CDW — we are working with the ID Bureau to provide a secure way to access mug shots and other suspect information in a single, easy to read view within the Crime Data Warehouse. We are getting close to completing this. This will be accessible via a new "People" tab in CDW. We had to ensure that audit trails were available for DOJ audits and that work is nearly complete.

Please let us hear from you If you have used the smart phone, Crime Data Warehouse or other technology to help solve a case or identify a suspect, please let us know. It is very rewarding for our technology team to know that the technology is being used and helping out - and we also want to know your ideas for improvements.

Thank you. Susan Merritt
Chief Information Officer *Susan*.
merritt@sfgov.org

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Force Science Institute Details Reasons For Delaying Interviews With OIS Survivors

Forwarded to the Journal by Mike Nevin

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As you know, the Force Science Institute in its Certification Course (visit www.forcescience.org for more details) and in public statements advocates that officers who have been involved in shootings or other high-intensity events should be allowed a recovery period of at least 48 hours before being interviewed in depth about the incident by IA or criminal investigators.

An increasing number of departments are accepting this view, but some agencies still maintain that taking an officer's statement as soon after the incident as possible—even before the officer is allowed to go home—better assures an accurate and comprehensive recall of what happened because the occurrence is freshest in mind at that point.

Recently Force Science News sat down with FSI executive director Dr. Bill Lewinski to explore this persistent controversy. Here are highlights of that conversation, explaining in detail why the Force Science Institute supports delayed interviewing.

"It's true that during a delay, some contamination of an officer's memory can possibly occur," Lewinski acknowledges. "But the overall benefit of waiting while he or she rests and emotionally decompresses far outweighs any potential loss of memory. A day or two between the event and the interview will have no significant effect on reducing recall. In fact, the opposite is true. Delay enhances an officer's ability to more accurately and completely respond to questions.

"This is the general conclusion from some 20 years of scientific research on sleep and memory consolidation. And it is the position supported by the Police Psychological Services Section of the International Assn. of Chiefs of Police, which is comprised primarily of psychologists and other experts on human behavior who are intimately familiar with the law enforcement experience. The Psych Section recommends a two- to three-day delay between the event and the interview."

DIFFERENT MEMORY. The Force Science Institute believes that the controversy stems from a failure to fully comprehend the unique dynamics of a sudden, high-stress, potentially life-threatening episode.

"When the average person thinks about memory," Lewinski says, "they may think in terms of taking exams, let's say, and of the need to tap their memory of a subject as soon after studying as possible for maximum recall. But memory of a high-impact critical incident that an officer has personally and intimately experienced is far different than the memory of a poem or facts for an exam on constitutional law.

"Here we're talking about memory of an event that may occur suddenly, require time-pressured decision-making, and be action-packed, visually and behaviorally complex, rapidly evolving, and perhaps life-threatening.

"The emotional and cognitive reactions to these factors separate that kind of circumstance dramatically from the memory experiences of most people."

ADRENALINE IMPACT. First, Lewinski points out, there's the effect of adrenaline on memory.

"This has literally been studied for generations," he says. "Most studies don't even come close to exposing the research subject to the level of adrenaline surge an officer experiences in a gunfight or other life-threatening circumstance.

"Yet even so, findings from both animal and human studies suggest that when emotional arousal and adrenaline are involved, it takes some time after an incident for the experience to become settled, deeply entrenched, and consolidated in the brain. This adrenaline effect can extend, conservatively, up to a dozen hours or more after the incident, and some research suggests that memory consolidation for extremely stressful and fearful encounters can continue out to a week afterward. This extensive period of post incident consolidation is one of the reasons for the frequently very vivid recall of traumatic incidents. Usually any errors in recall about the event are not in the core but on the peripheral details and can be attributed to visual and attentional focus issues in the incident and not to post-incident contamination or erosion of the memory during the period of consolidation.

"We could say that emotion-arousing events, in a sense, delay forgetting."

SLEEP MATTERS. Besides adrenaline, there's the influence of sleep.

"Here, there are two questions to address," Lewinski says.

"1) Does rest—especially REM or deep sleep—facilitate memory consolidation for the type of event in which an officer is usually intently focused and scrambling to control a situation and survive?

"And 2) What is the optimal time and process to evoke or tap that memory?

"Our brains do not rest when we are asleep," Lewinski continues. "They are active in processing and consolidating our day's activities and embedding memories.

"The research linking REM or slow-wave (deep) sleep to enhanced memory consolidation is robust. Such sleep has a positive impact on both procedural and episodic memory.

"Procedural memory is memory for a skill or an automatic motor activity, such as playing a musical instrument, shooting baskets, or building trigger-pull skills. Practicing a skill and then literally 'sleeping on it' will typically result in an improved performance after you wake up. Two decades of scientific research support this enhancement.

"Episodic memory is memory of an event, an episode. Here 10 years of re-

search supports the finding that consolidation of episodic memory appears to occur throughout a full sleep cycle, with the first three to four hours of sleep being especially beneficial."

WHY 48 HOURS? "There is little doubt that incidents of an intensely personal and emotional nature can be more accurately remembered and reported on after a good sleep cycle," Lewinski says. "But—after a critical law enforcement incident, quality REM and slow wave sleep generally occurs two nights out, not the night—or the time of sleep — immediately following a gunfight or other high-stress situation.

"Just as a person who is engaged in an argument or some interpersonal conflict will leave the scene and replay or review the incident as they're driving home, including all the emotional elements that accompanied the conflict, so will officers do the same thing after a shooting. A high level of arousal will inhibit the officer's ability to emotionally disengage and fully rest during the first sleep cycle.

"That's why, depending on the officer's condition and the complexity of the circumstances, the Force Science Institute recommends a 48-hour delay, accommodating two sleep cycles, as a reasonable rule of thumb before trying to retrieve memories related to a high-stress event."

EMOTIONAL DECOMPRESSION. Beyond improving memory, a delay aids an officer's emotional decompression, Lewinski explains.

"Stress from a shooting or other emotional event not only impairs sleep but also affects cognitive processing," he says. "Individuals who are distraught or fatigued have a diminished ability to understand the meaning and complexity of questions and to accurately and precisely express themselves."

There's an ironic component to deadly force encounters that often heightens the stress of these incidents and compounds communication problems, Lewinski says. He explains:

"Most officers readily answer affirmatively to the question, 'Can you use deadly force?' But the truth, from my experience, is that most officers have not really considered the possibility that they may actually have to take someone's life or that they themselves could be seriously injured or killed on the job.

"Generally, officers experience some basic level of distress at having taken someone's life. But I've found two other factors in force encounters to be much more influential in creating distress.

"First, there's the sudden confrontation with a reality they haven't thought much about: coming face to face with a person who has the intent and ability to kill them and is acting on that in the immediate moment. And then there's the realization that the officer may have little or no ability to change what is happening or the eventual outcome. For instance one officer shot and killed a young teenage girl in an incident. The discrepancy between the type of deadly force incident he had imagined and prepared for and the reality of the incident that actually occurred, where he had to shoot to defend himself could never be altered. In his mind she controlled everything and nothing he tried kept him from having to shoot her. It is ironic but he felt vulnerable and victimized.

"The powerful emotions and the flood of hormones that accompany such emotions in circumstances like this greatly influence and magnify the degree of distress experienced. Memory, attention, and critical thinking can be significantly impaired. Combine that with probable physical fatigue from an extended period of wakefulness and you have an officer who could be cognitively operating as if legally intoxicated during an interview that's conducted immediately post-incident.

"The Force Science Institute recognizes that an extended rest period will strengthen an officer's ability to respond in what likely will be the most important interview of his life—and one of the most important interviews for his department as well."

RECAPTURING LOSS. If there is any memory loss or distortion during the delay period, Lewinski says it most likely can be "tempered" by using "one of several interview techniques to facilitate recall." He mentions, for example, "context reinstatement," which Force Science Certification Course graduates will recognize as an element of the Cognitive Interviewing protocol that is taught in the class.

For this memory prompt, the officer is encouraged to mentally immerse himself back into the scene, emotionally and physically, and then begin to describe what happened to the interviewer. This, combined with reviewing video of the event or walking through the location, can be very effective in retrieving "lost" memories, Lewinski says.

UNFAIR? Critics of postponing an interview until the involved officer is well rested sometimes argue that a delay provides an officer with an "unfair" luxury that is not given to civilians who are arrested and then promptly interrogated.

"In the eyes of Force Science, this comparison is invalid," Lewinski declares. "In reality, criminal suspects don't ever have to give a statement if they don't want to. They often can bond out, go home and watch video of their incident on the local news and even confer with their involved buddies about what happened—opportunities that often are denied officers.

"Law officers are specially selected and trained and act under the color of authority. In a deadly force encounter, they are forced to make a decision and take an action on behalf of the society they are sworn to protect. When their decisions and actions are reviewed, they deserve an unbiased and competent investigation, and that includes a protocol that best allows them to fairly represent themselves in explaining what happened."

The post Force Science Institute Details Reasons For Delaying Interviews With OIS Survivors appeared first on Labor Relations Information System.

Book Reviews

— by Dennis Bianchi

The Goldfinch

By Donna Tartt
Reviewed by Dennis Bianchi

Donna Tartt was awarded the Pulitzer Prize this April for *The Goldfinch*, an anomaly as a book seldom has been a best-selling novel *before* the prize is awarded. *The Goldfinch* has been listed in the top ten selling books for approximately seven months. The prize will, no doubt, add to its popularity. It was Ms. Tartt's third novel, and all have been well received and quite long. This newest novel is the longest yet, at 755 pages. When asked why it took her eleven years to finish the book, she replied, "It's a long book." No argument from this reviewer. But was it worth the time it took to finish reading it? Yes, but only because I took breaks at certain intervals. And the breaks seemed like natural places to stop and review what had transpired up to those points. I found the book to be something akin to three or possibly four novellas tied together by a couple of recurring thoughts: what constitutes family, what can be said about evil means creating good ends, or vice versa and perhaps, just how many people are walking around who seem somewhat normal but are drug addicts?

A quick thumbnail sketch of the plot is: 13-year old Theo Decker and his mother are viewing art in a museum in New York City when a bomb explosion seriously damages the building and kills Theo's mother.

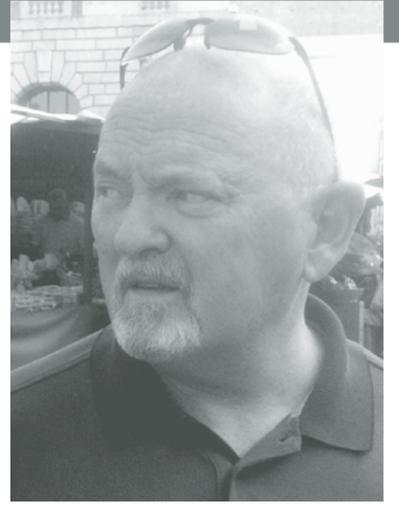
Present and nearby is an older man and a girl approximately Theo's age. The man passes along a ring to Theo. The girl is severely injured. A valuable painting, *The Goldfinch*, ends up in Theo's possession and he secretes it in his clothing and leaves the museum, undetected in the theft. One would expect that the painting, which supplied the title of the book, would be of constant focus but that is not what happens. Theo manages to seemingly keep the painting in his possession over the next approximately thirteen or fourteen years. At the end of the book Theo states, "Things would have turned out better if she had lived," referring to his mother. There is no doubt about that but without her death there would have been no book, or certainly a much different book. The opening scene of the explosion in the museum is extremely well-written and grabs the reader's attention and provides an incentive to plow forward into the tome. It was only later that I found myself having to stop and consider where the story was taking me and deciding if I wanted to start skimming over the rest.

Why would I want to start skimming the bulk of the book? The majority of the people in the book are difficult to like. I asked myself if I really wanted to invest a great deal of time to learn more about them. For example, the protagonist's father had abandoned him and his mother many years before so Theo finds himself in the

care of a well-off family, the Barbours, whose son Andy is a his schoolmate. The family is a collection of somewhat spoiled and narcissistic characters. Theo's father and a new girlfriend show up. The reader again meets two self-serving people but these two are schemers, much more sinister than the schoolmates family. Theo is whisked off to Las Vegas to live, where he meets one of the most interesting characters of the novel, Boris, a young Russian attending the same school as Theo. Even Boris, as interesting and comical as he can be at times, is not a wholly likeable fellow. Drugs and alcohol seem to be his favorite source of sustenance. And Theo tries to keep up with Boris, as they become close friends.

Upon the death of Theo's father, Theo returns to New York where he learns the trade of identifying truly classical and valuable furniture and restoring older or damaged pieces. His teacher, Hobie, seems to be the only person in the book who has altruistic feelings in a world of liars, cheats, drug addicts and a few violent criminals.

The moral of the story comes late in a string of statements, mostly by Boris and Theo. Boris chimes in with, "the world is much stranger than we know or can say... maybe this is one instance where you can't boil down to pure 'good' or pure 'bad' like you always want to do -?... Maybe not quite so simple." Theo doesn't tiptoe around his conclusions. "A great sorrow, and one that I am only beginning to un-



Dennis Bianchi

derstand: we don't get to choose our own hearts. We can't make ourselves want what's good for us or what's good for other people. We don't get to choose the people we are." That philosophy may or may not be argued, but what came later is much more difficult to refute: "And I feel I have something very serious and urgent to say to you, ... That life - whatever else it is - is short. That fate is cruel but maybe not random. That Nature (meaning Death) always wins but that doesn't mean we have to bow and grovel to it. That maybe even if we're not always so glad to be here, it's our task to immerse ourselves anyway: wade straight through it, ...it is a glory and a privilege to love what Death doesn't touch."

Although I struggled to finish reading the book, the last 100 pages made it seem worth my while. And Ms. Tartt's outstanding prose made the parts of the plot I fou

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



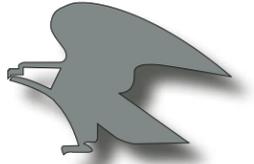
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POA MAIL



Editor —

Police Deserve Better.

Supervisor David Campos should be ashamed of himself for his publicity-seeking cheap shot against the Police Department.

The appropriate thing to do would be to wait for the investigation to conclude with all the facts in before commenting.

But no, Campos decided to act a judge, jury, and executioner before the investigation was concluded.

This is the same David Campos who had no comment when a San Francisco police officer was wounded in the line of duty last month in the Mission.

And this is the same David Campos who authorized legislation to roll out the welcome mat for illegal immigrant felons, potentially making a worse crime problem for the Police Department to deal with.

Now this guy wants to be elected to the Legislature?

The voters should say no.

E.F. Sullivan
San Francisco

Dear Editor —

As an honorary member, for years, with the SFPOA, and dealing with the many hearings at City hearings and Police Commission hearings on behalf of the police department, I find Supervisor David Campos, who was a member of the Police Commission, why I do not get it, was a very volatile member of that board at that time. I remember being at those commission meetings fighting for the police department to stay afloat and get the funding for new recruits and increasing our staff.

Now, Campos, running for the Assembly, wants to make his mark in attacking police protocol. He is

so wrong and to rally the community in Bernal Heights. I applaud the SFPOA for endorsing David Chui for the Assembly and let's get rid of Campos.

Steven R. Currier
Member, Crocker Amazon

Editor —

I have been retired for approx. 10 months from the SFPD. I used to work at the Mounted Unit and have recently discovered that the retired police horses have been moved to 4 new locations through the SPCA, who is charge of them. The horses were all together at one facility in Sonoma for years until it became too much for the woman who cared for them. I have the names and locations of the horses as well as the phone numbers and locations of their caretakers if anyone wishes to visit them. I'm sure the new caretakers will accommodate us, I have already visited one of the horses I rode, "Hawk," and he is doing well, 28 years old!

I do not know why the current management did not care to notify the members of the SFPD about this, so I will. Call me if anyone, active or retired, wants to visit any of our retired police horses, they served us well. Best partners you'll ever have, (got that from Steve Marquez)!!

Thanks,
Bob Totah

Email me at: btotah@yahoo.com

Dear SFPOA —

On behalf of the George Washington High School Baseball program, we thank you for your contribution from the SFPOA Community Committee.

Your generous donation and support is greatly appreciated as budget

cuts greatly affect funding of school sports. Money raised will be used towards much needed equipment and supplies for the baseball program.

Regards,
Rob Fung
Head Baseball Coach

Dear POA —

Thank you so much for entertaining the discussion of a donation to PAL. Clearly, we are all extremely grateful for your Board's mindful consideration and vote. Thousands and thousands of San Francisco youth will be affected personally by this donation, including the three PAL cadets who presented to the Board. They already have been inspired by the Department and I know they were inspired by the POA, with whom they hope to join as members in the near future.

Warm regards,
Jack [Hart]

Dear POA —

Many thanks to the San Francisco Police Officers Association sponsorship of The Salvation Army Harbor Light Dinner. Please thank all your colleagues who attended. It was a special evening filled with many inspirational personal stories. Especially that of, Former SF Mayor and Chief of Police Frank Jordan who spoke at the event via a prerecorded video.

We greatly appreciate all the SFPOA does do to support The Salvation Army. If we can be of assistance, please do not hesitate in contacting me.

Best,
Enrique Ovando
Donor Relations Director
The Salvation Army,
Golden State Division

Dear POA —

I wanted to reach out and thank you for your generous donation to sponsor a walker for the Breast Cancer Walk this July. I really appreciate your support in the efforts to raise funds toward cancer research and aiding in families affected by this disease.

Sincerely,
Khrista Williams

Dear SFPOA —

Thank you for the flowers sent to the Hollywood Division on behalf of our fallen brother Nicholas Lee.

Your act of thoughtfulness did not go unnoticed during a very difficult time. We are honored to partner with the SFPOA and grateful to all of you for thinking about us.

With gratitude,
Captain Cory Palka
Los Angeles Police Department

Dear SFPOA —

We are so touched by your generosity. Your donation will be used to help keep Kevin's memory alive for generations to come. Our family draws great strength from your kindness and empathy during this extremely difficult time. Thank you.

Most sincerely,
Pat, Buffy, Conor, and Dylan Maguire

Dear POA —

Thank you for your generous donation for our scholarship event. While I'm at it, thank you for all of the other support you have shown SJPOA and me.

Jim Unland, President
San Jose Police Officers Association



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Bankrupt Detroit Reaches First Deal With Retirees Group

By Karen Pierog

(Reuters) — Detroit reached its first deal with a retired workers group on over pension and healthcare benefits and was close to a deal with at least one of its pension funds, giving a major boost to the city's plan to exit bankruptcy in October.

Momentum for the city's plan to adjust its \$18 billion debt burden was building after Detroit won court approval for a crucial settlement over interest rate swaps and reached an agreement with bond insurance companies over the treatment of voter-approved general obligation bonds.

Under the deal with the Retired Detroit Police and Fire Fighters Association announced by U.S. Bankruptcy Court mediators, pensions for retired police and fire workers would not be decreased, but cost-of-living increases would be cut in half. A separate voluntary employee beneficiary association plan or VEBA will be established for retiree healthcare, according to a court statement.

Detroit's state-appointed emergency manager, Kevyn Orr, hailed the deal as "another significant step forward," and encouraged other city creditors to

resolve their differences with the city.

"We are securing support for the plan of adjustment - the time to resolve our differences is now," he said in a statement.

The deal, which is contingent on more than \$800 million in contributions for retirees from foundations, the Detroit Institute of Arts and the state of Michigan, marks the first between the bankrupt city and one of its retired worker groups. The association of retired police and fire workers has about 6,500 members, the statement said.

Pension Official Optimistic

Meanwhile, George Orzech, chairman of Detroit's Police and Fire Retirement System, said the pension deal taking shape with the city's two retirement systems would increase the assumed investment rate of return for the funds.

"We have agreements on several of the points," Orzech said.

Any deal that Detroit incorporates into its plan to adjust its mountain of debt and exit bankruptcy will be subject to voting by city workers and retirees, but Orzech expressed optimism a negotiated plan can win member support.



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Credit Union News

By Al Casciato
SFPCU Board of Directors,
Retired SFPD

Inaugural Column:

I want to thank the POA Board of Directors and all those who supported my candidacy for the Credit Union Board. During SFPCU's Annual Meeting, the SFPCU Board wanted to see how many active officers were in attendance and the number was lower than the Credit Union expected. Hence, writing this column was suggested by my fellow board members, which I accepted, and hope that information presented will benefit you and your family...

...Question of the Month:

What's happening with the Call Center?

Several members have voiced to me their frustrations with the Call Center via Facebook. - SFPCU utilizes 2 Call Centers to cover members' needs. When the credit union is open, there is an internal team that answers calls. If the call center is busy, then the calls overflow to an outsourced call center. The outsourced call center is 24 x 7, so they also answer calls outside of internal call center hours. I'm happy to report that our New CEO, Mr. Eddie Young, is making the Call Center a top priority. In his first week, three new internal call center reps were hired to answer more internal calls. The CU will also extend its own call center staff hours from 7am to 9pm in May. You can still call 24/7 and someone will be able to assist. I'm comforted that members are reporting good service from our staff once they get through the phone system and eventually there will be no need to outsource...

...Complaints, Compliments and Suggestions:

If you have a complaint, compliment, find better rates elsewhere or have a suggestion about any matter at the CU please visit the website www.sfpcu.org and send us a note by clicking on "contact the Board and CEO"

be sure to cc me at BOD_A.Casciato@sfpcu.org and Lisa Swanson at lisas@sfpcu.org and we'll make sure that the issue is followed up...

...Working On:

The Credit Union Staff is working on several initiatives. Branch hours are being expanded to 6pm at most of its locations. An updated website will launch in May making it easier to find all products and services on the site. Look for information from the CU soon...

...Mark your Calendar – Current Promotions:

- Check out all the specifics of the offers on: sfpcu.org/promos
- Shred Day's. Free to members. Check website for dates.
- Low rates and Gas card offer on Vehicle loans.
- If you have a colleague or family member to refer to the CU, now is the time so you can take advantage of the time-limited offer with cash back to the member.
- Special Visa offers
- Scan this QR Code to see more about our promotional offers:



...How to Reach Us:

If you have anything you would like to share about any matter at the CU, please visit the website at www.sfpcu.org and click on Contact Us. If you have a question you would like to see in this column, you can contact me officially at: BOD_A.Casciato@sfpcu.org
Al Casciato is a retired SFPD Captain, past POA President and Retirement Board President who was elected to the Credit Union Board of Directors in February of 2014. He currently serves as The Board Secretary and can be contacted privately at alcasciato@stisia.com

Suggestion: Cut this Column out and tape inside the pantry door as reference for the entire household...

What is This Thing?

By Ray Shine, Editor

This is called a QR Code, and our readers will soon notice these popping up on the pages of the POA Journal. For those of you who do not know what a QR Code is or what it does (that would most likely be any of you over the age of 30), please read on.

QR stands for Quick Response linking. To use a QR Code, one must have a smart phone or tablet that has on it a QR reader app. There are hundreds of such apps on the market, and most can be downloaded and installed for free in a matter of moments. I happen to use an app called "ScanLife: Barcode Scanner & QR Reader" and I have it installed on both my iPhone and my iPad.

To use a QR Code, one simply opens the app and focuses the reader box on your smart phone screen onto the QR Code printed on the page of the Journal. Within moments, the scan opens a web address or a DrobBox folder where more related information about the article can be found. Many of these



links will open a short video, or open a photo album of additional photographs of an event.

As we develop this capability over the next several issues, our readers will soon be able to scan a QR code with their smart phone and see videos, color photo albums, important sidebar news stories, and other event information, and even be able to forward those things on to family and friends.

So, if you don't yet have a code reader installed on your smart phone, find a suitable app and join us in availing yourself of the latest news and information about the SFPD and the POA.

POA Endorses Carol A. Cypert

Candidate For Retiree Health Care Trust Fund Board

Experience

With over 30 years of experience in benefits administration and investment management, my qualifications include:

- Current Board member of the Retiree Health Care Trust Fund Board;
- Retired Deferred Compensation Manager of the San Francisco Employees Retirement System (providing management oversight of assets exceeding \$2 billion dollars);
- Vice President at Merrill Lynch (providing oversight of retirement portfolios of top fortune 50 companies) and,



Carol Cypert

gious 2012 Pension & Investments Innovator Award for investments.

Education

- Certified Employee Benefit Specialist (CEBS) - Wharton School of the University of Pennsylvania, in partnership with the International Foundation of Employee Benefits.
- Certified Retirement Counselor (CRC).
- Certified Retirement Administrator (CRA).

Awards

- 11 national awards for investment management and employee communication including the presti-

Summary

The primary function of the Retiree Health Care Trust Fund Board is to provide oversight of the administration and investment management of the Retiree Health Care Trust. Carol Cypert has a proven track record, the skills, and knowledge that will be critical for the success of the Retiree Health Care Trust Fund.

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Former San Francisco Police Officer

Former San Francisco Assistant District Attorney (1979-1997)

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Police Department Pioneers Mindfulness Program

HILLSBORO, OR — The cops gathered in the dim, cozy studio. Dressed in gym clothes, they stretched out on dark green yoga mats.

Lie on your back, the instructor said. Get comfy.

Focus on your left little toe, he softly intoned. What's there? How does it feel? He moved on, toe by toe, left foot, then right. How does it feel? Dry? Sore?

The instructor continued slowly, asking participants to focus their minds, and energy, on each body part. If you catch yourself wandering, he said, just acknowledge it.

Then bring yourself back to the present.

The class inside the small yoga studio that January day was the first for nearly 20 members of the Hillsboro Police Department. They were exploring the practice of mindfulness, learning how to develop inner strength, using meditation to become better cops.

Since last spring, the agency has offered what is believed to be the nation's first on-the-job mindfulness training program specifically tailored to law enforcement and based on a widely recognized curriculum. Though the practice represents a radical shift, its creators say, mindfulness has the potential to transform law enforcement culture and reinvent community policing.

For Hillsboro police, the hope was that the training could also heal a department that has had its share of internal strife.

The idea behind the program is simple: If cops were more mindful, then they would be more resilient, less stressed and better at their jobs.

Mindfulness is the practice of being in the moment — not dwelling in the past, not thinking about the future. It is the non-judgmental exploration of feelings, surroundings and experiences as they happen to heighten clarity and insight, and avoid reacting out of emotion. Studies have linked it to many health benefits, including reduced pain, better concentration and more self-awareness.

The Hillsboro program aims to build resiliency in a profession that can knock many down.

"Being a cop kills you," said Hillsboro Police Lt. Richard Goerling, who helped develop the training program.

According to a five-year study, the daily stress of police work places officers at greater risk than the general population of developing a range of physical and mental health ailments. The University at Buffalo researcher — a former cop — who authored the 2012 report tied law enforcement stress with higher levels of sleeplessness, suicide and cancer.

Many groups have turned to mindfulness training and meditation. U.S. Marines are using them. So are the Seattle Seahawks. Google and inner-city schools in the San Francisco Bay Area are on board. So is U.S. Rep. Tim Ryan, D-Ohio, who wrote the book, "A Mindful Nation."

Mindfulness in the military made the practice more appealing and credible to cops, Hillsboro officers say. Research on pre-deployment Marines who'd undergone mindfulness training showed increased "mind fitness," resiliency and ability to retain information, according to a 2009 article published in Joint Force Quarterly and other news reports. The military

research program has received a four-year \$1.7 million grant from the U.S. Department of Defense, according to *The New York Times*.

Still, in a paramilitary profession where toughness is glorified, the idea is a hard sell for some. Acceptance requires redefining the meaning of toughness.

Goerling knows that.

The program represents a dramatic evolution in policing, but he believes mindful cops make better listeners and smarter decisions. They are more productive, less judgmental. They show greater empathy and, Goerling contends, will have better interactions with the public.

"When we're talking about a community that wants to be treated fairly and unbiasedly, mindfulness is the path to get there," Goerling said. "It's a bold statement. But there's no other path."

People constantly relive the day before. Or plan for the day ahead. Living in the past or future means missing the present.

Mindfulness is paying attention purposely, said Paul Galvin, assistant director of the Mindfulness-Based Stress Reduction Clinic at the University of Massachusetts Medical School's Center for Mindfulness.

Rooted in ancient principles often tied to Buddhist practice, mindfulness withholds judgment. It evokes compassion, acceptance and curiosity. It experiences sights, smells and sounds as they happen.

Being mindful helps people pause before reacting, Galvin said. To respond based on intellect, not emotion.

Goerling wants to see those skills in officers. Research, he said, has shown mindfulness helps with emotion regulation, another crucial component for cops. Self-awareness, he said, is important.

"We're human, so to be able to recognize when we're angry, even on the job and in uniform, is the first step in mitigating that," he said. "The awareness of your emotions causes you to pause and make better decisions, which is pretty critical when you think about the kind of work we do."

Hillsboro's nine-week Mindfulness-Based Resilience Training program was created by Goerling; Brant Rogers, the owner of Yoga Hillsboro; and Michael Christopher, a psychology professor at Pacific University. They're also tracking its results.

In the past year, they've held the training three times, costing the department about \$18,000. About a third of the agency's officers have participated. A number of civilian members have, too.

The program is based on the widely recognized Mindfulness-Based Stress Reduction, or MBSR, curriculum created in 1979 by Jon Kabat-Zinn, who founded the Center for Mindfulness at the University of Massachusetts Medical School. Rogers, who leads the Hillsboro course, is a certified MBSR instructor.

Cops in the Hillsboro program were asked a multitude of questions on how they felt before, during and after the course. Christopher, the Pacific professor, then analyzed their answers.

Cops in the class showed significant improvements in perceived stress and police stress. They also showed significant improvement in mindfulness, resiliency, mental health functioning and levels of anger, among other areas.

This week, the three are presenting their findings and leading a law enforcement workshop at an international conference on mindfulness through the University of Massachusetts.

For decades, law enforcement focused primarily on the physical strength of its officers. Fitness and wellness translated to push-ups or sit-ups. Largely untouched, Goerling said, were ways officers could strengthen their minds, manage their stress and improve their health — holistically.

Cops have repeated exposure to trauma. They respond to drug overdoses, domestic violence, child abuse, car crashes, shootings, suicides.

"I guess we see quite a bit in this job," said Hillsboro Sgt. Rohn Richards, who took the mindfulness training last year and found it helpful.

"Everybody we meet is having their absolute worst moment or worst day, worst time of their life," said Richards, who's also a member of Washington County's SWAT. "That stress absorbs into us. It has to."

Shift work causes stress. Internal politics do, too.

Hillsboro police decided to move ahead with mindfulness training last spring. Goerling, an academic who wears a uniform, badge and gun to work, drove the effort.

Three months earlier, in January 2013, one of the agency's officers became involved in a shootout with police at his Forest Grove home. He was drunk and off-duty as he fired his AR-15.

Some Hillsboro officers were among the dozens who responded to the call. Some were friends with the now-former cop.

The incident rattled a department already plagued by internal issues. The rank and file didn't trust its leaders. By March, the police chief had resigned.

The agency needed to heal, and the timing was right to introduce mindfulness. The interim chief gave Goerling the green light.

Goerling, a self-described "misfit" in law enforcement, wanted the opportunity to change the culture. He's seen how stress has affected his co-workers and is well aware of some of the not-so-positive perceptions of police across the country.

Cops interact all day with people as part of their job. The tone of those interactions, in large part, Goerling said, is a reflection of the officer's mental health. Angry cops are unlikely to have good interactions.

If cops are not fully present, they don't fully listen. They are out of touch with what is going on with other people, beyond physical cues.

Mindfulness, of course, will not eliminate officer stress. Nor will it change law enforcement overnight.

"It's not pixie dust," Goerling said. "You can't just spread it around and make everything better."

Cops will still respond to trauma. See dead bodies. See the same child being abused. Watch the same drug addict relapse. It's the job.

But mindfulness, Goerling said, could bring some positive psychology to the profession. Discussions about officer mental health, he said, should not be based solely on trauma or fit-for-duty tests. Promoting resiliency and growth, including post-traumatic, should be a big part of the conversation.

Traditionally, much psychological support has come after large-scale

traumatic incidents, Goerling said. While necessary, that approach ignores the idea that standard radio calls and exposure to negativity, day-in and day-out, wear on officers.

"We're all human beings, and you absorb what you're around," said Hillsboro Sgt. Deborah Case, who took the department's training last year. "When you experience the worst in people and when you see the worst ... and the most sad things, then it's going to take some kind of a toll on you."

Case, a crisis negotiator and member of her department's peer support team, said for years law enforcement has simply told officers that finding balance will fight stress and keep them healthy. The common words of wisdom, she said, are: Stay physically fit. Don't drink too much. Get plenty of sleep.

But those tactics are not enough. Something to train the brain, like mindfulness, she said, has been missing.

The program is not a fit for all cops. It's a bit far out for some, Goerling said. They think it's a "little hippie voodoo."

Hillsboro Officer Stephen Slade, who took the training last year, has heard it.

"You get the 'te-hes' and 'ha-has' from your peers," Slade said. "Like, what are you doing? Big tough SWAT guy going into a room that's relaxation and yoga mats."

But Slade found it useful.

From what Goerling's heard, some officers say the training changed their lives. Others aren't sure. Some say it didn't help.

Goerling's not worried. Their research, he said, shows that it's beneficial.

The class is hard. And it's even harder to present it to police.

Their culture is performance-driven. Cops are hard on themselves, hard on others. Still, the officers at the yoga studio in Hillsboro that January day wanted a taste of meditation.

The cops closed their eyes at the start of the class. They sat on the green yoga mats and stiff blankets.

Officers from Beaverton and Bend joined the Hillsboro officers. They were sergeants, detectives, patrol and school officers. Some were civilians, working in records and code enforcement.

As the class went on, everyone dropped down onto the mats, flat on their backs, and side by side. Rogers, the instructor, asked cops to direct their attention to their little toe on the left foot.

As Rogers directed them, toe by toe, left foot, right foot, some people fell asleep. Occasional snoring interrupted the silence that fell between his words.

After the exercise, they shared their feelings. Some were relaxed. Others not at all.

During the next seven weeks, they would continue. They would do sitting meditations. Mindful, gentle exercise. They would choose a mindful activity. Washing their hands. Brushing their teeth. Running. They would try to feel sensations as they were happening. They were learning, through simple tasks, the value of living in the moment.

Again and again, they would be asked to pay attention, to focus on the present.

If their minds wandered, they were told, just notice it. They were asked to not judge.

From The Oregonian

The post Police Department Pioneers Mindfulness Program appeared first on Labor Relations Information System.

Labor Relations Information Systems

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Privacy an Issue with Police Body Cameras

SAN DIEGO — San Diego's police chief wants 300 officers outfitted with body cameras by July, a move she hopes will help restore waning public trust in the department.

But how and when will the cameras be used? Who can view the footage? Will people's privacy rights be protected?

These are some of the issues the police union and privacy rights experts want addressed before the technology is rolled out across the San Diego Police Department.

"We don't want the data used for keeping a watch over the city. We have serious privacy concerns," said Kellen Russoniello, staff attorney for the American Civil Liberties Union in San Diego and Imperial counties.

Leaders of the San Diego Police Officers Association met with police supervisors on Wednesday to talk about how the cameras may be used.

Association President Brian Marvel said the union's legal team will review the information and he expects more meetings as the department wrestles with draft policies.

The department has been rocked by numerous allegations of sexual misconduct in recent years. One officer faces criminal charges for allegedly frisking several women in a sexually inappropriate way.

The debate over whether the department was policing itself effectively

prompted 10-year Chief Bill Lansdowne to announce his retirement at the end of February. New Mayor Kevin Faulconer chose Zimmerman, a 32-year department veteran, as his successor, and she quickly adopted Lansdowne's intentions to equip officers with body cameras.

"We're doing this for the accountability of our officers, and regaining the public's trust that has been somewhat eroded away," Police Chief Shelley Zimmerman said in a recent interview.

She said some of the camera policy issues to be decided include what type of interactions with the public to record, how to upload and store the video, how long to keep it, and who can access it later. The chief said she favors recording all law enforcement contacts, excluding interviews with victims of child abuse or sex crimes, and certain crime witnesses and informants.

"The policy will be ready before the end of the fiscal year, before we implement the cameras," Zimmerman said.

Ten officers from Central Division, who work downtown and in surrounding neighborhoods, have been trying out two styles of body-worn cameras since January.

One, the AXON Body, is a small, square, fish-eye lens camera and power unit worn in the middle of the chest.

The other, the AXON Flex, can be fastened by magnets to eyeglasses, a shirt collar or epaulet, or a car dashboard.

The cameras are made by Taser International, better known for its electronic stun guns. They come with recharging stations that upload the day's video to the cloud, also maintained by Taser.

The City Council approved \$1 million to buy the first 300 cameras and associated equipment this fiscal year, which ends June 30. By then, Zimmerman said, she wants all patrol officers in the Central, Southeastern and Mid-City divisions to have a camera. She said she chose the divisions because they are busy, and because of complaints about racial profiling she heard at a town-hall meeting in the southeastern area.

Taser spokesman Steve Tuttle said the company came out with a stun gun-mounted camera in 2004. They invented a bulky body camera in 2009 that included GPS and a video screen. A scaled-down version then was developed, and it is being used by 800 law enforcement agencies, Tuttle said.

Now officers can stream their video onto their own smartphones. They can hold the camera to see around corners or in dark attics. They can insert dates and labels on the video later for archive retrieval.

The Rialto Police Department in San

Bernardino County was one of the first in the nation to adopt the technology, and Chief William Farrar ran a year-long study in 2012 on its effects. Rialto Capt. Randy De Anda said complaints about officer behavior dropped 88 percent from the prior year, and the use of force by officers also declined, by 60 percent.

"We believe it was hugely successful," De Anda said.

Scott Greenwald, a privacy law expert in Cincinnati, called body cameras "a huge technology revolution."

"It will be as transformational as Tasers and personal radios on officers' bodies," said Greenwald. "They're going to totally change the interactions between officers and the public in a very positive way."

However, Greenwald, who serves as ALCU general counsel, cautioned that police agencies should require officers to record every contact with the public until the contact is completed.

That, he said, "will assure the integrity of the recording. ...You don't allow individual officers to ever decide when to use it."

The City Council is to consider budgeting for about 700 more cameras on June 18.

From The San Diego Union-Tribune
The post *Privacy An Issue With Police Body Cameras* appeared first on *Labor Relations Information System.*

Federal Judge Dismisses Challenge To City's Takeover of Police Off-Duty Details

A federal judge Monday (April 7) dismissed a lawsuit challenging the city's new system of police off-duty paid details, siding with Mayor Mitch Landrieu's administration.

The new policy is a major piece of a wide-ranging consent decree between the city and the U.S. Department of Justice.

In her ruling, U.S. District Judge Susie Morgan rejected claims by two police associations and the New Orleans Civil Service Commission that the city's takeover of police off-duty work violated civil service law by setting officer pay rates and trampled on the rights of officers to enter into private contracts with businesses.

Morgan is overseeing implementation of the consent decree aimed at overhauling the police department. The court order requires the creation of a new office outside of the department to manage details, which were famously described by federal authorities as the "aorta of corruption" in the department during negotiations over the consent decree.

Critics said the old system, in which officers managed the details themselves, did not treat all officers fairly and could lead some to devote more time and attention to off-duty assignments than their regular jobs. There were also concerns that officers' coordinating details for a fee created problems within the NOPD's chain of command.

The ruling comes as the mayor's new Office of Police Secondary Employment is slowly taking control over management and scheduling of most details, except for those involving

schools and special events.

In her 15-page ruling, Morgan rejected claims that the new office was impairing contracts.

During a three-day hearing in February, Sgt. Walter Powers Jr. and Capt. Frederick Morton both testified their details were governed by contracts. However, the judge disagreed, noting Powers had not coordinated any details in several years. Morgan also wrote that "there was no credible testimony" that either Morton or his customer, John Cummings, owner of the Sugar Mill event venue, were legally obligated to hold up their end of the contract.

"There can be no impairment, unconstitutional or otherwise, of non-existent contractual rights," Morgan wrote.

Morgan also found that there was no evidence that the officers working details were a "business enterprise" that the government would be competing against. She additionally ruled that because officers voluntarily sign up for off-duty shifts, their pay rates do not fall under the jurisdiction of civil service, which only governs on-duty pay.

The Landrieu administration praised the ruling as a sign that the city has been implementing the consent decree's detail reforms correctly.

"This ruling makes it clear that the City properly established the Office of Police Secondary Employment and justifiably enacted the Council ordinances related to officer pay," City Attorney Sharonda Williams said in a statement.

The police associations, meanwhile,

said they plan to continue fight the new system. They complain the standardized detail rates, which start at \$29.33 an hour, mean a pay cut for many officers, and the decrease in available details hurts their potential to earn. Those problems, the police organizations say, are also hurting the department's ability to retain officers and recruit new ones to a force that has shrunk by more than 22 percent since 2010.

"Although we appreciate all the hard work and patience put into this case by our legal team as well as the Department of Justice's legal team and the court's hard work on this case, we simply believe the court's ruling legally and factually is incorrect," said

Raymond Burkart III, an attorney and spokesman for the local Fraternal Order of Police lodge.

Eric Hessler, an attorney for the Police Association of New Orleans, echoed that. "We're disappointed with the decision but as this case progresses and as the OPSE further develops their policies, we think that we'll have another opportunity to challenge the office's creation."

From The New Orleans Times-Picayune
The post *Federal Judge Dismisses Challenge To City's Takeover Of Police Off-Duty Details* appeared first on *Labor Relations Information System.*

DC Police Telling Officers Over 64 to Retire or be Fired

WASHINGTON, DC — About 20 D.C. police officers who are already older than 64 or who will turn 64 this year have received notice they must retire or they could possibly be fired, WNEW has confirmed.

Fraternal Order of Police lawyers are investigating whether officers can be forced into retirement in this manner. FOP chairman-elect Delroy Burton does not believe the department has the authority to do so.

"There is no requirement that they retire," Burton said. "It is discretionary."

The veteran officers received the notice without warning.

"For the police department to treat

them this way, I think it's an insult," Burton said. "I think this is despicable."

The police force members who received the notice are still fit for duty and model officers, according to the union.

"All of these guy are healthy, they come to work on time everyday, and they're actually on the street doing police work," said Burton.

D.C. Police have not responded to a request for comment.

From WNEW
The post *DC Police Telling Officers Over 64 To Retire or Be Fired* appeared first on *Labor Relations Information System.*

What is the Best Time to Retire?

By Tom Feledy (Retired)

Updated April 2014 by the author

Normally, you'd think that the longer you worked, the larger would be your monthly retirement check. However, if you have 30 years of service and are eligible to earn the additional 4% for Longevity Pay, you may be able to get a bigger retirement check if you leave before completing 31 years. In this article I will show how I came to this conclusion, by answering a series of questions.

When is the best time to retire?

The best approach to this question is to attend one of the excellent Retirement Seminars led by the POA's Mike Hebel. Then, make an appointment with SFERS to get an estimate of your pension based upon your planned retirement date. That estimate will answer some, but not all, of the following questions.

2. How much will I get in my retirement check?

- Your pension is your "final compensation" times your "age percentage." To maximize your pension you must know when your "final compensation" is at its peak. The City Charter says final compensation is either (a) the highest fiscal year of earnings OR (b) the average of your pay in the last 12 months you worked, whichever is higher.
- The types of pay that are "pensionable," i.e. - used to compute your final compensation, are
 - Regular pay,
 - Like work-like pay
 - Certain "special pay," such as Experienced Officer Incentive Pay, Motorcycle Pay, and Longevity pay.
 - Night differential and overtime are not pensionable. (See our MOU at sfpoa.org for details.)

3. What will make my retirement check increase?

- Before retirement, your check goes up by your age and years of service to a max of 90% of your working salary. (See the "3% at 50" chart available on the SFPD Intranet.) It also goes up for any promotions or any of the above special pays you earn in your last 12 months of service, including longevity pay, which I discuss more below.
- After retirement, your check will go up to reflect cost of living increases. Basic COLA is payable July 1 of every year you are retired at the rate of 2%. As a result of Prop B, passed in June 2008, that 2% is now compounded annually. There is also a Supplemental COLA of 0.5-1.5 %, but it is payable only under certain economic conditions we may not see for a while.)

4. What is longevity pay?

- After 23 years of service you start earning a 2% premium.
- After 30 years of service (i.e.- in the first pay period after the PP in which you start your 31st year), you will start earning an additional 4% premium- provided you have 1,700 working hours in the previous 12 months. (See page 35 of the current MOU for the details, including how suspensions can affect this.) If so, you are eligible for a 6% premium (2%+4%.)
- The types of HRMS entries that count as "working" hours are REG, LW, and HP.
- You continue to earn the 4% Longevity Pay each month so long as you have worked 1,700 hours in the previous 12 months. Thus, to earn it in June, you will need to have worked at least 1,700 hours from June last year through May. To earn it again in July, you need 1,700 hours worked from July last year to June this year, and so on. If you drop below 1,700 hours, you don't get the 4% until such time as your 12-month total goes back up to 1,700 or higher.
- I suggest that for each of the 26 pay periods in your 30th year, add up the hours worked. If they total at least 1,700, you will start earning 4% premium on your salary. It will show up as Misc 46 on your pay stub.
- Then for each successive pay period, you can take time up so long as the previous 26 pay periods add up to 1,700 hours.

5. How is "final compensation" calculated by SFERS?

- Final compensation is calculated upon your previous 12 months of pay. SFERS calculates your "previous 12 months" by the hour. From the date you actually retire, they will go back 2,080 hours (26 pay periods X 80 hrs per pay period) to get your average monthly compensation. This means that every day you work in your 31st year earning the 4% Longevity Pay, you will get more added to your final compensation. To get the full 4% reflected in your final compensation you need to work a full 31 years. If you retire before working the full 31 years of service, you will see something less than a 4% increase in your retirement check.

6. What is the 1,700 Hour Trap?

- To maintain a rolling 1,700 hours requires you pay attention to how much time you take off. The trap is that, like many of us, you enter your 30th year with lots of accumulated time, and you'd like to start using it up to reduce the tax effects of a large payout. You may be maxed out on time and decide you must "use it or lose it ". But when you look at the total of your hours worked, you realize you can't take the time off because you'll go under 1,700 hours and miss getting the 4% longevity premium. This may be because you took a lot of time off for a vacation last summer or because of family illness. Your best option then may be to donate your excess time to the Catastrophic Illness Fund. You'll lose the use of that time for yourself but at least you are helping a fellow officer and their family, and not just giving the time back to the City.

7. How much time can I take off without going under 1,700 hours?

- To estimate the amount of time off you can take, consider the following. There are 26 pay periods in a year and 80 hours in each PP, or a total of 2,080 in the year that you can either work or use discretionary time. Subtract 1,700 hours from 2,080 leaves you 380 hours. If you deduct the (11) LH's because **the City forces you to take them or lose them, you get 380-88= 292 hours**. If you then take all your FH's during the year, it leaves you a little over 200 hours you can take off without going under 1,700 hrs. But you earn 6.16 hrs of VA and 4 hrs SP per pay period, which adds up to over 260 hours of time earned in a year. There's no way you can use it all, and there are limits to how much time can be donated per pay period and Fiscal Year, so plan ahead if you don't want the City to take back your time. In the end, you may have to lose some FH's but you have options rather than the LH's.

8. How will the date I retire affect the size of my retirement check?

- Two dates to know:
 - Seniority date — your date of hire**
 - Retirement anniversary date — the day after you graduated from the Academy**
- To maximize your retirement check, you need to look at two dates
 - Your anniversary date (when you reach the full 90% on the chart)
 - July 1st in the year you max out at 90
- Use the charts shown to put yourself into the right group, depending on if you were hired Jan-Jun or Jul-Dec.

Hired Jan-Jun (Example: Apr 1)		
Key Dates	Retire after 31 years	Retire before 31 years
3/20/2012	30 years of service — Start Earning 4% LP	30 years of service — Start Earning 4% LP
6/30/2012	1% of LP Pensionable	Retire before July to get COLA
7/1/2012		2% COLA + 1% LP = 3% over base
4/1/2013	31 years service — 4% of LP pensionable	
6/30/2013	Retire with 31 years of service	
7/1/2013	2% COLA + 4% = 6% over base	2% COLA + 3% = 5% over base

Hired Jul-Dec (Example: Oct 1)		
Key Dates	Retire after 31 years	Retire before 31 years
10/1/2012	30 yrs service — Start Earning 4% Longevity Pay	30 yrs service — Start Earning 4% Longevity Pay
6/30/2013	3% of LP pensionable	Retire before July to get COLA
7/1/2013		2% COLA + 3% LP = 5% over base
10/1/2013	31 yrs service — 4% of LP pensionable	
12/31/2013		
1/1/2014	Retire in New Year to maximize Deferred Comp Rollover	
7/1/2014	2% COLA + 4% LP = 6% over base	2% COLA + 5% = 7% over base

- If there is more than 6 months between the date you hit 30 years of service and July 1, the bottom line on the chart shows you will maximize your retirement check by getting out June 30.
- If there is less than 6 months between the date you hit 30 years of service and July 1, the bottom line on the chart shows you will maximize your retirement check by staying in for the full 31 years.

9. How does Deferred Compensation influence when I should retire?

- In the calendar month prior to your retirement date, you may submit a request to have a portion of your lump-sum payout of accumulated time (OU, VA, SP) deposited into your Deferred Comp account, subject to the maximum annual amount allowed by the IRS. In 2014, the maximum amount is \$17,500, with an additional \$5,500 for age 50 and over, plus an additional \$17,500, if you are at least age 50 in the year of separation, for a total of \$23,000.**
- If your best date to retire is close to the end of the year, consider retiring Jan 1st to maximize Deferred Comp rollover. You will get to defer an entire year's amount, which should reduce your taxable income in that year.

continued on next page

Long-Term Investing

Senior Retirement: Adjusting to Cost of Living Increases While Living on a Fixed Income

By Edwin K. Stephens,
The Stephens Group



Debt is a bottomless sea. Carlyle Each needs the other: capital cannot do without labor, nor labor without capital.
— Pope Leo XII

Will some retired Americans have to resort to part-time employment in order to maintain a life of dignity?

Answer: Probably, Yes. Many retired Americans are living on fixed incomes and the rising cost of living often exceeds a seniors overall expenses.

California Seniors High Poverty Rate

On 3/25/14, Ms. Carolyn Jones of the San Francisco Chronicle wrote about the plight of senior citizens in her article, "Growing old, poorly." Ms. Jones noted a 2013 Kaiser Family Foundation report that stated California, with its high cost of living and health care, leads the nation in the percentage of older adults living in poverty. Twenty percent (20%) of California adults over age 65 live below the poverty threshold of about \$16,000 annually, when taking into account the higher cost of housing and health care.

Ms. Carolyn Jones further noted that there is a growing throng of formally middle-class Americans who find themselves in poverty as seniors. There are approximately 6.3 million seniors nationwide living below the poverty line. These seniors eat most meals at free dining rooms, rarely turning up the heat, rationing medications and hoping that emergencies never strike.

San Francisco, Marin and San

Mateo counties are among the most expensive places in the country for seniors, requiring almost \$30,000 a year, assuming a monthly rent for a 1-bedroom apartment of about \$1,400. In the United States there has been a shrinking of the social safety net for seniors. The safety net is an array of government funded programs like Social Security, subsidized housing, Medicare, senior centers and Meals on Wheels to help seniors make ends meet in an age when pensions are shriveling and people are living longer.

Managing Your Food Budget

Rent and/or a mortgage, food, health insurance and prescription drugs costs are typically the three largest expenses in running any household. For seniors who are retired and living on a fixed income, food and proper nourishment can become a great expense especially if that senior requires special dietary meals.

On 3/24/14, Ms. Karen Cordaway of The Frugal Shopper stated that there are five (5) ways to buy groceries while on a budget.

1. Have a set amount of what you can spend per week. If you know you have \$400 to spend per month on your food budget that is roughly \$100 a week. Whether you shop once or twice per week it does not matter. Do what works for you to stay on budget. Some people like to make purchases in cash while others use credit cards to track their spending.
2. Make sure you are eating what you think you are eating. Shop armed with good nutritional information. If you are informed, it takes all of the guess work and confusion out of the many available options.
3. Write your list once. After researching, jot down the trusted name

brands along with the regular items you need to buy weekly like milk, bread, eggs and whatever else is a frequently purchased item in your home. Put them all on a checklist. You can print the checklist out and put it in a page protector or type it on your phone. A checklist saves you time and energy.

4. Make an approximation station. A checklist can also save you money. Keep it in a set location so all members of the household can access it. Write estimated prices of the items you are going to buy next to each item on the checklist. It can serve a dual purpose as a "price book", too. Use this as an informal price book to guess how much you will spend. You will not have to pull numbers out of thin air. This way you will have an estimate of what you will spend before you even enter the store. Keeping the information on the checklist will make it available to you week after week.

5. Set up a simple inventory control. Once you are out of food, write it down. Keep inventory control to a minimum by writing down items you run out of as soon as they are finished. So if you are running low on cereal or finished the whole box, be sure to write it down right away or make a note of it on your phone. You can also stay on top of needed items with apps like Ziplist, Meal Board, Food on the Table, Love Food Hate Waste and many others. It is essential that every member of a household contribute and find creative ways in which to minimize the costs of a family's overall food budget.

Generating Part-Time Income in Retirement

Once a person retires, the idea of returning to work to earn a paycheck may be the last thing that a person may want to do. However, creating an income producing business out of a hobby to earn a little side money may be a great way to spend time in retirement. Many retirees start to lose the spring in their step a few years into retirement. A side income can keep you feeling productive and energized throughout your golden years, which is good for your physical and mental health.

Also, a side business allows you to deduct many expenses on your tax return. The income that you earn also gives you the ability to contribute money to tax-advantaged investment accounts, which will further reduce your tax bill. It may not be easy to find employment at an advanced age if you have been out of the workforce for years. However, you have spent decades accumulating skills and experience. The internet does offer opportunities for retired seniors to increase their income.

Reducing Your Living Expenses

On 3/24/14, Ms. Emily Brandon, a business writer for U.S. News and World Reports listed 10 ways that seniors could significantly cut their living costs in retirement. Ms. Brandon noted that downsizing the family home would save on maintenance costs and property taxes. It is unlikely that you will need a several bedroom home once your children are independent. Empty-nesters should consider downsizing to a smaller home in a

less-expensive neighborhood, and add the proceeds of the sale to your retirement nest egg.

Mr. Andrew Carle, founding director of George Mason University's Senior Housing Administration stated "Freeing up equity in a previously owned home for use in retirement is essentially the end point for owning a home in the first place." If a person does sell their long-time primary residence, it would be beneficial if that person moved to an area with a lower cost of living. Where you live plays a big role in how much you pay for food, taxes and a variety of other services. Moving to an area where the cost of living is significantly less could allow you to spend down your retirement savings more slowly.

If you and your spouse commuted to separate places each day, it is likely that you each needed a car. In retirement, you might be able to get by with one car, thus eliminating the insurance, gas and maintenance costs of the second vehicle. In walkable communities with good public transportation, you may even be able to get by without a car in retirement.

Health care is likely to be one of the biggest and least predictable costs you will face in retirement. But there are some things you can do to control your health costs. Compare the cost of your health services between plans—taking into account premiums, deductibles and copays. If you are in excellent health and rarely visit the doctor, a high-deductible plan may be your best option, as monthly premiums tend to be more affordable.

On 3/17/14, Ms. Napala Pratini of U.S. News and World Reports noted that "If you take a brand-name medication, ask your doctor to prescribe the generic equivalent. On average, the cost of a generic drug is 80 to 85 percent lower than the brand-name equivalent, according to the U.S. Food and Drug Administration." Studies have shown that generics often work just as well as brand-name drugs. However, if you would rather go with the brand name, then get a copy of your insurance company's list of covered medications.

Since medication prices can vary by brand, you may want to ask your doctor to prescribe a more affordable option from that list. You can also check the manufacturer's website for discounts, as many offer coupons or discount cards on their medications. Also before filling your prescriptions, shop around at different pharmacies. One should look at prices through your insurance company's mail-order pharmacy, or use websites like goodrx.com to compare prices at your local pharmacies.

It is my hope that this article has offered the reader many suggestions on how seniors in retirement can save money on their daily living expenses by making adjustments, and enjoy their life despite living on a fixed income.

Please go to www.StephensGroup-BayArea.com. For more investment advice visit Edwin Stephens's web site at www.policeone.com/columnists/Edwin-Stephens/. Securities transactions through McClurg Capital Corporation. Member FINRA and SIPC.

What is the Best Time to Retire?

continued from previous page

- In the year you retire, stop your biweekly Deferred Comp contribution at the beginning of the year vs. your retirement date. **Then, when you retire, submit a request as stated above, to have the maximum contributed to Deferred Comp. The tax liability will be the same, but you will get use of your earnings from the beginning of the year until you retire vs. when you withdraw them sometime after retirement.**
- For up-to-date information on Deferred Comp and payouts, I suggest you talk to Joe Collins, at Prudential. He is the expert on this subject.

10. How will my taxes be affected when I retire?

- It is almost certain that your income in the year you retire will be much larger than normal because of the payouts you get for your accumulated time. The more payout you can put into Deferred Comp, the less taxable income you will have. If you usually file joint returns with a spouse or domestic partner, don't forget that additional income counts, too. It could put you into a tax bracket as high as 45% - way above what you anticipated when set your withholding amount with Payroll. You could end up owing the IRS a lot of money. You may be asked to pay interest and even a penalty for under-withholding. If you anticipate such a situation, you may want to look into paying a tax installment soon after you retire.
- When you file your tax return after you retire, don't forget that as a retired public safety officer, you can deduct up to \$3,000 for qualified health insurance premiums you had deducted from your retirement to directly pay your health insurer.
- To get the best advice for your situation, it's always best to speak with a tax professional. (I am not one.)

This article was originally published a year ago, just before I retired. Thanks to Capt. Al Pardini, who provided a number of useful comments incorporated in this updated version.

— Tom Feledy

Don Rocha Calls for Reforming Measure B Pension Reform

By Jennifer Wadsworth
San Jose Inside Staff Writer

Forwarded to the Journal
by Matt Lobre, Co. E

Councilman Don Rocha wants to amend the city's pension reforms to solve what he deems a more pressing problem: employee retention.

In a memo citing a Shakespeare quote about wise men and fools, the District 9 councilman urges the city to re-work the disability retirement policy, lower the eligible retirement age and consider appealing the pension overhaul voters approved as Measure B in 2012. Maybe, he said, City Council should put a measure on the November ballot to give voters the option of amending the city charter. His entreaty goes before the Rules and Open Government Committee this week.

"As the flaws in our pension reform effort become increasingly apparent, I hope that we will have the wisdom to acknowledge our own past mistakes,"

said Rocha, one of the council majority who put Measure B before voters two years ago. "When I say we made mistakes, I don't mean that the whole effort was a failure. ...I do believe, though, that on some issues we landed in the wrong place."

For one, he noted, he and his colleagues failed to anticipate the retention problem. Since pension reforms upped the retirement age, cracked down on disability pensions and knocked new hires down to a lower benefits tier, San Jose has struggled to keep enough police officers on staff. Rocha said city leaders should have foreseen this problem.

"At this point, we see clearly that while rising pension costs may be a threat to service delivery, so too is an inability to recruit and retain, both in the public safety and federated workforce," he stated. "When I have to tell residents that we can't investigate their home burglary, or that it will take six months to repair a streetlight, it's not only because of pension costs, it's also because people don't want to work here."

Rocha's proposals include:

- Fixing the disability language in the city charter. Measure B aimed to disability retirement abuses. A city-led audit showed that police would abuse the system by routinely applying for disability retirement as they neared retirement age. Some would go on to find public safety work at other police agencies. Under Measure B, an officer can't claim disability pension if he or she can perform any other job in the city, even if that job isn't available at the time. Mayor Chuck Reed suggested earlier this year that the city commit to providing a job in that event. Reed also called for the city to help police buy supplemental disability insurance to make up the loss of income in the switch to the new job assignment.
- Removing automatic pay decreases. "If they go forward, we will be the ones swallowing our own poison pill," Rocha wrote.
- Third, recognizing that San Jose's competitiveness problem extends beyond the conflict surrounding

disability retirement. Keeping the retirement age at 65 scares away new hires, who can work for an agency that lets them retire at 57 or younger, Rocha said. San Jose should bring its retirement eligibility in line with CalPERS, he suggested. "If we change the restrictions on retirement age and accrual rate in the charter to align with the CalPERS second tier, we would at least be capable of increasing benefits should it become necessary to recruit employees and deliver services," he stated.

True, he conceded: Voters passed Measure B of their own accord. By a wide margin, too.

"It is equally true, however, that Measure B is not a suicide pact," Rocha said.

Councilwoman Rose Herrera submitted a memo of her own, calling for the city to amend the charter to rework some of the pension reforms and lure back some of the officers who left.

"Mend it, don't end it," she said.

Jennifer Wadsworth is a staff writer for San Jose Inside and Metro Newspaper.

San Jose PD Only Able to Fill Half of Academy Slots

SAN JOSE, CA — Adding to the drumbeat of dwindling officer numbers at the San Jose Police Department was the news Wednesday that the next police academy will be among the smallest in decades, underlining concerns about the agency's ability to attract new cops amid a heated political battle over pay and pension reform.

According to department figures, of 58 candidates forwarded by police recruiters and backgrounders to its hiring board, 29 new applicants passed muster and will enter the academy beginning in May, joined by two cadets who had to pull out of the last academy due to injury. Historically, SJPD has aimed to field 60 cadets per academy, knowing that it will lose members before graduation or the end of field training.

Historical trends suggest fewer will get through, but even a perfect completion rate still leaves the department well short of its own modest estimates.

The small-than-expected academy class comes just weeks after a bleak staffing projection released in late March pointed out the need to bolster the police department's ranks. According to the projection, if early-retirement and resignation rates go

unabated, by 2016, there will be 100 fewer cops. San Jose police would probably be able to field just over 800 cops for duty, marking a 33-percent reduction from six years ago.

To meet the staffing projection, the department estimated it needed at least 35 cadets to graduate from the May class.

Assistant Police Chief Eddie Garcia said academy sizes are cyclical, but that the unusually low number raises red flags about the need for the city and police union to come up with a plan to make SJPD more competitive with the surrounding Bay Area agencies that have been hiring away officers in droves since austerity measures and overhauling pension reform were implemented starting in 2008.

Some of the givebacks have been restored, but city leaders and the union remain at odds over bolstering police pay and benefits, and more importantly, how to pay for them.

"I didn't need to see those numbers to know we have retention and recruiting issues," Garcia said. "We know we have a lot of work to do."

Mayor Chuck Reed considers the low numbers for the May academy mostly an aberration, saying police are

back up to getting a normal amount of applications for the next training class in December. He is also carrying a proposal by Chief Larry Esquivel to add a third police academy in the next fiscal year; there are typically two per year.

Reed has in recent months slammed the city's police union, saying they are actively encouraging new recruits and veteran cops to go work elsewhere as it fights with City Hall over pay and benefits packages.

"They're trying to create as big a crisis as they can," Reed said. "It's just something we have to deal with until the police union tries to help us rebuild the force instead of trying to tear it down."

The San Jose Police Officers' Association has dismissed such talk as political deflection.

"I don't know who these people are," said union president Sgt. Jim Unland, referring to potential candidates looking elsewhere. "On their own they understand the situation here."

Unland pointed to a slow trickle of lateral hires from other agencies, saying SJPD, which historically hired cops away from agencies across the country,

has "done a full 180."

And as the battle of policy and rhetoric rages on, police brass such as Garcia are left to keep the existing troops motivated and willing to stay on board even as they watch former colleagues reap in better pay and a more stable pension situation at other Bay Area police agencies, notably Redwood City, which like several agencies are headed by former SJPD supervisors.

Garcia said he believes there is a greater sense of urgency to find some agreement. It also happens to be an election year where public safety is the preeminent political issue for the city's mayoral candidates.

"We can't take the alarmist view," Garcia said. "For those who want to work in this agency, we feel this is the best department around. The job itself, you can't beat it. But there's no question we need to work on our retention."

From The San Jose Mercury News
The post San Jose PD Only Able
To Fill Half Of Academy Slots
appeared first on Labor Relations
Information System.

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PAL CORNER

Captain David Lazar Says SFPAL Changed His Life

Thirty years ago, David Lazar was a San Francisco teen who joined the SF-PAL Law Enforcement Cadet program. Today, Captain Lazar is the commanding officer of the SFPD Police Academy, guiding the direction and training for the San Francisco Police Department of the next thirty years.



David Lazar credits the San Francisco Police Activities League for giving him direction, changing his life and pointing him towards a rewarding career.

"I was an only child – a San Francisco latchkey kid – with a single working mom. As a young boy, I played PAL baseball and later joined the SFPAL Law Enforcement Cadets in high school – a decision that changed everything for me. Through SFPAL Cadets I gained new skills and was exposed to opportunities and experiences that I otherwise would not have had if not for SFPAL."

Read his full story and see more photos on SFPAL.org. He is featured in our spring fundraising appeal, which you're warmly invited to donate to on our web site or by calling 415-401-4666.

Thursday, May 8

San Francisco Police Activities League
Annual Golf Tournament

Register now:

visit sfpal.org/golf
call 415-401-4666 or email golf@sfpal.org

You're Ace, Whether You Get A Hole-In-One Or Not

Don't miss this chance to see all your favorite people in golf outfits at the 2014 SFPAL Golf Tournament on **Thursday, May 8, 2014** at TPC Harding Park in San Francisco!

The annual golf outing gets underway with a noon **shotgun start** for our scramble style golf tournament. Individual golf tickets with lunch and **dinner start at \$250** and you can have great benefits as part of our special packages. If you can't take the whole day off from work, we also have **\$100 tickets for just dinner**. Visit SFPAL.org to buy your tickets!

Please let the people in your community know about this great opportunity to get out on the course with friends for a good cause: San Francisco's kids. This will be a fantastic day for you and your friends. We have lots of information on our web site at SFPAL.org.

That Winless Wondrous Season —

By John Keane, #32
SFPAL Football 1959

What I remember most about that first SFPAL football team was that we had so much fun never winning a game.

Not even one. We were a perfect 0-8 for 1959.



But we had the greatest home field in the league — situated in the middle of San Francisco Bay on enchanted Treasure Island. We also had the use of the Naval Base's spacious swimming pool to sooth our wounds after each loss — which was no mean consideration for a kid from the City, which lacked public pools at the time. And we had an endless reservoir of great volunteer coaches, all of them from the San Francisco Police Department.

Why even a U.S. Congressman turned out for our games. He was the brother of our head coach, a huge teddy bear of a guy named **Dan Shelley**. A police inspector, as I recall.

Come to think of it, we even had song girls, a spirited group led by the head coach's daughter, **Bonnie**. No matter what the score — and it was often exceptionally lopsided — they cheered us on as though their tonsils and enthusiasm could turn the tide for us just this once.

As with any initial endeavor, the beginnings of SFPAL football were rocky.

I remember reading about the try-outs for that first SFPAL team in a small squib on the *San Francisco Chronicle* sports page and wondering how I'd fare if I pursued the invitation. Pretty well as it turned out; that first day, we didn't have enough players.

I immediately set out on a personal recruiting spree. Two of the players I enlisted right away were **Pat Kearns**, my friend from the Avenues who would later quarterback the Sacred Heart varsity, and **Johnny Brandt**, a kid I played freelance football with in Golden Gate Park who would go on to become one of the most respected police officers in the SFPD.

Bringing John aboard proved exceptionally rewarding for me because as we walked home from the next practice he found a \$20 bill. What a teammate: he spent the whole \$20 on the two of us that very afternoon. I remember ingesting a heart attack's worth of junk food, renting a motor boat on Stowe Lake, and playing lots and lots of pinball machines. And we were only through the first \$10.

We also picked up other players along the way. Our friend **Terry Collins**, who later served the City in the SFPD for almost three decades, joined the team. He reported that he had already tried out for one of the elite teams in the **Pop Warner League — The Les Vogel Powergliders** — and after a quick assessment of his skills, was summarily advised by their coach that he would be a better fit for our club. Welcome aboard. **Lou Giraudo**, the now bakery king of the City who has done so much good in civic and community matters, was recruited by his neighbor in the Richmond District, **Mike Hanlon**.

Enter the season, and despite our mounting record of ineptitude, I don't recall any recriminations or bad blood on the team. What I do remember are little vignettes — maybe some apocryphal — like arriving on the verge of game time after **Coach Shelley** had picked up a few players who lacked rides, and hitting the siren on his police car on the Bay Bridge so we would make it in time for kickoff.



Terry Collins, Pat Kearns, SFPD Chief Greg Suhr, Lou Giraudo, John Keane, SF PAL Board Chair Capt. Rick Bruce (Ret.)

It was also the most racially diverse team I had yet played on, drawing players from the Avenues, the Fillmore, and what was then described as "the Mission" — basically the rest of San Francisco in those days of less heady real estate prices and proliferation of neighbor hamlets.

The season marched on.

Every week was greeted as another chance for redemption. The missed blocks and whiffed tackles of the previous Sunday were quickly forgotten as anticipation mounted for our first win. I credit the coaches for maintaining team morale at a high level because we were all very competitive kids, and it could have easily gone the other way.

As I said there were lots of coaches: **Jack Farnham, Jim Bishop, Gus Morales, Gus Bruneman, and Dan O'Connell** are a few of the names I recall. And I hope to Knute Rockne I got them all right because they were very generous with their time and talent.

I also remember how devoted **Dan Shelley** was to his guys. So much so that when the season ended and Dan found out that the vaunted Powergliders were going to host a powerful team from Hawaii in a non-league game, he offered several of our players to them. He was turned down. Make that 0-9, but thanks, Dan.

Fast forward a few years and many of the players on that first PAL team went on to football success. My friend Pat tells me that our teammate **Chris Ransom** was just voted into the Hall of Fame at **Sacred Heart High School** and I know that Pat himself played on two championship teams at **City College of San Francisco**.

But I still recall that first winless wondrous season of SFPAL football team very fondly.

And every so often when I'm driving across the Bay Bridge, I pull off and visit the Bay Area's most beautiful home field.

I'm guessing that some of the other guys do, too.

Your District's Soccer Games: Be Our Guest

SFPAL Spring Soccer is underway for almost 3,000 San Francisco kids every weekend through May. As a member of the SFPD, you can provide guidance and support to children growing up in our city like no one else can. One of the easiest ways for you to get involved is by dropping by our games to say hello, thanks, and encourage the kids, volunteers, and families. Here is a schedule of our soccer matches around the city:

- Grattan Playground:**
Saturdays 9am-5pm
- Louis Sutter: Saturdays**
11am-5pm
- Carl Larsen: Saturdays**
9am-5pm



- West Sunset:**
Saturdays 9am-5:45pm
 - Beach Chalet #2 A/B and 2 C/D:**
Saturdays 9am-5:45pm
 - Beach Chalet #3:**
Saturdays 2pm-5:45pm
 - Palega:** Saturdays 8:30am-5:15pm
 - South Sunset #1 and #2:**
Saturdays 8am-1pm
 - Garfield Park:**
Saturdays 11am-6:30pm
 - Marshall:** Saturdays 9am-5:45pm
 - Marshall:** Sundays 2pm-5:45pm
 - Mission Playground:**
Saturdays 12:30pm-5:30pm
 - O'Connell:** Sundays 9am-5:45pm
 - Crocker #3:**
Saturdays 2:45pm-6:30pm
- Last games of the season will be Sunday, May 18th!

Baseball Coaches Needed!

We're recruiting baseball coaches for our award-winning Junior Giants Baseball program. Right now, we're having to put kids on a wait list because so many want to play that we don't have enough coaches to work with them. We'd love to have you and your friends sign up to be a coach!

Please check SFPAL.org/programs/baseball or call 415-401-4666 if you're interested in being a baseball coach.

Junior Giants is a free non-competitive program that reaches into communities and offers a chance to learn the basics of baseball during the summer while also discovering the importance of self-esteem and respect. The SFPAL Junior Giants season is June 16 through August 8, 2014. Registration is open now through May 5, 2014. Boys and girls are divided into three groups based on age: 5-7, 8-10 and 11-13. The time commitment is 3-4 hours per week.

If you can't coach, please help us recruit. Talk to your friends, family, and teens you know about becoming a SFPAL Junior Giants baseball coach.



Sports



NICK'S NOTES

By Nick Shihadeh,
Journal Sports Editor

Softball News

CCHECK IT OUT: Discussing the department softball league with Commish **Kevin Worrell**, the following news is at the writing of this column: Rain came early in the season when there was hardly any the whole winter(as usual); go figure. Anyway, it got the season off to a slow start. We are in full swing now and guys/gals are finding their groove. Here's how the league is shaping up at the midpoint — take note of the standings on this same page to see that Southern(4-0) is in first place. They're coached by **Dan Rosaia** who says that **Anthony Scafani** is tearing the cover off the ball and **Nelson Ramos** is playing his usual steady ball as usual. It should be noted that they've come a long way from last season when former



coach **Marc Marquez** pretty much abandoned the team when he took his position at the Academy.

Airport at 3-0 has coach **Mike Etch-eyvery** running a somewhat geriatric team (**Nick Allen** is 60, **Bob Chapman** is 60, and **Bob Navarro** is 62 yrs young as well as **Dom Celaya** and **Nick Shihadeh** in their early 50's). Etch talks about his old timer squad saying and

I quote " We are for real. We may be old be we can still swing and pick it!"

HOJ Task Force is also 3-0 with coach **Steve Spagnuolo** having taken charge this year. He formed a Hall of Justice team headed up by Quoc "Q-Dog" Do's consistent stick and his slick fielding defense. **Kevin Murray** on the rubber has them successful as well. Welcome boys and good luck this year.

Mission Diablo's 3-1 record has coaches **Glenn "Slum Dog" Ortega** and **Glen Wilson** wanting to repeat after winning last year's championship and that would make them the champs four out of the last five seasons. In 2014 they've added three young ballers (**Brent Sullivan**, **Dennis O'Connor**, and **Perfecto Barbosa**) to the mix to an already loaded lin-up. Returning veterans in addition to Ortega and Wilson include: **Chris Olsen**, **Aaron Fischer**, **Arman "Ichiro" Ramoso**, **Kevin Brugaletta**, **Marco Garcia** and **Jim Pandolfi**. It looks like they are gonna be strong for years to come. Until some of these guys P1's come up for Central :)

Bayview is 3-1. Coach **Eric Solares** and the Pitbulls are always in the hunt and look to make another deep playoff run. Is 2014 their year? Will everyone come out and play during the season or just the playoffs? Will new explosive ball player **Nico Hawes** lead the way? We shall find out.

Taraval/TAC is a surprising 2-1 with **Bud Clinton** running things. He almost folded the team with a little trouble fielding a team out of Taraval and without the help of anyone from TAC; well, they were able to turn it around with two wins in-a-row at this point. Bud is hoping for some help at least from tactician **Mike Hara** soon which would be good for the team's sake.

The Northern Bulldogs are at 2-2 with coach **Mike Tursi** at the helm. They had a taste of the Championship in 2012 and were last years runner up. Can they find their Championship form again? Can they do what it takes? We shall fin that out as well. With the Central Diner's at 1-2 and being run by **Joe Fischer**, they are where they

should be right in the middle of the pack. With additions of **Greg "The Gazzelle" Latus** and SFPD newcomer **Pat Cummins**, they're looking to find a groove and get hot for the playoffs this year.

TTF Rats(1-2), coached by **Pat Dudy** and **Joe Toomey**, have informed me that they are the favorites to win the B Division championship this year. Good luck boys.

Northern/Mission Combo is at 1-3 and coached by **Will Escobar**. They're a combination of former Mission Chihuahua's and some Northern guys as well to form this squad of "hooligans." Glad to have ya out boys.

Ingleside(0-2) is coached by **Jim Trail** and **Shawn Phillips**, and they're having a rough start to 2014; but, these guys wont stay down for long.

Daly City PD is 0-2 and being run by **Tim Gualco** — they're also hoping to turn it around. The Park Islanders(0-3) have **Eric Letsch** running things which is a good thing since the days of **Ed Hunt**. Letsch stated "we have the best time out of any team in the league." He may be right.

The SF Sheriffs have started 0-3 which is disappointing coming off their B Division championship from last season. **Mike McVeigh** took over this year from long time coach **Bill Tuioisopopo**, and as usual has a great bunch of guys who will field a team week in and week out. Finally there is the SF CHP (0-3) came back into the league with the help of **Tony Tam** who just returned back to San Francisco from the south bay. Welcome back.

Take note that the double elimination tournament that will serve as the playoffs should start on Wed June 4th and Thurs June 5th. They will conclude on Wed. June 11th with the A and B Championship games taking place that same day. An all-star game will be played on Thursday June 12th with the banquet at City Forest Lodge that night. This new idea for an all star game is a nice touch to end the season. Managers start talking up which players on your squad that you think are worthy...That's all for now...stay well and safe and So See Ya next month....

Save the Date

San Francisco Police Activities League

✧ Annual Golf Tournament ✧



Thursday, May 8, 2014

Packages

\$10,000 MVP

\$2,500 All Star

\$1,500 Head Coach

\$250 Individual (no dinner)

\$100 Dinner only

11:00 a.m. Registration (\$250)

Noon Shotgun Start

Scramble Style Tournament

Dinner

TPC Harding Park

99 Harding Road, San Francisco



For more information visit sfpal.org/golf
call 415-692-3556 or email golf@sfpal.org

Department Softball Standings

Team	W	L	PCT	GB
Southern Station	4	0	1.000	
Airport Checkers	3	0	1.000	1/2
HOJ Task Force	3	0	1.000	1/2
Mission Diablos	3	1	.750	1
Bayview Pit Bulls	3	1	.750	1
Taraval/TAC	2	1	.667	1 1/2
Northern Bulldogs	2	2	.500	2
Central Diners	1	2	.333	2 1/2
Tenderloin Rats	1	2	.333	2 1/2
Northern/Mission	1	3	.250	3
Ingleside Station	0	2	.000	3
Daly City PD	0	2	.000	3
Park Islanders	0	3	.000	3 1/2
SF Sheriffs	0	3	.000	3 1/2
SF CHP	0	3	.000	3 1/2

North American Police Ski Championships (NAPSC) 2014

By Chris daRoza
Airport Bureau

The North American Police Ski Championships (NAPSC) 25th anniversary were held on March 1st to March 8th, 2014 at the beautiful Snowmass Mountain Resort, which is just outside Aspen, Colorado. Snowmass Mountain Resort has great skiing and has always been a great venue for these events. After a snow storm came in over the weekend, we had awesome weather of blue skies for the week. This event has been in existence since 1989; it provides an opportunity for competition, camaraderie and charity for active or retired police officers from all around the globe (and to their guests too). The efforts of NAPSC in the past raised over \$770,000 for the Winter Sports Programs of the Special Olympics, as well as for the 62 families who lost law enforcement officers on 9/11/2001 (Twin Tower Initiative). This year proved again to be a great week of skiing, meeting old friends, making new ones, and helping NAPSC to continue to raise donations for a terrific cause.

As in the past, racers were grouped in 5 year age increments, gender and ability. To be eligible, one must have completed the seed race and teams were comprised of at least two officers from the same department. The events included a Slalom, Giant Slalom, Super G (where helmets are required) and a Dual Slalom for the top 32 racers based on the seed race. Throughout the week of competition, the racers and their families gathered nightly

for award ceremonies, camaraderie and fund raising to benefit chosen charities. Everyone who attended was eligible and won a door prize given out each night. Guests of the active and retired officers are now integrated to race on the same courses as the law enforcement officers. Therefore if your guest seeded in the same division, you and your guest can race against one another.



Chris daRoza with 3 Gold Medals and 1 Silver Medal.



time I was able to participate in the Dual Slalom, but that ended quickly as I did not get to advance past my first race. Other awards given were for snowboarding, aggregate team award, Dual Slalom award, combined team award, nations cup award and a Paul Mitchell award.

On Friday, the last day of the event, NAPSC organizes a ski day with any of the Special Olympic Athletes that were able to attend for the day. I participated again this year and skied with them all morning making fast turns down the hill, and I also very much enjoyed a lunch with them. After lunch we skied a few more runs, but by then the Special Olympic Athletes were tired out and would call it a day.

At the Banquet night, it was brought to everyone's attention that we were able to raise \$27,498 for the Winter Sports Programs of the Special Olympics. Once again, I want to acknowledge that the NAPSC has raised over \$770,000 to support the equipment and training needs of the Special Olympic Athletes over the 24 years that this event has taken place.

As of this writing, it appears next years NAPSC will be held again at Snowmass Mountain Resort (with the dates TBD). If interested in attending the events for NAPSC, feel free to write me at SFPDSkiTeam@aol.com or go to www.napsc.org. It would be great to see more people from our department attend this event. Finally, I would like to give thanks to the SFPOA for their usual support of the SFPD Ski Team.

This year I was the only one able to attend the event from SFPD. I was seeded (#29) in the B(advance) division and did fairly well. I was able to bring home 2 Gold medals for the Super G and Giant Slalom, and 1 Silver Medal for the Slalom. I was also awarded a Gold Medal for the Individual Aggregate Award for having the best combined over all time in the B (advanced) division. This was the first

The 4th of 5 Hazey Invitational Golf Tournament

Please join us to honor a great man, Gary Hazelhofer, & benefit the Hazelhofer Education Fund

Friday, June 27, 2014 • The Presidio Golf Club

300 Finley Road San Francisco, CA 94129

11 am: Check In & Lunch • 1:00 pm: Tee Off • 5:30 pm: Cocktails (No Host Bar) • 6:30 pm: Dinner

Name _____

Phone _____ Email _____

Others included in this reservation (must be paid in full to ensure reservation)

Foursome Names:

I wish to participate in:

- Golf (\$195 per adult- \$95 under 18) Includes lunch & dinner
- Dinner only (\$50 per adult; 12 & below \$25)
- Sorry to miss it, please accept my donation

Sponsorship Opportunities:

- \$100 Tee Sign
- \$300 Casino Hole Sponsor
- \$500 Driving Range Sponsor
- \$750 Lunch Sponsor
- \$1,000 Dinner Sponsor
- \$1,000 Tee Prize Sponsor
- \$2,500 Tournament Sponsor (includes a foursome)

Mail this form & check made payable to:
Hazelhofer Education Fund
Kathy Buckley, 1667 Culpepper Drive, Petaluma, CA 94954

Please send reservations in by June 1, 2014



Classified Ads

Automobile For Sale

1989 560SL MERCEDES. Beautiful Red Convertible with hard and soft tops, Excellent Condition runs beautifully; includes ceiling mount electric hydraulic lift for removing hardtop; has Sirius radio with high end Pioneer sound system and speakers, Automatic Transmission, Air Conditioning, Air Bags, 110K miles, All maintenance records, Tan interior with Leather and Wood. Priced at \$7999. For additional details contact Linda Bartlett at (415) 505-0466.

2008 BMW 128i automatic, black with light interior, less than 24,000 miles, excellent condition, great luxury commuter with 28 MPG highway. Full warranty through 2012, maintenance coverage (oil changes, wipers and brakes) through 2014, BMW assist through 2012. \$24,500 OBO. Contact Rob Kobold at (408) 310-0618

2001 MERCEDEZ BENZ, CLK 430, V-8, clear title asking price \$7500. Contact Tony (415) 240-0203.

Boat For Sale

2002 - 18.5FT SEARAY 182 MERCURIS-ER. Perfect size and power for skiing or fishing. Brilliant condition as it has less than 100 hrs. on it and is always garaged. Inboard/Outboard 4.3L Mercury 6 cylinder (190 HP). Tinted/curved glass w/walk-through to open bow. Bimini top w/boot & vertical storage. DVD player, fish finder SeaRay Trailer with folding tongue. Photos available upon request. Asking \$18,500. Call Steve @ 510-589-1944

44 FT. SEARAY 440 SUNDANCER express cruiser. (Dream Girl) Great Bay & Delta boat. Perfect for family or partnership. Twin 3208 Cat Diesels (750 hp.) cruises 18 kts., Full electronics, Two state rooms, central air & heat, 7.5 kw genset, 28 kw inverter, many upgrades. Check out: www.Yachtworld.com: (1991 44 ft. SeaRay 440 Sundancer w/Bow Thruster), for photos and specs. Duane Collins (415) 382-9495

For Sale

MONADNOCK MX-24 EXPANDABLE BATON. Weighs 5 oz less than the SX-24. No additional training required. Thinner and lighter, wears comfortably on your belt all day, even sitting in the car or behind a desk. With swiveling duty belt holster, all like new only \$50. Email lt.feledy@dslexreme.com

For Sale

4 GOODYEAR TIRES AND RIMS from a 2012 FX-4 Ford Truck. Less than 500 miles on the tires. M&S SR-A P275/65r18. \$800 for both OBO. Please contact Ariana for pictures or interested (415) 940-5379.

Motorcycle For Sale

2010 HD SOFTAIL HERITAGE CLASSIC, stock, windshield & leather saddle bags! Excellent condition! Less than 4000 miles, \$14,000. Call Jerry (208) 939-2534.

2005 HERITAGE SOFTAIL CLASSIC white - extra chrome, windshield, scream-in eagle header, engine guard bars, saddle bags, travel bag (12,500 miles) \$14,500 OBO. Call Mike at (650) 743-3621

2008 XL883 L SPORTSTER red - windshield, engine guard bars (51 miles) \$6,000 OBO. Call Mike at 650-743-3621

CLASSIC 1966 HARLEY-DAVIDSON FL with stock antique hand shift and foot clutch. Original SFPD circa 1966-71. Since its purchase in 1971 it has accrued approx. 800 miles. I have added a side-car, circa 1956, from the Spokane, Wash. P.D. Restored and painted as civilian unit with many HD NOS parts. Can be restored to original unit with parts on hand. All extra parts along with solo-officer original leather jacket. New battery, currently registered. Contact Bill (408) 354-2885. \$22,500

1991 HARLEY DAVIDSON FXRS 30,000 original miles like new. Extra tank and fenders and original chrome. I have custom chrome on it now. Lots of extras, leather, helmets, gloves, bike cover, touring bag \$6500.00 or best offer. Les Adams (415) 613-4692.

2006 HARLEY - Iron Horse Outlaw - Must Sell! 124 Inch Motor; 6-speed right side drive; 250 rear tire; hydraulic clutch; LED lighting; digital dash; custom black/red paint; lots of chrome; less than 2K miles; reg fees current; negotiable price; sold for \$25K new; asking \$16,750 or b/o. Contact Mitch @ (415) 987-6738

Speaker For Sale (auto)

One-12" Super Woofer speaker (Auto) Case size-13"x14"x18 \$200 OBO (415) 566-6734

Vacation Rental

RELAX IN CARSON VALLEY! Carson Valley Golfers Retreat Vacation Home Rental. Gorgeous Views of the Sierra Mountains, 4 Bed, 2.5 Baths, 2300 s.f. SFPD/SFFD Member Rates: \$150 night or \$900 Week Call Vince at (415) 302-2500

Vacation Rental

4TH OF JULY WEEK-LAKE TAHOE (NORTH SHORE) 3bedroom 2 bath condo (sleeps 8) property is on the lake, unit is close to lake, has pool, spa, pier and its own beach. Unit has a full kitchen and all linens. You can watch the Fireworks from Kings Beach without leaving the property. Price: \$1495.00 (total). Dates: June 28th till July 5th. Contact: Mike Coffey at mike2200@hotmail.com or Phone: (530) 265-9199

4TH OF JULY WEEK / 2BR - LAKE TAHOE- Dates: June 28th till July 5th 4th of July week-Lake Tahoe (North Shore) 2bedroom 2 bath condo (sleeps 6) property is on the lake, unit is close to lake, has pool, spa, pier and beach available. Unit has a full kitchen and all linens. You can watch the Fireworks from Kings Beach without leaving the property. Price: \$1375.00 (total). Contact: Mike Coffey at mike2200@hotmail.com or call (530) 265-9199

LAKE TAHOE (NORTH SHORE) 1BED-ROOM 1 BATH CONDO (SLEEPS 4) unit is right on the lake, has pool, spa, pier and its own beach. Unit has a full kitchen and all linens. You can walk to Kings Beach from the condo. Price: \$1075.00 (total). Dates: Sat. August 9th till Sat. August 16th. Contact: Mike Coffey at mike2200@hotmail.com or Phone: (530) 265-9199

SOUTH LAKE TAHOE: Gardner Mountain Retreat. Centrally located. Sleeps 12 comfortably, great for family. Large yard and hot tub. Photos: www.stayintahoe.com. Search 842 Clement St. Contact John Andrews, Park Station for rates and availability.

MAUI CONDO-SUMMER RENTAL- Tennis and pools! Spacious 2 bedroom, 2 bath fully equipped (sleeps 6) in Kihei, Maui, across from beaches (lifeguard on duty). Swim, snorkel, surf. Enjoy sunsets. Walk to shops, restaurants, grocery. Public transit. Nearby golf. Photos/info at www.flipkey.com/kihei-condo-rentals/p317667or www.VRBO.com/221566. SFPD discount. Contact Alan (925) 672-0578.

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

Vacation Rental

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

VACATION RENTAL HOME Ocean view Hot-tub on your deck in the redwoods. 2+ bedrooms /2 bath, large great room for entertaining eight - minute walk to Anchor Bay Beach, five- minute walk to Mariachi Restaurant, bakery and grocery store. Excellent for diving and fishing, hiking and relaxing; five-minute drive to town of Gualala and its great river for kayaking and canoeing adventures. Enjoy the Northern California Coastal Banana Belt's warm weather. E-mail me for more info at John.webb1@hotmail.com

Wanted

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

S&W CENTENNIAL SERIES, Model 40, blue steel; Model 60, Stainless. Contact retired #1771 (415) 648-4332

Free Classified Advertising Available for POA Members

The *POA Journal* has free classified advertising, a no-fee service available to our active and retired members. Buy, sell, or trade in the *Journal* and reach 5500 readers each month. The following rules apply to Classified Ads:

- To place a free classified ad, you must be an active or retired POA member.
- A member may run only one classified ad per issue. However, a member may repeat the same ad in three consecutive issues. An ad may run for three additional issues upon request of advertiser.

Ads must be typewritten and submitted to the POA, attn: *Journal* Advertising in any of the following ways: US Mail, to the POA office; Interdepartmental mail, to the POA office, Email to journal@sfpoa.org

Word Search

Created by Officer Michelangelo Apodaca, Airport Bureau

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

Each puzzle has a grid of letters that conceals words reading in different directions - forward, backward, up, down, or diagonally - but always in a straight line. The words, abbreviations, or phrases

one must find and circle are listed below the grid in capital letters. That's all you need to know before you sharpen your pencil and begin your search!

May is once again upon us. Find some words below and enjoy your Summer!

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

- | | |
|--------------|--------------|
| BIRDS | MOTHER'S DAY |
| FUN | SEEDS |
| ICE CREAM | SUMMER |
| MEMORIAL DAY | VACATION |
| PLANTING | FLOWERS |
| STORM | GROWING |
| THUNDER | LIGHTNING |
| BUTTERFLY | PICNIC |
| GARDEN | SPRINKLER |
| LEMONADE | SUN |

How to Burn Thousands of Calories & Melt Tons of Body Fat

By Rich Thurman and Yana Ibrahim

When you hear that your first question should be, "how can I do that?"

Well, what if I told you that it was easier than you think and that, with a little hard work and dedication, you could have the body that you want, increase your performance and get in the best shape of your life?

This is all within your reach.

According to an article by Dr. Len Kravitz that discusses why people start and stop exercising, "research suggests that 50% of persons starting an exercise program will drop out within the first 6 months" (Wilson and Brookfield, 2009)

Why do people tend to fall off?

1. Self expectations are too high and when goal isn't reached you feel low and without support of a coach, friends, family, quit.

2. Fear of perceptions from others keep you from joining a Bootcamp group or gym to attain your goals.

3. Lack of time for exercise or inability to prioritize exercise high in the midst of family and work obligations.

4. Inadequate workout facilities available or lack of support to help maximize usage of available space.



So how can you improve your success rate and stick to your new fitness program?

A quality fitness program will...



1. Help you set realistic short term and long term goals and help you learn how to incorporate lifestyle changes that will support these goals.

2. Help you learn to focus on looking inwards towards personal accomplishment and help you work to accomplish YOUR personal best. Be the BEST YOU, that you can be.

3. Be flexible and offer a variety of times to accommodate you. By creating early morning times, fitness becomes priority number one and there's nothing to get in the way except for yourself...No work obligations, sudden emergencies, etc.

4. Have the ability to help you learn to use whatever environment you may have available. It doesn't matter whether you have a fancy gym or an empty room, Xodus Fitness can give you a highly effective, CALORIE and FAT BLASTING workout Anytime, Anywhere!

So here's the question we have for



you...

Are you ready to burn loads of calories, blast body fat, look and feel great?

Are you ready to commit to changing your lifestyle and habits in order to achieve that body you've always wanted?

Are you ready to get in the best shape of your life with a program that mixes all the essentials of a complete program, High Intensity, hints of Yoga, Running and Core Strength along with Strength Training?

Why wait?

Sign up for a FREE WEEK Trial of Body Transformation Bootcamp or a FREE Personal Training Assessment at www.XodusFitnessSF.com

For a limited time, enter promo code SFPOA and get 15% off of Bootcamp.

Check out our programs at Xodus Fitness by going to www.xodusfitness.com or call coach Rich Thurman at 415.990.4874

Rich Thurman III is the founder of Xodus Fitness (www.TeamXOFit.com) which provides personal training and group fitness training as well as workshops in San Francisco. He is the primary author of the The Fitness

Library. (www.TheFitnessLibrary.com)

Rich has a Bachelors of Science in Physiological Science from UCLA and a Masters of Arts in Sports Management from USF. He is a Certified Strength & Conditioning Coach and Personal Trainer with over 15 years of experience in sports, health and fitness. Rich began his career volunteering hundreds of hours with City College of San Francisco Athletic Training, working in Physical Therapy clinics and The Olympic Club of San Francisco. He's conducted group exercise and fitness workshops worldwide from the US to Asia and worked with athletes from high school to the Olympic/Professional level.

To contact Rich for any professional services, inquire at 415.990.4874 or info@xodusfitnessSF.com

Co-author: Yana Ibrahim. Yana is the wife of Xodus Fitness Head Coach Rich Thurman. She is a fitness professional with many years of experience.



San Francisco Bay Area Law Enforcement Emerald Society 16th Annual Awards Dinner Dance

at

The United Irish Cultural Center ▲ Friday May 9, 2014

Cocktails 6 P.M. Dinner 7 P.M.



Honoring

William Roger Gargano ▲ CITIZEN OF THE YEAR

And

Sergeant Tom Maguire SFPD ▲ OFFICER OF THE YEAR

Also

Captain Mike "Bugsy" Moran SFPD (ret) ▲ LIFETIME ACHIEVEMENT AWARD

Tickets \$75, Table of 10, \$700

Contact: Rachel Murphy 415-794-7918 ▲ e-Mail 1716rm@gmail.com

Web Site: SFBALEES.COM

P.O. Box 355, 236 West Portal Avenue,

San Francisco CA 94127 ▲ Tel: 415-333-2478



Cool to be Cool!



POA Staff Report

Pictured above are members of the Gang Task Force, the only unit thus far that has shown the maximum percentage of support — 100% — for the officers and their families who were recently suspended without pay pending an investigation. It was through the indefatigable efforts of the units two POA reps, Matt Mason and Sean Frost, that this unit rallied together to provide much-needed encouragement and assistance to their beleaguered brothers in blue from the Mission and Southern Districts.

These members are enjoying a small token of appreciation for their collective generosity — a refreshing ice cream sandwich. And, not just any ice cream sandwich, either. The entire unit was treated to San Francisco's very own *It's-It* sandwiches — a city tradition since 1928!



In the photo to the left, POA President Marty Halloran and Secretary Mike Nevin are seen after delivering two boxes of the minty delight to the unit, and to express their appreciation for the unity and strength that the GTF has demonstrated in these difficult days. Halloran has pledged that any cohesive unit in the SFPD that provides

100% support to the suspended officers will also receive a box or boxes of this special treat. "It's cool to be cool," said Marty. "It's it!"

POA Sergeant at Arms Val Kirwan snapped these photographs. He is also the association's unofficial *It's-It* liaison.



San Francisco Police Officers Association
800 Bryant Street, 2nd Floor
(415) 861-5060
Office Hours M/F 9-4 pm

B TO: All Members of the SFPOA
U FROM: Michael Nevin, Secretary
L DATE: April 18, 2014
L 2014-34

May General Membership Meeting

Having heard the memberships' response to our recent survey, the POA will have a General Membership meeting on Thursday, May 8, 2014 starting at 1730 hours at the United Irish Cultural Center (2700 45th Avenue).

All members are welcome and encouraged to attend. Hosted drinks and appetizers.

Following the meeting, the Giants game (vs. Dodgers) will be shown on the big screen.



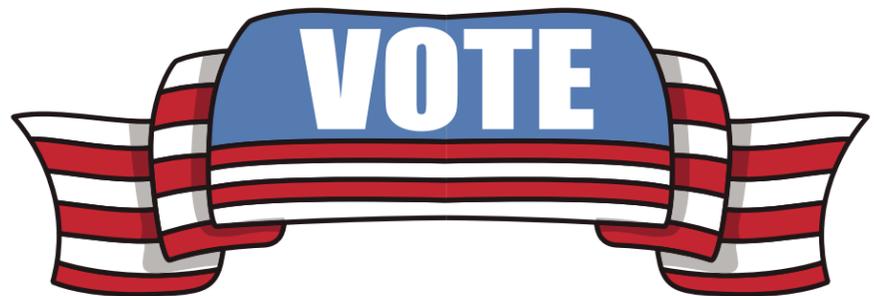
E Note: This meeting will be in lieu of our regular board meeting
T that is normally held on the third Wednesday of each month.
I
N

Attention All POA Members

We Need Your Email Address!

Keep Updated With the Issues and Events that Directly Affect Your Future and Career.

Phone the POA at
(415) 861-5060, or email
info@sfpoa.org
to register your personal
email address



The San Francisco Police Officers Association Endorses the Following Candidates and Measures and Propositions in the June 3, 2014 California State Primary Election

Statewide Offices

David Chiu for California State Assembly, District 17
Phil Ting for California State Assembly, District 19
State Senator Alex Padilla for California Secretary of State
State Controller John Chiang for Treasurer
Fiona Ma for Board of Equalization District 2
Daniel Flores for Superior Court Judge
Kimberly Toney Williams for Superior Court Judge

Local San Francisco Propositions

Yes on Proposition A:
Earthquake Safety and Emergency Response Bond

No on Proposition B:
Waterfront Construction Exceeding Height Limits Initiative.

To: Association Members
From: Val Kirwan, Sgt. At Arms – Chairman
Martin Halloran, President – Co-Chairman

Demonstrate Support and Assistance at Our Rally for Suspended Members

The official POA Sponsored Assembly for Suspended Members and their Families will be held:

Thursday May 22, 2014 • 5:00 PM to 11:00 PM
San Francisco Italian Athletic Club, 1630 Stockton St., S.F.
No host bar and hosted appetizers by the POA

Services, Donations, and Necessary Items Accepted at the Door by the Suspension Relief Committee. If Possible, Please Call Ahead to the POA Office to Discuss Drop-Off or Delivery, or to Inquire about Recommended Assistance. Phone: (415) 861-5060.

Grand Raffle Drawing At 8:00 PM

1st Prize: 2 round trip business class tickets on Aer Lingus from SFO to Dublin, Ireland

2nd Prize: 60" big screen television

3rd Prize: iPad

Contact your POA Representative or the POA office to RSVP Your Attendance and Participation, or to Provide Assistance in Lieu of your Attendance.

Many thanks to Aer Lingus for their extremely generous donation

There will also be a silent auction held at this event.

